

Building Personal Resilience

A learning process for all levels

Learning overview and aims:

This highly practical and interactive process will provide an understanding of the concept of personal resilience and why it is important in stress management. Based on our Six Components for Personal Resilience we help participants to increase their awareness of the resources they have and use when being resilient and identify gaps where they could acquire additional tools. These are covered and developed. They will have both a broader and deeper range of skills to use to help them respond reliably when pressure builds and can lead to stress problems.

Whether as managers, team members or within their own personal lives, the participants will be able to handle stressful situations more competently and provide a good role model for others around them.

We have an ideal learning process with 4 main steps, with an optional one offering additional support. However, we do recognise that some organisations may prefer to approach it differently.

1. An initial discussion with individual to help to clarify outcomes, identify applications and deal with any queries or concerns
2. The Resilience Index will be completed as a basis to help the participant to identify the areas where they can gain the most within the 6 components for Personal Resilience
3. The interactive, practical workshop with inputs, discussions, activities and practical, easy-to-use models
4. Peers will provide ongoing support, co-coaching and sharing of information to reinforce learning aims and action plans and to sustain change
5. The option of having e-mail and telephone coaching and support from a facilitator to provide further reinforcement of learning

Workshop objectives:

By the end of the workshop the participants will:

- Understand what resilience is and why it is a core competency for stress management
- Have assessed themselves against the 6 components of personal resilience and identified specific areas to develop
- Recognise what situations or factors undermine or weaken their resilience
- Have established their own sense of purpose and what they need to do to improve their fulfilment of it
- Have identified how they can strengthen the remaining 5 components for personal resilience and developed plans and actions to achieve these
- Have considered their present belief and value systems and identified any conflicts within these
- Have identified their core values – and planned to ensure that their life is enabling to meet these

- Know how they can add more options to their beliefs to reduce the effect of limiting beliefs
- Have acquired some techniques for changing their state of mind where appropriate
- Understand the importance of looking after their well-being on a consistent basis and being a role model for others
- Have a personal action plan for immediate implementation

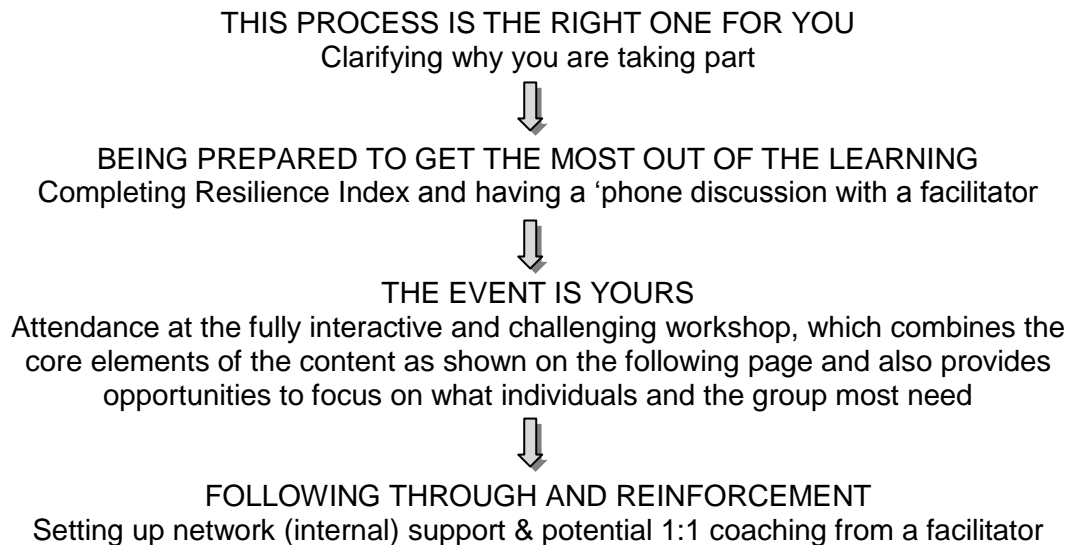
Who should attend?

This is relevant for personnel at all levels within the organisation. Anyone who has to deal with high-pressure work situations, whether on an ongoing basis or in specific peaks – and yet maintain a level of consistent, quality work output will find this beneficial. It will help the individuals who take part and enable them to be a good example for others around them.

Methodology:

STYLE & APPROACH

To gain maximum benefit from this process, the participants must feel involved and committed. To ensure this, there are 4 phases which ensure that those involved learn what they need and have the means to sustain their learning:



All of the facilitators involved have considerable experience within business, are executive coaches and additionally bring pressure management and complementary health skills and knowledge.

Workshop content:

What is personal resilience?

What resilience means
What resilience is not!
The 6 components of resilience
The 3 C's of a resilient person

Why is personal resilience important?

Is it a “nice to have” or a “must have”?
Why it is an essential competency for all
The benefits of building personal resilience for all parties

How resilient are you?

Reviewing your own scores from the Resilience Index
Where are your strengths?
Where are the areas to develop?
Exercise – implications? Actions?

The resilience reservoir

What it means
What drains your energy?
What can you do to build, and retain, your reserves for a longer time?
Exercise

Identifying your purpose – practical

Knowing what you want
Aims and ambitions
Conclusions?

Developing your self-awareness - practical

How do you react to events?
Your locus of control – internal or external?
Managing what is on your control
Your perspective on things?

Increase your sense of positive realism - practical

The benefits of thinking positively
Where does realism fit in?
Impact on your behaviour and interactions

Enhancing your determination

How did you rate yourself?
What stops you seeing things through?
How can you improve this?
Developing your flexibility and a more open approach

Positive states

The power of state and self-talk
What messages do you give yourself?
Positive anchors
Exercise, to create anchors for yourself

Self-management and self-reliance

Key principles of managing yourself and your time

How is your work-life balance? What can you do to improve it?

Where can you take more responsibility for yourself?

What could improve in your personal wellbeing (health and lifestyle)

Exercise

Strengthening your relationships

How relationships contribute to personal resilience

Consider how you relate to others and where you can improve

Creating a strong network

What is your current network? (Exercise)

How well does it work for you? Where can you develop mutual gains?

Exercise

The impact of beliefs and values on your personal resilience

Limiting and empowering beliefs

Changing beliefs – and keeping the change (a practical exercise)

Identifying your own values

Where are the conflicts?

What are the implications of any conflicts?

How to reduce the conflicts

Pulling it all together - Taking more control of me

Alignment model

Exercise, to identify your own alignment

Implications for your personal resilience?

Find your own power in this!

Summary of the 6 components

Personal action planning, agreeing support and considering how I can use my network