



Why Resilience isn't a Sticking Plaster

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Rules of Engagement

- Contribute by using the chat, raising your digital hand and unmuting yourself
- Bring your own experience to the discussion
- Share the air and give everyone an opportunity to contribute
- Acknowledgement that, whilst potentially at different stages, we are all on a journey in relation to wellbeing and resilience at work
- Respect each others' views
- Practice and embrace the learnings

Today's session

A laptop is shown from a low angle, displaying a website. The website has a white background with a '50% OFF' badge in the top left corner. Below the badge, there is a 'NEW - IN' banner. The main content area shows a chair and a person's hands. The laptop is on a dark surface, and the background is dark and out of focus.

- We will explore the link between mental health, wellbeing and resilience
- How to build resilience in response to demands in a virtual/blended environment
- Think about how you will create your own resilience toolkit
- Five Ways to Wellbeing to help us daily
- Signposting to internal and external resources

What is mental health?

- A person's condition with regards to their psychological and emotional wellbeing.
- It affects how we think, feel and act.
- It can also determine how we handle stress, relate to others and make choices.
- It impacts on our self-esteem and how we see others.
- It enables us to create, form and sustain all types of relationships we have.



What is wellbeing?

There are skills and behaviours that we can all adopt to improve our overall wellbeing; help manage stress and develop resilience.

Flourishing means a lot more than the absence of stress, or mental ill-health. It is about having energy, passion, self-esteem, improved physical health, supportive relationships and being successful in our endeavours.

Types of Wellbeing

Research by Rath & Harter (2010) highlights five different wellbeing categories

- **Career Wellbeing:** how you occupy your time or simply liking what you do every day.
- **Social Wellbeing:** having strong relationships and love in your life.
- **Financial Wellbeing:** effectively managing your economic life.
- **Physical Wellbeing:** having good health and enough energy to get things done on a daily basis.
- **Community Wellbeing:** the sense of engagement you have with the area where you live.






Emotional Wellbeing

Emotional wellbeing is not the absence of emotions, but the ability to understand the value of emotions and harness them positively in the workplace and support others to their emotional wellbeing journey.

Everyday emotional wellbeing also involves identifying, building upon, and operating from your strengths rather than focusing on fixing problems or weaknesses.

The more equipped you are to understand emotions, the greater your capacity to cope with stress, and focus on important personal priorities.

A sunset over a body of water with a person silhouetted on a rock in the foreground. The sky is filled with vibrant orange, red, and blue clouds. The water is dark and calm. The person is standing on a dark rock in the foreground, looking out at the horizon.

The Challenge

Emotional wellbeing has been pushed to the limit recently as there has been little separation between what is professional and what is personal.

How can we create a balance when it's a challenge to demarcate space, time and emotional energy?

