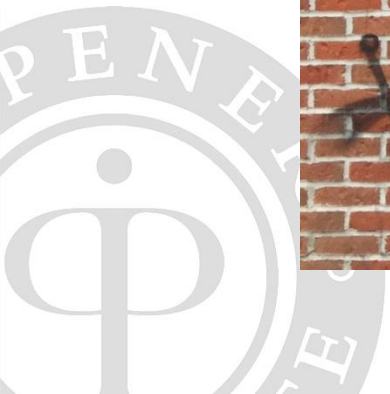
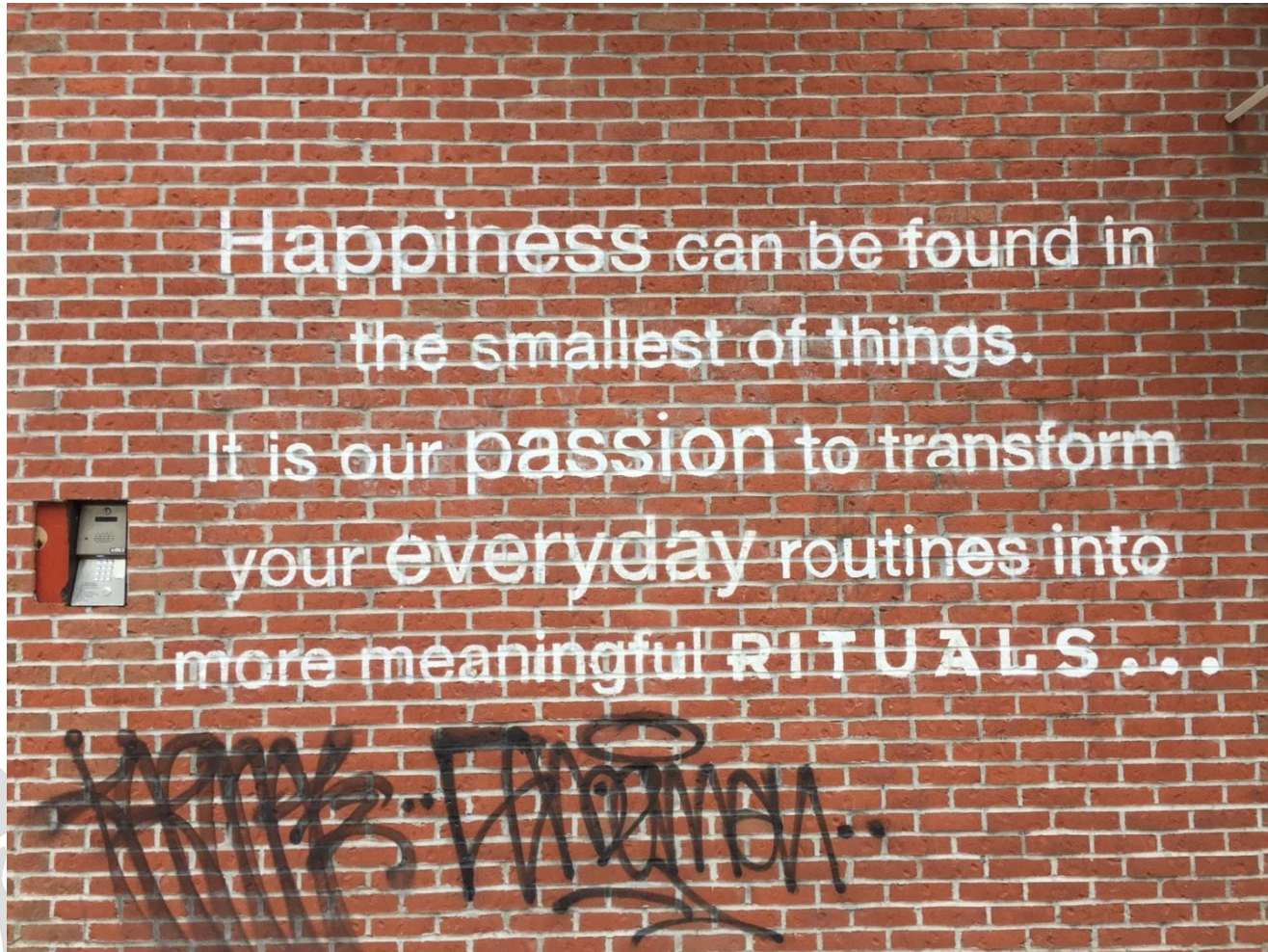


