Resilience session 4: Building strengths

Jessica Pryce-Jones
Agenda

• Do a mini reflection
• Recap on what we’ve done
• Start a strengths analysis
Have you printed the strengths exercise?
Did you have a family row?
Today’s mini tool: two mindful breaths
What is resilience?

Capacity to withstand knocks and bounce back/forward in a psychologically healthy manner.
Casita model:
Vanistendael

- Attic
- Other experiences to be discovered
  - First floor
    - Self esteem
    - Skills Competencies
    - Constructive Humour
  - Ground Floor
    - Capacity to discover sense, meaning and coherence
  - Basement
    - Networks of informal relations (Family, friends…)
    - Fundamental acceptance of person (not behaviour)
  - Foundation
    - Basic physical health
Our agenda

1. Understanding resilience
2. Managing your whole self/peer coaching
3. Harnessing energy/peer coaching
4. Using your strengths intentionally/peer coaching
5. 
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
Managing your whole self: A wheel of life...
A framework to coach: GROW (Sir John Whitmore)

- **Goals**: what does your coachee want to achieve in this session?
- **Reality**: what’s going on for them:
- **Options**: how can you help them generate choices about dealing with their situation?
- **Will**: 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

High Energy
- Challenged
- Optimistic
- Confident
- Engaged
- Receptive
- Eager
- Excited
- Enthusiastic
- Proud
- Happy
- Stimulated
- Astonished

Low Energy
- Carefree
- Calm
- Peaceful
- Mellow
- Relieved
- Relieved
- Passive
- Serene
- At ease

Negative Energy
- Exhausted
- Sad
- Depressed
- Empty
- Hopeless
- Tired

Positive Energy
- Defiant
- Annoyed
- Fearful
- Angry
- Frustrated
- Impatient
- Defensive
- Irritable
- Worried
- Anxious
- Incensed
- Envious

Survival Zone

Recovery Zone
## Energy analysis

### Loehr & Schwartz: Energy Check

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<th>Performance</th>
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Strengths: what and why

Strengths = innate; you have a natural disposition

Skills = not innate but acquired thru practice & support/

• Experience less stress and more resilience (Lindley, 2010)

• Are more energised (Govindji & Linley, 2007) and confident (Proctor et al 2009)

• Perform better at work (Gallup, 2012)

• Have higher levels of self-esteem (Minhas, 2010)

*Transferable tools we have at our disposal.*
The process

1. Get the handout and move straight to step 3

2. Complete the A-L grid (no fewer than 8, max 12): do this by simply reading Section 1-4 and the left hand column. Only read the right if you get stuck. Add anything else you like that you know if true for you.

4 min
Step 6: Add up
Now add up how many times each letter has been circled and write those scores for each letter below.

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Please write down the strengths in their ranked order. Number 1 is the most important, number 12 the least.

1. **Courage**
2. **Integrity**
3. **Generosity**
4. **Openness**
5. **Optimism**
6. **Loyalty**
7. **Humour**
8. **Learning**
9. **Courage**
10. **Generosity**
11. **Optimism**
12. **Integrity**
The process

1. Get the handout and move straight to step 3

2. Complete the A-L grid (no fewer than 8, max 12): do this by simply reading Section 1-4 and the left hand column. read the right if you get stuck. Add anything else you like that you know if true for you. 4 min

3. Find a partner: swap handouts and at speed compare one strength to another. If someone gets stuck, just move on

4. Add up the totals: for a tie-break consider what makes you most resilient and highest performing at work. 10 min (5 min each)
In coaching pairs

Taking 10 min each, work through 3 of the 5 bullets (amended slightly for time)

• What confirmations or surprises have you had?
• In what way does your role play to your strengths?
• How might you better or differently use your strengths and apply them in stressful situations or situations that require resilience?

10 min each
Use this as a team analysis

• Look at your wheel of life; how can you apply your strengths to it?
• Consider your energy; how might using strengths more or differently build your energy?
• Think about your role to see if the strengths are appropriate or if you need to dial up others
• Use the tool as a way of getting to know new hires
• Do it with you kids to give them confidence
• Take 2 mindful breaths and remember what you’re good at
Reflection: New Year

How is this programme going for you?

• What should we do more of?
• What should we do less of?
• What can we do differently?