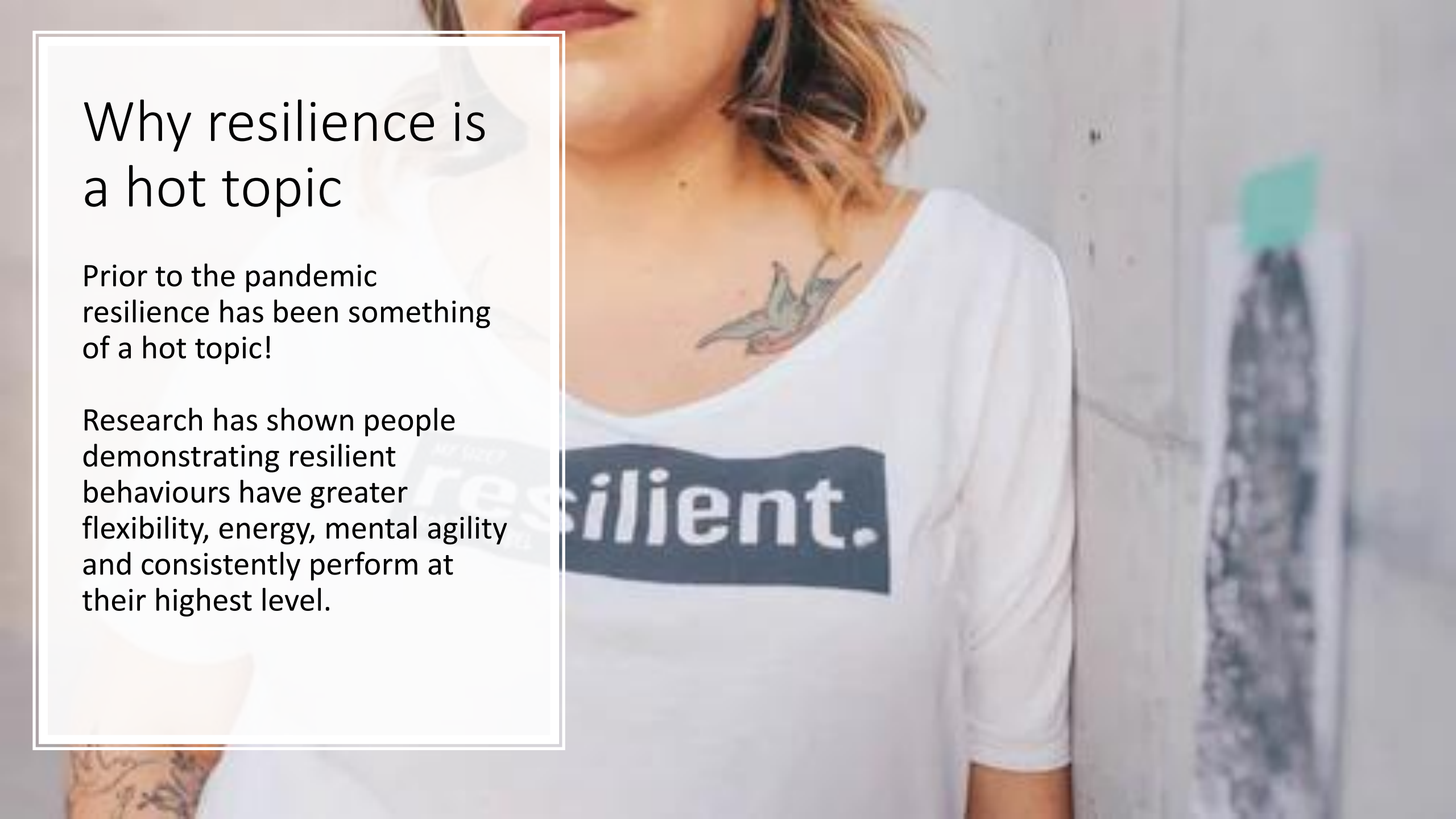


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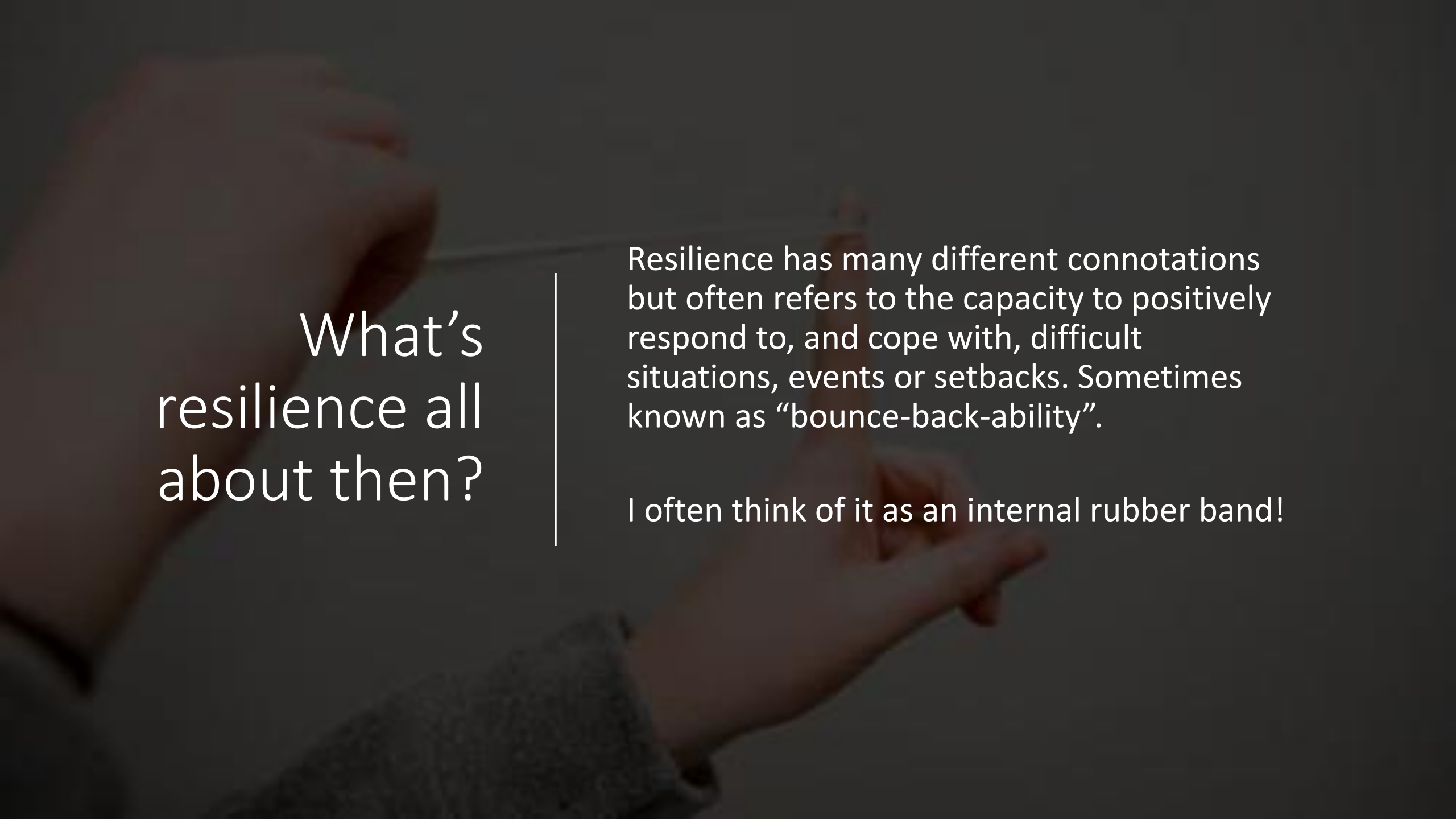
Why resilience is a hot topic

Prior to the pandemic resilience has been something of a hot topic!

Research has shown people demonstrating resilient behaviours have greater flexibility, energy, mental agility and consistently perform at their highest level.



resilient.

A close-up photograph of a person's hands holding a thin, light-colored string taut between them. The hands are positioned on the left and right sides of the frame, with the string stretching across the middle. The background is dark and out of focus, emphasizing the hands and the string. The overall mood is one of tension and strength.

What's
resilience all
about then?

Resilience has many different connotations but often refers to the capacity to positively respond to, and cope with, difficult situations, events or setbacks. Sometimes known as “bounce-back-ability”.

I often think of it as an internal rubber band!

Resilience

Resilience isn't about avoiding life's challenges by pretending they're not there or ignoring them, but noticing when pressure appears and taking proactive steps to manage those pressures.

It also incorporates sustainability, thus providing lasting benefits for our emotional health.



Unexpected Changes

Our resilience is tested when we experience unexpected changes that we haven't planned for. The pandemic is testament to this.

- Working in isolation
- Financial challenges
- Being an expert in a specific area
- Global grief
- Video call burnout
- Inability to make concrete plans
- Supervisor relationship



GOOD
VIBES
ONLY

Two parts to resilience

Resilient Thoughts:

Thinking and belief systems that enable us to bounce back more effectively.

E.g. Reframing, gratitude, mindfulness.

Resilient Actions:

Taking actions that help us to feel more resilient.

E.g. Nutrition, rest, movement and asking for support.

Principles of Resilience

Resilience is not something you either have or you don't – anyone can develop resilience by managing their thoughts, behaviours and actions.

