

Resilience session 4: Building strengths

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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



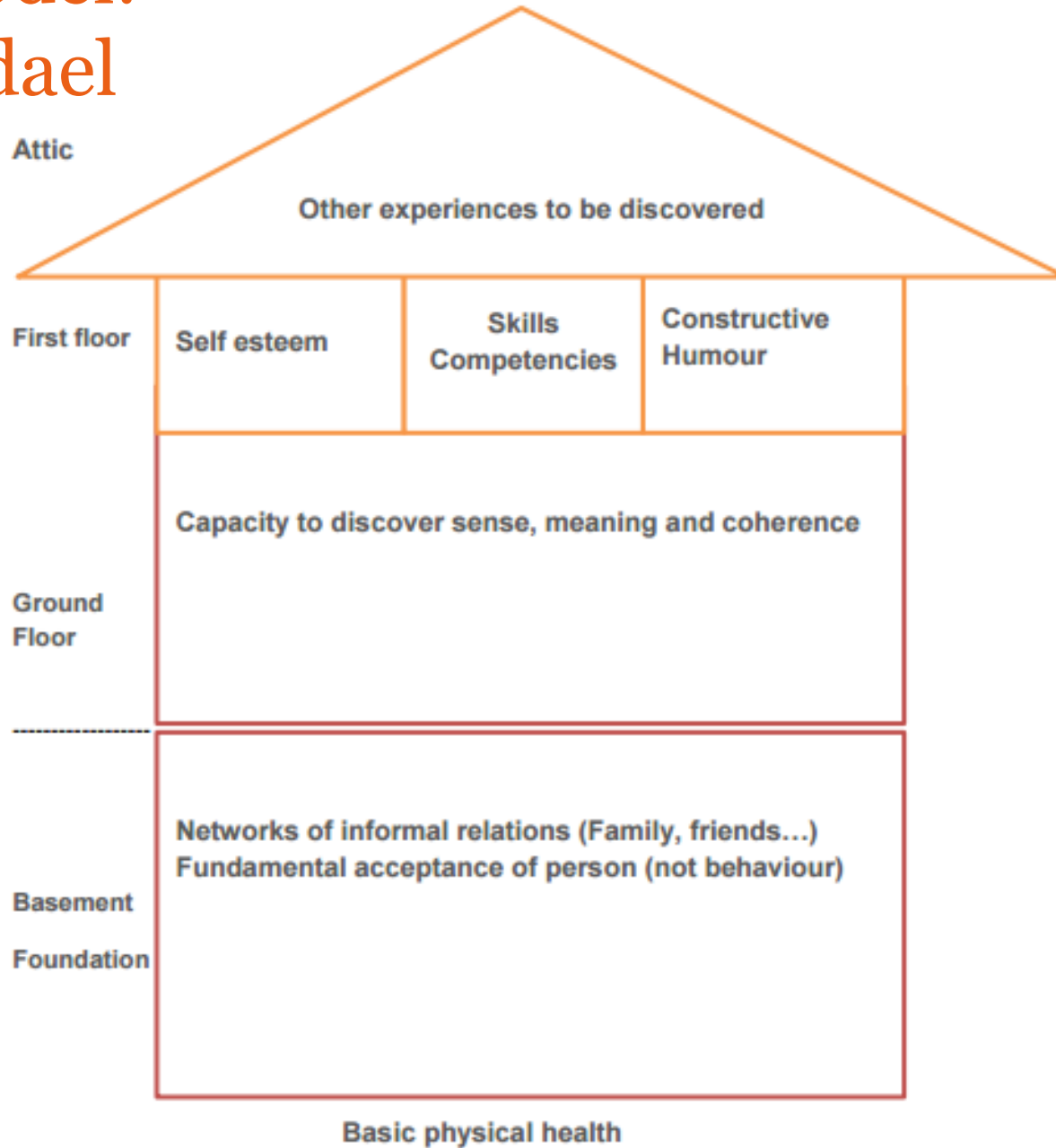
What is resilience?



Capacity to withstand **knocks** and bounce back/forward in a **psychologically healthy** manner.



Casita model: Vanistendael



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. Understanding the science of happiness
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...



