Resilience: session 7
Generating a positive mindset

Jessica Pryce-Jones
When considering the whole programme, what have you been doing differently?

Talk in pairs and send us a message!

(And if you did nothing, what do you need to do something?)
Photo of the week
Top tip for today: Silver Olympians comparing up
Casita model: Vanistendael

Attic

Other experiences to be discovered

First floor

Self esteem
Skills Competencies
Constructive Humour

Capacity to discover sense, meaning and coherence

Ground Floor

Networks of informal relations (Family, friends...)
Fundamental acceptance of person (not behaviour)

Basement Foundation

Basic physical health
Our overall 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
Team resilience belongs to the team!

- Acknowledge what’s happening
- Be positive
- Control what you can
- Develop and use others’ strengths
- Empathize when you need to
- Focus on what’s working
- Give positive feedback
Why bother? Energy drains/vampires vs energy radiators
The white bear: the impossibility of a negative and overloaded task, Dan Wegner
Dan Wegner’s pendulum

Figure 3. Sample tracings of 30-s videos from below a handheld pendulum on a string when pendulum holder is asked to:

- (A) hold it steady
- (B) keep it from swinging parallel to the arrow
- (C) hold it steady while counting backward from 1000 by threes
- (D) keep it from swinging parallel to the arrow while counting backward from 1000 by threes.
Practical techniques

Body tools
Tool 1: Body scan and breathe
Tool 2: Get into a high power pose

<table>
<thead>
<tr>
<th>HIGH POWER POSE</th>
<th>LOW POWER POSE</th>
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<tbody>
<tr>
<td>STANDING, WIDE STANCE</td>
<td>SITTING WITH HANDS FOLDED IN THE LAP</td>
</tr>
<tr>
<td>ARMS RAISED IN A “V” ABOVE THE HEAD</td>
<td>ARMS CROSSED OVER THE CHEST</td>
</tr>
<tr>
<td>HANDS ON HIPS</td>
<td>ONE ARM ACROSS THE BODY IN A SELF HUG</td>
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<tr>
<td>ARMS CROSSED BEHIND THE HEAD, SITTING OR STANDING</td>
<td>HUNCHING</td>
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https://www.youtube.com/watch?v=Ks_Mh1QhMc
Tool 3: Forest bathing: Shinrin-Yoku


Practical techniques

Mind tools
Tool 1a: Check your mindset. Growth mindset and fixed mindset

**Fixed mindset**

**Growth mindset**

### Carol Dweck: beliefs about intelligence

<table>
<thead>
<tr>
<th>Fixed mindset</th>
<th>Growth mindset</th>
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<tbody>
<tr>
<td><strong>“Success is based on innate ability”</strong></td>
<td><strong>“Talents and abilities can be developed”</strong></td>
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<td>Intelligence and talents are fixed traits. The goal becomes not to look stupid and avoid risk.</td>
<td>You can grow and get better through effort, persistence and work. The goal is to try harder.</td>
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Stress mindset: how you view stress

- Enhancing? (Growth)
- Debilitating? (Fixed)
Tool 1b: Growth mindset around stressors, Crum et al 2017

1. Perceiving stressors as enhancing results in:
   - Better performance
   - More positive emotions
   - Greater adaptation
   - Higher DHEAS (hormone that helps with resilience)

2. Growth mindset affects outcome so do you think ‘this situation is helping me develop my capacity to cope well’?

3. Finding out about others’ mindset matters before you help them modify thoughts

4. Praising others for a growth mindset encourages more of ‘I really like your approach to this/how you are handling x.’

Tool 2. Reframing: one of the most important resilience skills

It’s changing the **meaning** we give to events not the events themselves:

1. **Listen to your self-talk**: remember that ‘can’t’, ‘always’, ‘never’ and ‘I’ll try...’ aren’t helpful.

2. **Challenge your assumptions**: ask yourself what negative assumptions are you attributing to this?

3. **Now give it the best interpretation**

>"There is nothing either good or bad, but thinking makes it so...."  
**Shakespeare**
Reframing: let’s have a go

• Is a relative ‘very demanding’ or...
• Is a patient ‘challenging’ or ...
• Are our peers and colleagues ‘lazy’ or...
• When we eat chocolate on a diet, are we ‘failing’ or....
Reframing

• Is a relative ‘very demanding’ or an advocate for their loved one?

• Is a patient ‘challenging’ or do they have unmet emotional needs? Struggling with dying? Fighting as they have been told to?

• Are our peers and colleagues ‘lazy’ or do they have different motivators? Other standards?

• When we eat chocolate on a diet, are we ‘failing’ or is this an opportunity to celebrate where we’ve got to and empty the sweet tin!
Tool 3: Amplifying and catastrophising

- “I’m feeling bad…”
- “I therefore can’t do this or cope in this situation…”
- “So I’m a failure at…”
- “So I’ll never/always…”

The psychological process: we think about a situation, make it bigger and ourselves helpless and hopeless so we make very negative predictions. Consider outcomes that are:

- mildly negative;
- neutral;
- somewhat positive;
- very positive outcomes
Tool 4: Dealing with overwhelming emotion

- **Physical action**: hold your hands, put them up, stand up or grip your forearms and massage them
- **Breathe** into your chest, stomach, jaw, legs or where you feel tension/emotion most
- **Recognise the different emotions** that you feel: that helps you ride the emotional tornado
- **Remember that an emotion isn’t a reaction**: make a space between them and if you need to cry, cry!
- **Remove yourself** from the situation until you can see a constructive way forward
- **Break down the steps down** until it feels manageable (Amabile, 2011: [https://hbr.org/2011/05/the-power-of-small-wins](https://hbr.org/2011/05/the-power-of-small-wins))
Tool 5: Develop situation specific self-talk and/or a mantra

• Use the first person, so ‘I am’ not ‘you are’ and make it positive if possible

• Visualise yourself through your own eyes, then others being successful in that situation

• Develop your mantra
Tool 6: Hope psychology: C R Snyder

What matters most is situational not dispositional hope

- Goal
- Routes to that goal: you need 5
- Motivation to get there: 1-10

https://www.psychologytoday.com/blog/beautiful-minds/201112/the-will-and-ways-hope
Tool 7: Headspace, 3 minute mindfulness, 7 Second Meditation

Headspace has a special offer, get 10 sessions free!
In pairs: pick 1 and spend 5 min each on it

1. What situation/person would you like to build a growth mindset around? What would change if you did this?

2. What positive self-talk (specific) or mantra (general) would help you build resilience right now?

3. What situation or relationship would you like to reframe?

4. What goal are you hopeful about? What are your 5 pathways?

Or if you would prefer to go outside and sit under a tree...
Worlds Apart:
https://www.youtube.com/watch?v=8wYXw4KoA3g