Skillsets:

- ✓ Communication
- ✓ Problem solving
- ✓ Emotional Intelligence
- ✓ Mindfulness

Lifestyle:

- ✓ Physical Activity
- ✓ Rest
- ✓ Sleep
- ✓ Purpose

Attitude:

- ✓ Social connection
- ✓ Asking for support
- ✓ Gratitude
- ✓ Open to opportunities
- ✓ Capture key learning from set-backs

**Active
Adrenalin**

Intimidating
Aggressive
Antagonistic
Short-tempered
Stressed

Angry
Loud
Snappy
Distracted
Irritable

Highly productive
Efficient
Motivated
Supportive
Courageous

Happy
Focused
Driven
Energised
Engaged

Unhappy
Cortisol



The Mood Map™

Happy
Dopamine

Exhausted
Anxious
Distracted
Depressed
Overwhelmed

Fatigued
Worried
Isolated
Unhappy
Sick

Chilled
Creative
Recovering
Patient
Innovative

Relaxed
Happy
Reflective
Refreshed
Focused

Source: Wraw Index, The Wellbeing Project

TM

**Relaxed
Serotonin**



Five Ways to Wellbeing

Created by the New
Economics Forum in 2008

Connect

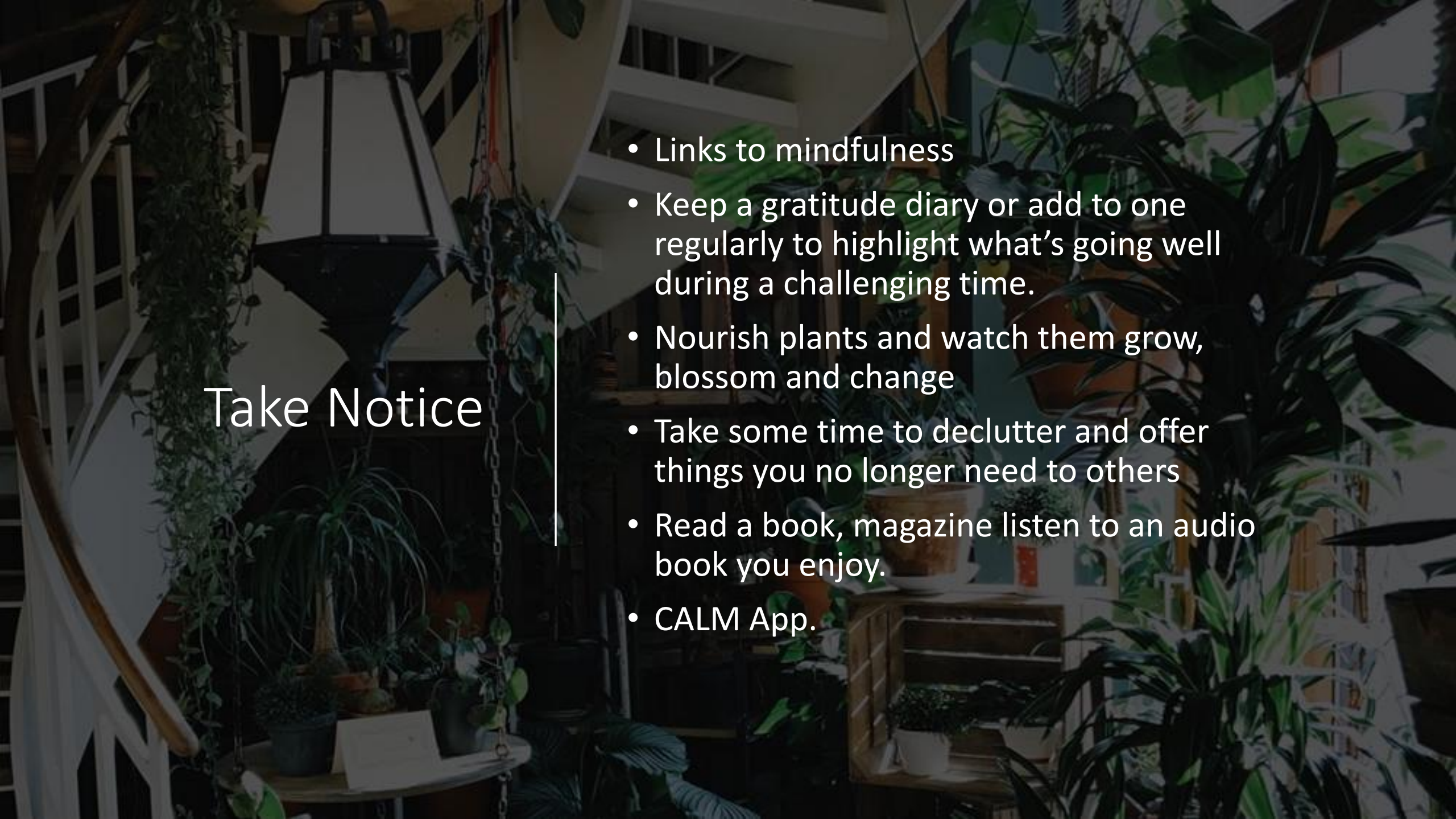


- Send a (handmade) card
- Schedule times to speak to people over the phone to keep in touch
- Be mindful about video call “burnout”
- Using social media in the best way for you
- Taking breaks with people who live with you, on your own with friends/family/pets

A person is running up a wide staircase with colorful steps in shades of red, yellow, and blue. The person is wearing a grey long-sleeved shirt, black leggings, and white sneakers with pink accents. The background is slightly blurred, showing a railing and some greenery. The text 'Keep Active' is overlaid on the left side of the image, and a list of activities is on the right.

Keep Active

- Do some gentle exercises after you wake up
- Join (an online) a dance, yoga, fitness class
- Go for a brisk walk in the sunshine
- Couch to 5K
- Put on your favourite music and just dance!



Take Notice

- Links to mindfulness
- Keep a gratitude diary or add to one regularly to highlight what's going well during a challenging time.
- Nourish plants and watch them grow, blossom and change
- Take some time to declutter and offer things you no longer need to others
- Read a book, magazine listen to an audio book you enjoy.
- CALM App.

A stack of books is on the left, with a red apple on top. To the right, there are colorful alphabet blocks (A, B, C) and several colored pencils. The background is a dark, textured surface.

Keep Learning

- Do a crossword or Sudoku that you may not have had time to do
- Set up a virtual book/magazine/article club
- Sign up for a course at a top higher education institution for free at [Coursera.](#)