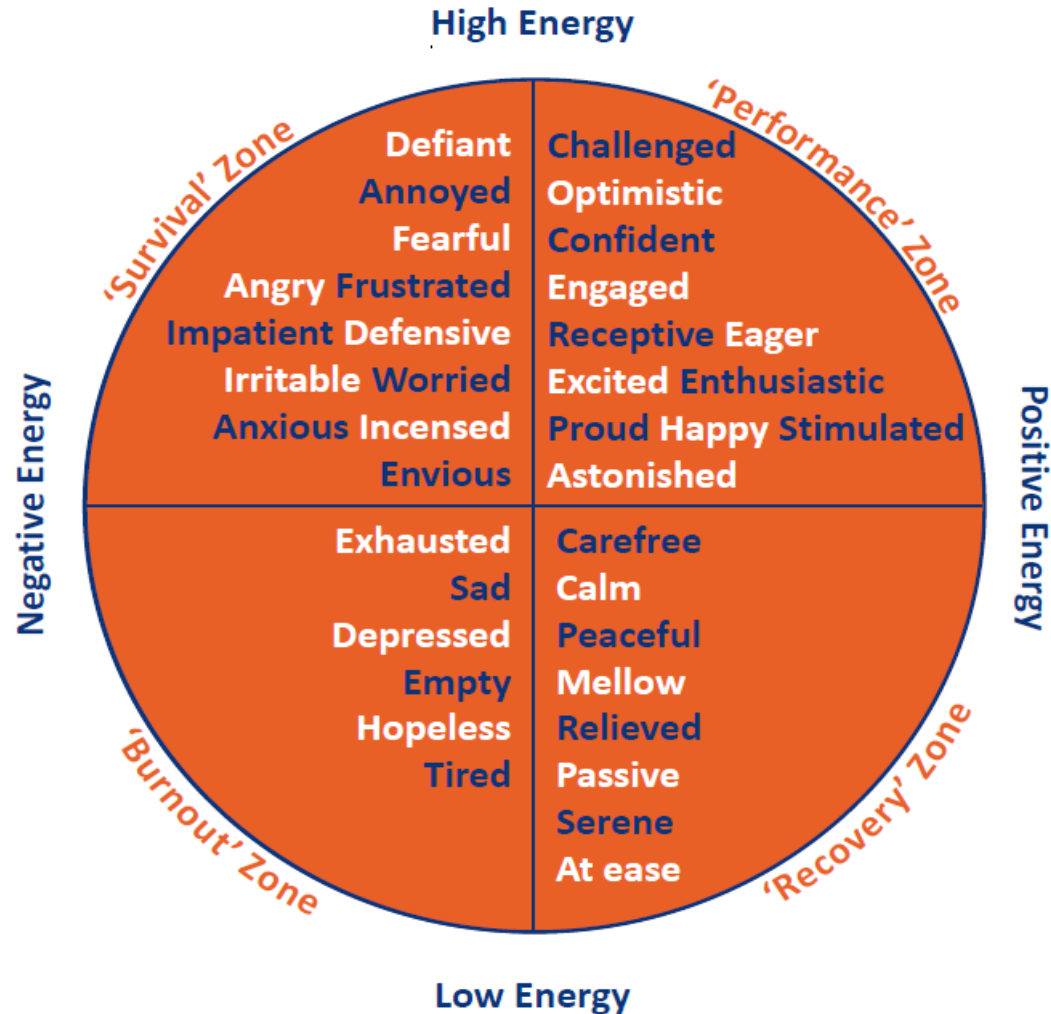
A framework to coach: GROW (Sir John Whitmore)



- **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!

