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Personal Resilience in Difficult Times

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Bouncing back...



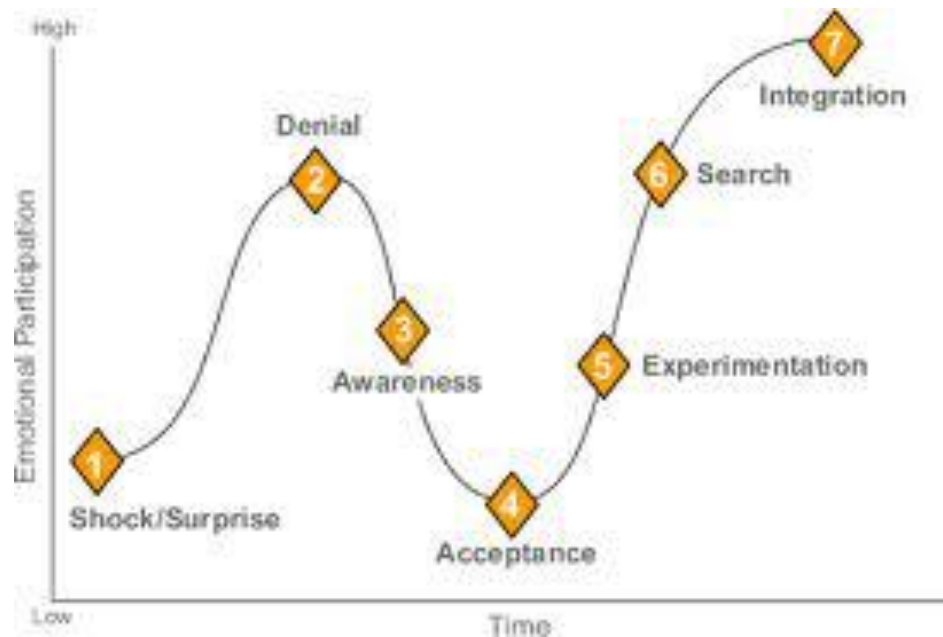
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Many headed hydra...

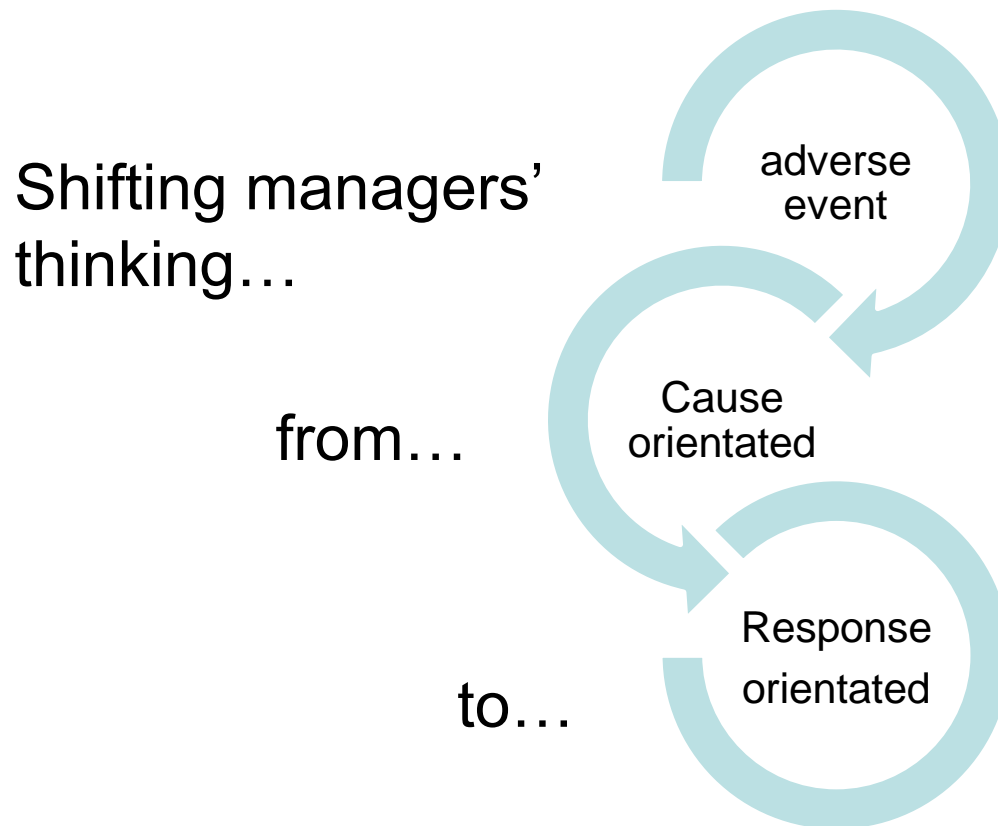


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Change or transition is normal...
...it's how we do it, and how we think about it that counts



The Resilience Regimen



(source: adapted from [Joshua D. Margolis](#) and [Paul G. Stoltz](#), Harvard Business Review, 2010)

When crisis strikes... two emotional traps

- Deflation...
- Victimisation...



The Resilience Regimen (1)

- 4 lenses:

- Control

- Impact

- Breadth

- Duration



How we react to adversity



Our mind-set re magnitude of adversity

The Resilience Regimen (2)

- 3 types of key questions:
 - Specifying
 - Visualizing
 - Collaborating



Putting it into practice



Questions to build resilience – the control lens

Specifying

- What aspects of the situation can I directly influence to change the course of this adverse event?

Visualizing:

- What would the leader/manager I most admire do in this situation?

Collaborating:

- Who on my team can help me, and what's the best way to engage that person or those people?

Questions to build resilience – the impact lens

Specifying:

- How can I step up to make the most immediate, positive impact on this situation?

Visualizing:

- What positive effect might my efforts have on those around me?

Collaborating:

- How can I mobilize the efforts of those who are hanging back?

Questions to build resilience – the breadth lens

Specifying:

- What can I do to reduce the potential downside of this adverse event—by even 10%? What can I do to maximize the potential upside—by even 10%?

Visualizing:

- What strengths and resources will my team and I develop by addressing this event?

Collaborating:

- What can each of us do on our own, and what can we do collectively, to contain the damage and transform the situation into an opportunity?

Questions to build resilience – the duration lens

Visualizing:

- What do I want life to look like on the other side of this adversity?

Specifying:

- What can I do in the next few minutes, or hours, to move in that direction?

Collaborating:

- What sequence of steps can we put together as a team, and what processes can we develop and adopt, to see us through to the other side of this hardship?

Once you've helped yourself...

- Help others to build their own resilience through coaching conversations



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Stay inspired...



5 Ways to Health and Wellbeing

- Connect
- Be active
- Take notice
- Keep learning
- Give



www.neweconomics.org/projects/five-ways-well-being

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