- Get creative and draw, colour, sing or write
- Complete something you have been meaning to do for ages

Give

- Buy a few extra things if you are able to for food banks who struggling at this time.
- If you feel financially able donate money to charities
- Set up calls for isolated groups. Ask your local Age UK how you could help.
- Support local businesses by buying vouchers for future use if you can/feel able to.



WHAT
GOOD SHALL
I DO THIS

Tips and Ideas for Resilience

- Knowing your boundaries, being clear about them and saying no in ways that work for you.
- Step back and take time out
- Know what social connection looks like for you right now (introvert and extrovert preferences)
- Consider relaxation techniques specific to you
- Create a *Have Done* list
- Consider work-life balance plan that works for you

Things to consider for your wellbeing

- How do you want to connect with people and when.
- Arrange phone calls instead of video calls
- Get up from your desk and have stretch every hour
- Pomodoro technique: 25 mins and a short break, 52 mins and 17 min break.
- Creating space for yourself at home: whether that a corner or using a screen. How can you separate your work area from your personal area?

BEGIN.



Maintaining Momentum

I appreciate it's not the case that you snap your fingers and everything changes quickly. Knowing when to realise that you are taking on too much prior to things reaching a crisis point, is a great starting point.

Gradual Change

You don't have to make changes quickly adding to your workload!

Rather, it's about identifying where you want to start and addressing elements step-by-step.

You are the CEO of your own life, but make sure you have people on your board to support you.



Signposting

- GPs
- Self-referral via iAPT
- Local Mind centres
- Specific charities –online, over the phone and face-to-face e.g. Samaritans
- Private counsellors- Registered with a healthcare body
- Complimentary therapies-massage, yoga etc
- Self-help books- e.g Mind over Mood, guide to Mindfulness etc
- Apps- Daylio, HeadSpace, Calm, Daily Meditation
- Specific resources in any given area via Local Councils

Signposting to Diverse Services

- Muslim Youth Helpline
- The Black, African and Asian Therapy Network (BAATN)
- MindOut LGBTQ+ support
- CALM
- Independent Age
- Support Line UK
- Papyrus
- Family Action
- Working with your EAP



Any lightbulb
moments?

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Thank you for listening

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