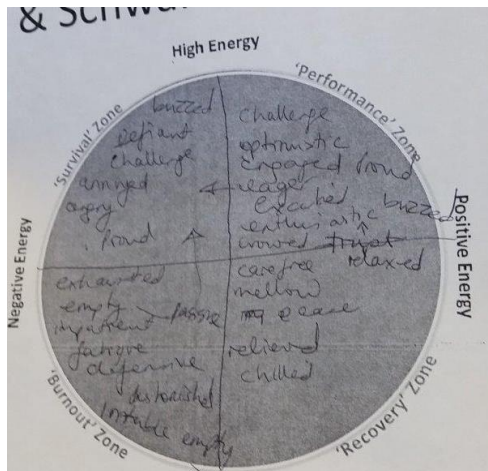
Loehr & Schwartz: energy check



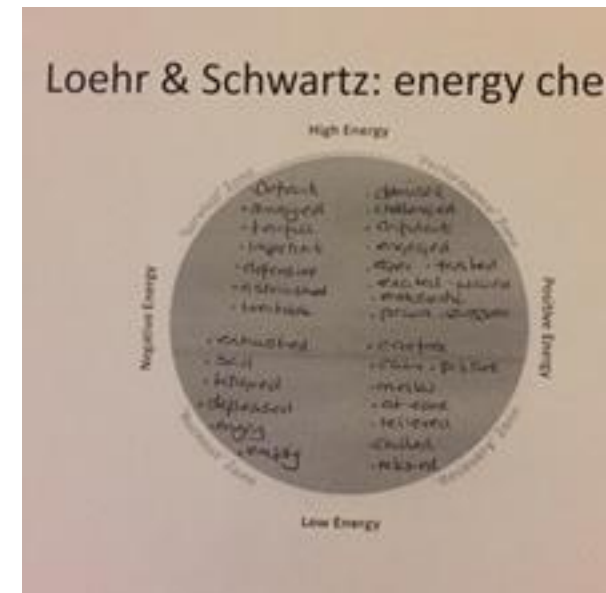
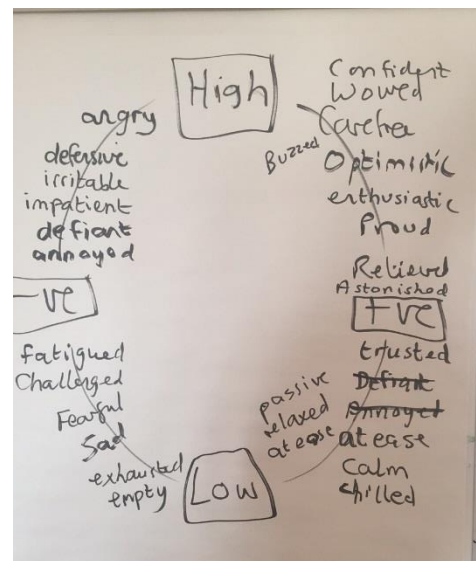
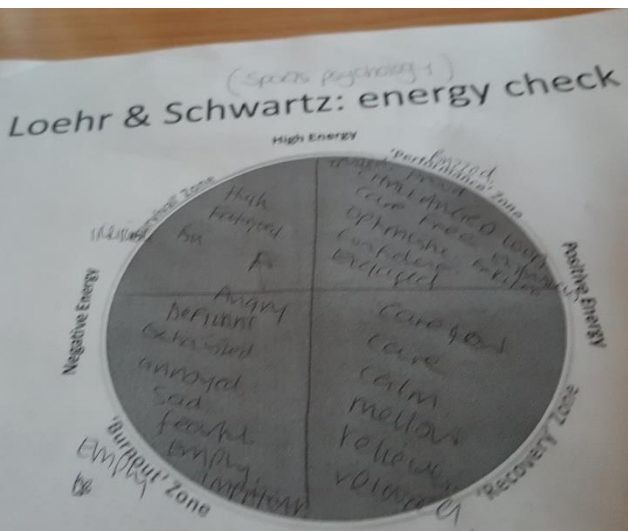
Energy analysis



Loehr & Schwartz: Energy Check



Survival Defensive Irritable Angry Annoyed Defiant	Performance Excited Enthusiastic Engaged Astonished Confident Eager Optimistic Buzzed Relieved Challenged Trusted
Burnout Empty Depressed Exhausted Sad Fearful Fatigued	Recovery Carefree Calm At Ease Chilled Relaxed Wowed Mellow





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

A	CREATIVITY	A B	A C	A D	A E	A F	A G	A H	A I	A J	A K	A L
B	DRIVE	B C	B D	B E	B F	B G	B H	B I	B J	B K	B L	
C	CONSISTENT	C D	C E	C F	C G	C H	C I	C J	C K	C L		
D	HUMOUR	D E	D F	D G	D H	D I	D J	D K	D L			
E	LOYALTY	E F	E G	E H	E I	E J	E K	E L				
F	OPENNESS	F G	F H	F I	F J	F K	F L					
G	LEARNING	G H	G I	G J	G K	G L						
H	COURAGE	H I	H J	H K	H L							
I	GENEROSITY	I J	I K	I L								
J	OPTIMISM	J K	J L									
K	INTEGRITY	K L										
L												



C	CONSISTENT	C D	C E	C F	C G	C H	C I	C J	C K	C L	6
D	HUMOUR	D E	D F	D G	D H	D I	D J	D K	D L		6
E	LOYALTY	E F	E G	E H	E I	E J	E K	E L			5
F	OPENNESS	F G	F H	F I	F J	F K	F L				6
G	LEARNING	G H	G I	G J	G K	G L					3
H	COURAGE	H I	H J	H K	H L						10
I	GENEROSITY	I J	I K	I L							7
J	OPTIMISM	J K	J L								6
K	INTEGRITY	K L									8
L											

Step 6: Add up

Now add up how many times each letter has been circled and write those scores for each letter below.

	A	B	C	D	E	F	G	H	I	J	K	L
Totals												

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

- | | | |
|----|------------|-----|
| 1. | Courage | 7. |
| 2. | Integrity | 8. |
| 3. | Generosity | 9. |
| 4. | | 10. |
| 5. | | 11. |
| 6. | | 12. |

18





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**?