Resilience module 3: energy

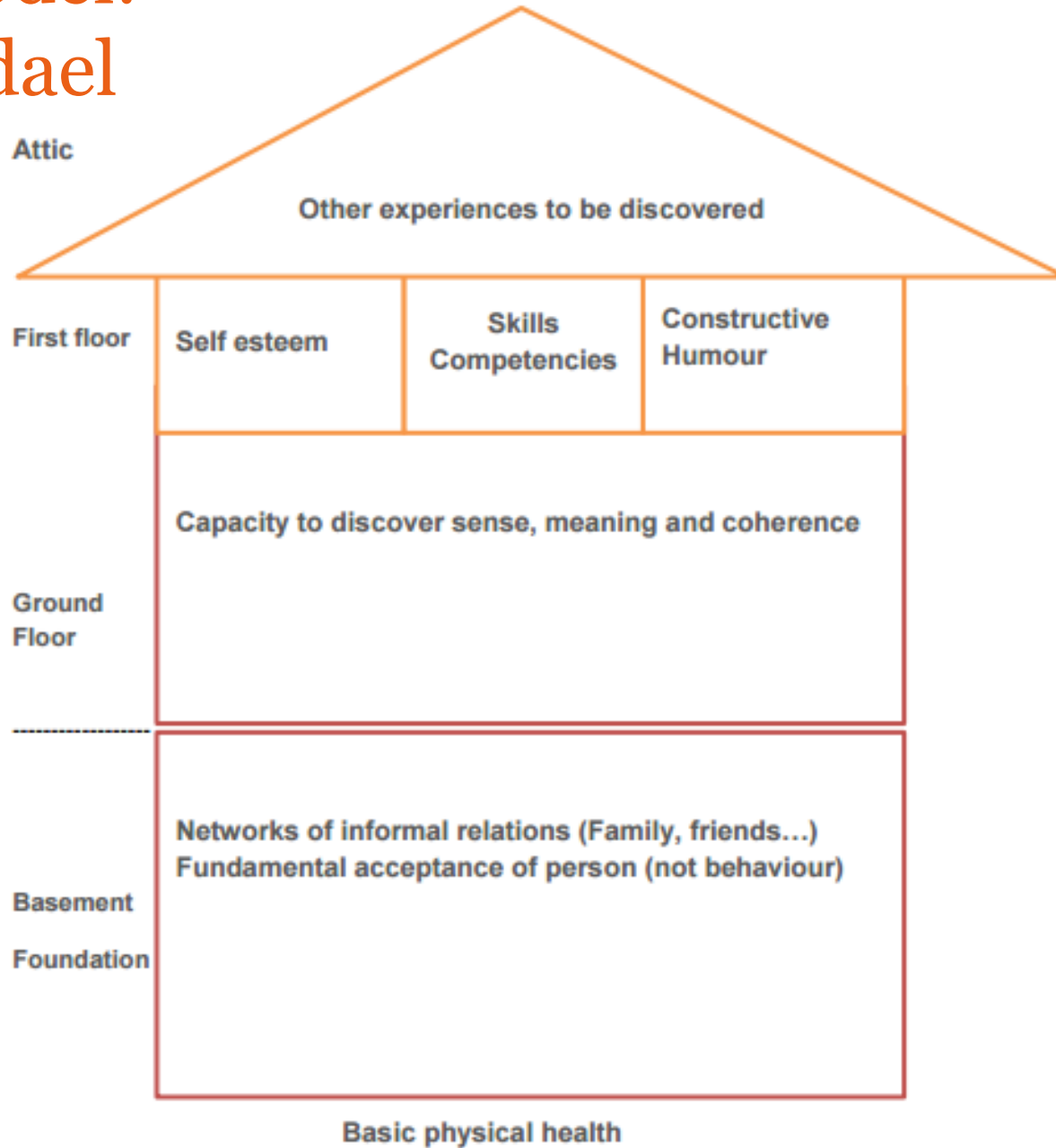
Jessica Pryce-Jones



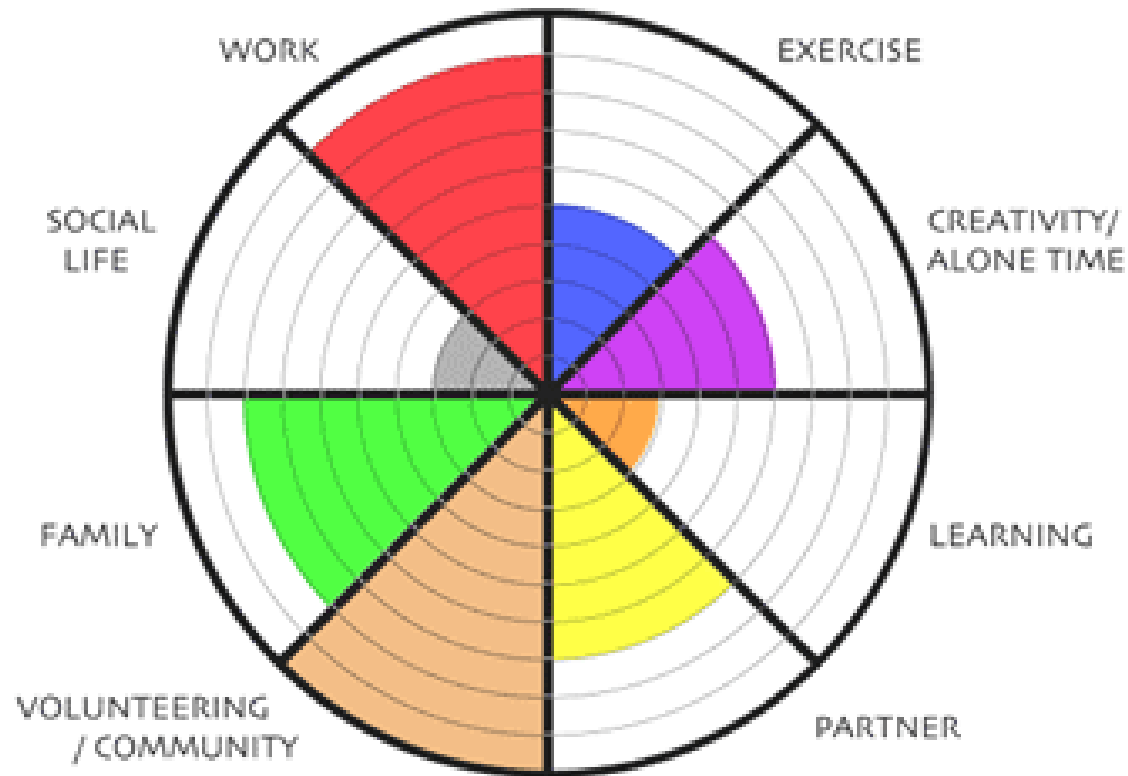
Today's photo



Casita model: Vanistendael



Managing your whole self: A wheel of life...



Our agenda



1. Understanding resilience
2. Managing your whole self
3. Peer coaching
4. Harnessing energy
5. Using your strengths intentionally
6. Thinking about control
7. Recognising team resilience indicators
8. Generating a positive mind-set
9. Understanding emotional labour and proactive coping
10. Recognising others



Peer coaching



- Asking what a good outcome is
- Start with what's working and build on that
- Listening without interrupting!
- Observing what's happening and reflecting this back
- Asking open questions: 'what' and 'how' are very important
- Refraining from advocacy or consulting i.e. telling someone else what to do



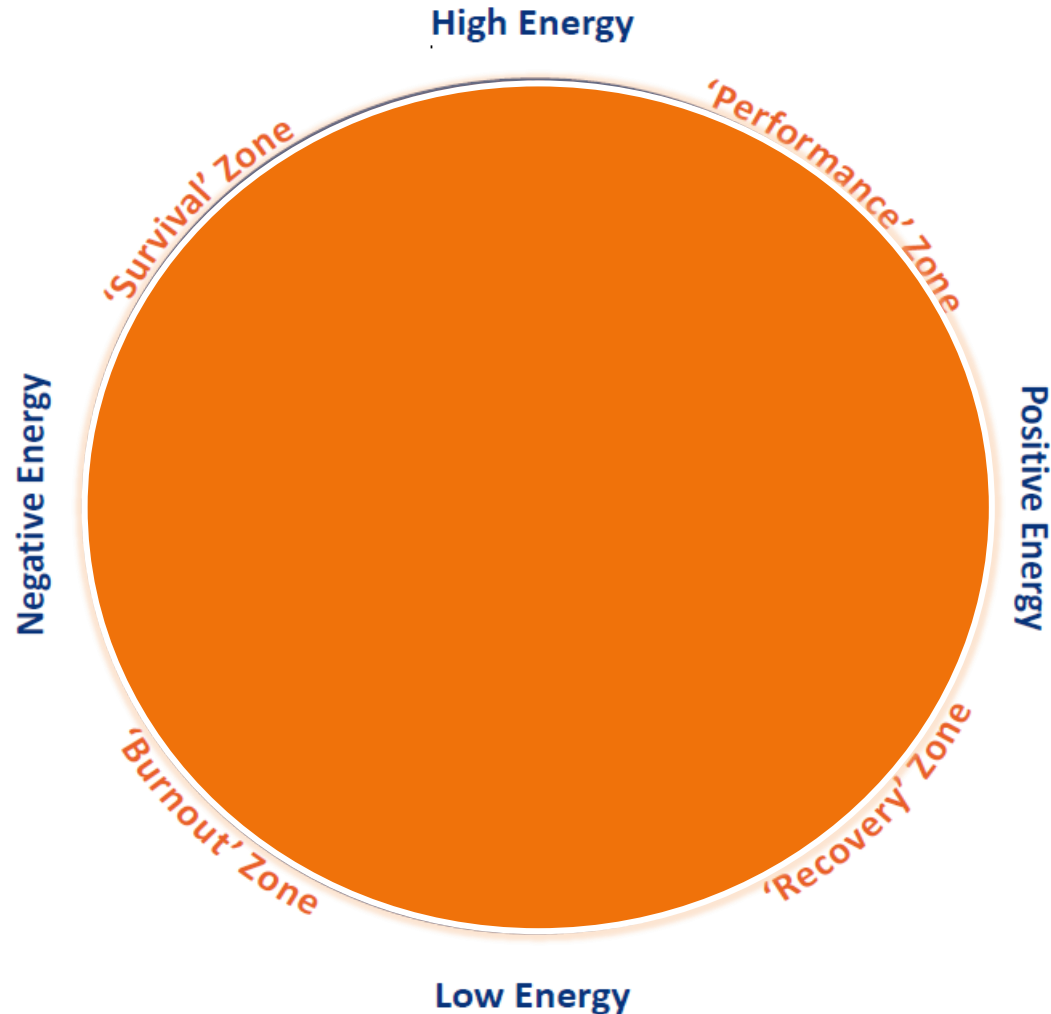
A framework to coach: GROW (Sir John Whitmore)



- **G**oals: what does your coachee want to achieve in this session?
- **R**eality: what's going on for them:
- **O**ptions: how can you help them generate choices about dealing with their situation?
- **W**ill: what is your coachee willing to do? (Check their buy-in from 1-10)

Note: you might need them to explain their reality first!

Loehr & Schwartz: energy check



Words, words words: put in each quadrant



Defiant, challenged, carefree, exhausted, annoyed

Optimistic, carefree, sad, fearful, confident, calm

Depressed, angry, engaged, eager, mellow, carefree

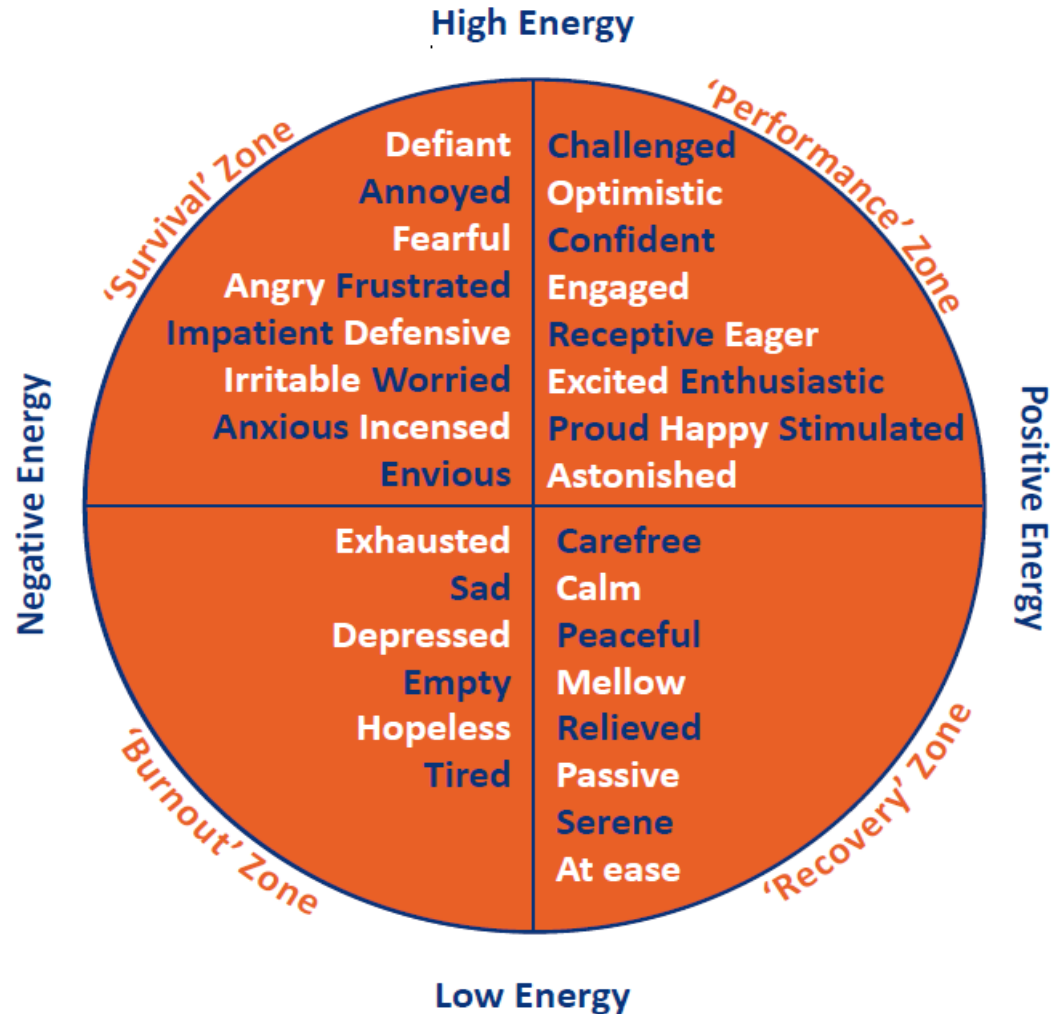
Empty, impatient, excited, enthusiastic, wowed, at ease

Proud, relieved, fatigued, defensive, chilled, buzzed

Relaxed, astonished, irritable, empty, passive, trusted

Either pairs or on flip chart for the room: 5 min

Loehr & Schwartz: energy check





Paired work

- Look at where your hospice expects you to be
- Calibrate time you spend in each quadrant
- Work on how balance energy more (peer coaching)
- Think back and align with your wheel of life

Output: one action to get more balance that supports your resilience: 15 min (7 min each)



Thinking ahead: Xmas planning tactics

- Remember: we judge ourselves by our intentions and others by actions. Everyone has positive intentions
- Your feelings don't determine your actions: you can step aside from them (clouds/matador) images are helpful
- Will power is a limited resource: have some strategies to avoid rows late in the afternoon
- Think through how you act calmly at hot button moments: they are trying to make sense of the world
- Focus on similarities not differences and your shared experiences/history – family networks matter

In pairs: one commitment which you can keep