

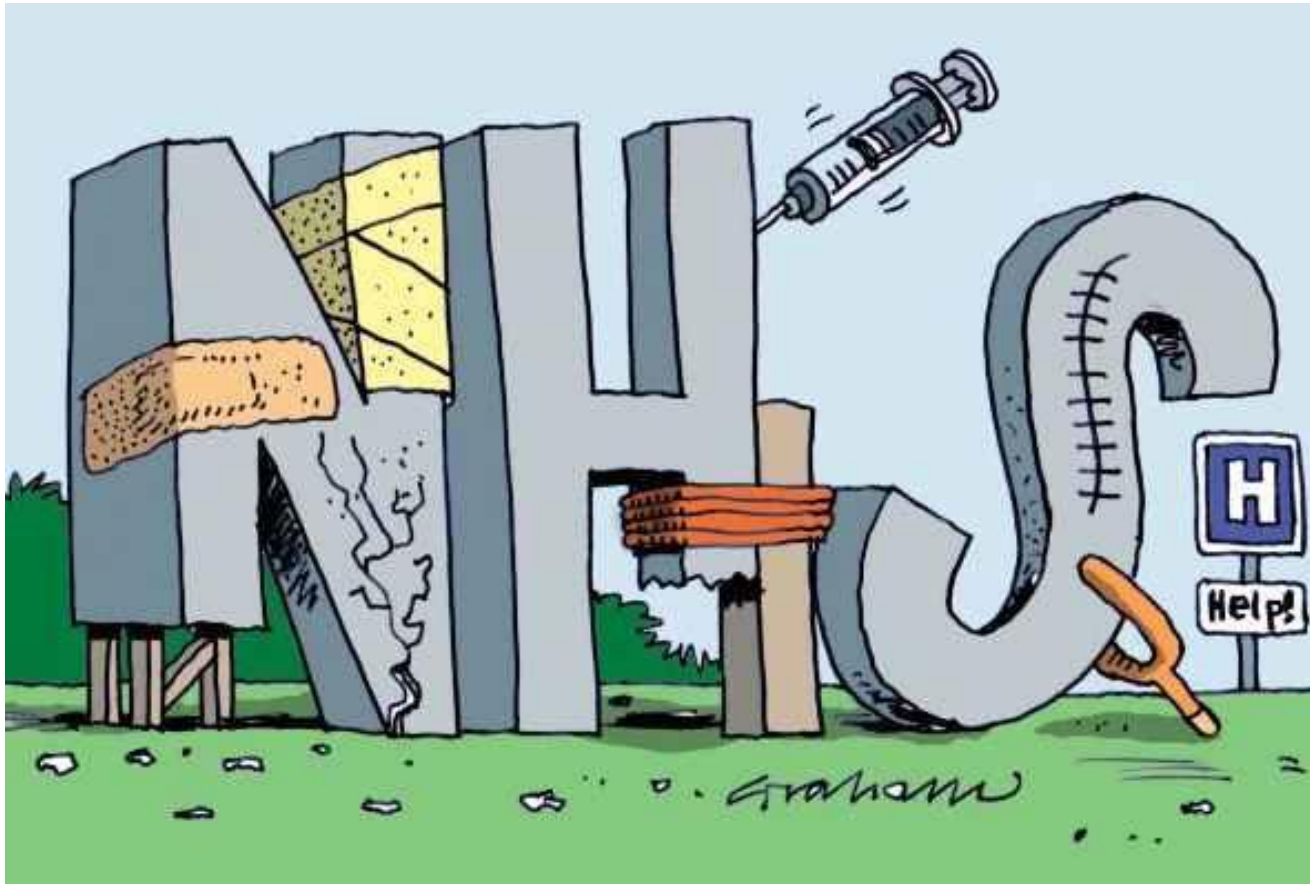
# Riding the Storm



Image licensed with creative commons <https://www.flickr.com/photos/sea-turtle/3463746437>

Resilience: being able to positively thrive no matter what rides into your path

# NHS Pressures



Work Relationships

Work Demands

Control & Influence

Change

Resources

Communication

Sense of Purpose

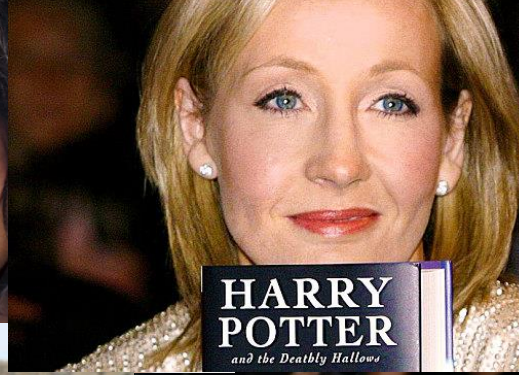
Burnout, Rust Out or Hold Out?

# Group Exercise

- Define Resilience
- What factors make someone resilient?









# Bend don't break



# Resilience Factors

- Sense of Purpose
- Adaptability
- Self Confidence
- Positive Thinking /Sense of Humour
- Social Support
- Learning from Failure

# Why?

- Opposite is vulnerability
- Resilient People live longer



# How?





# The “Resilience Prescription”

Charney (2007)

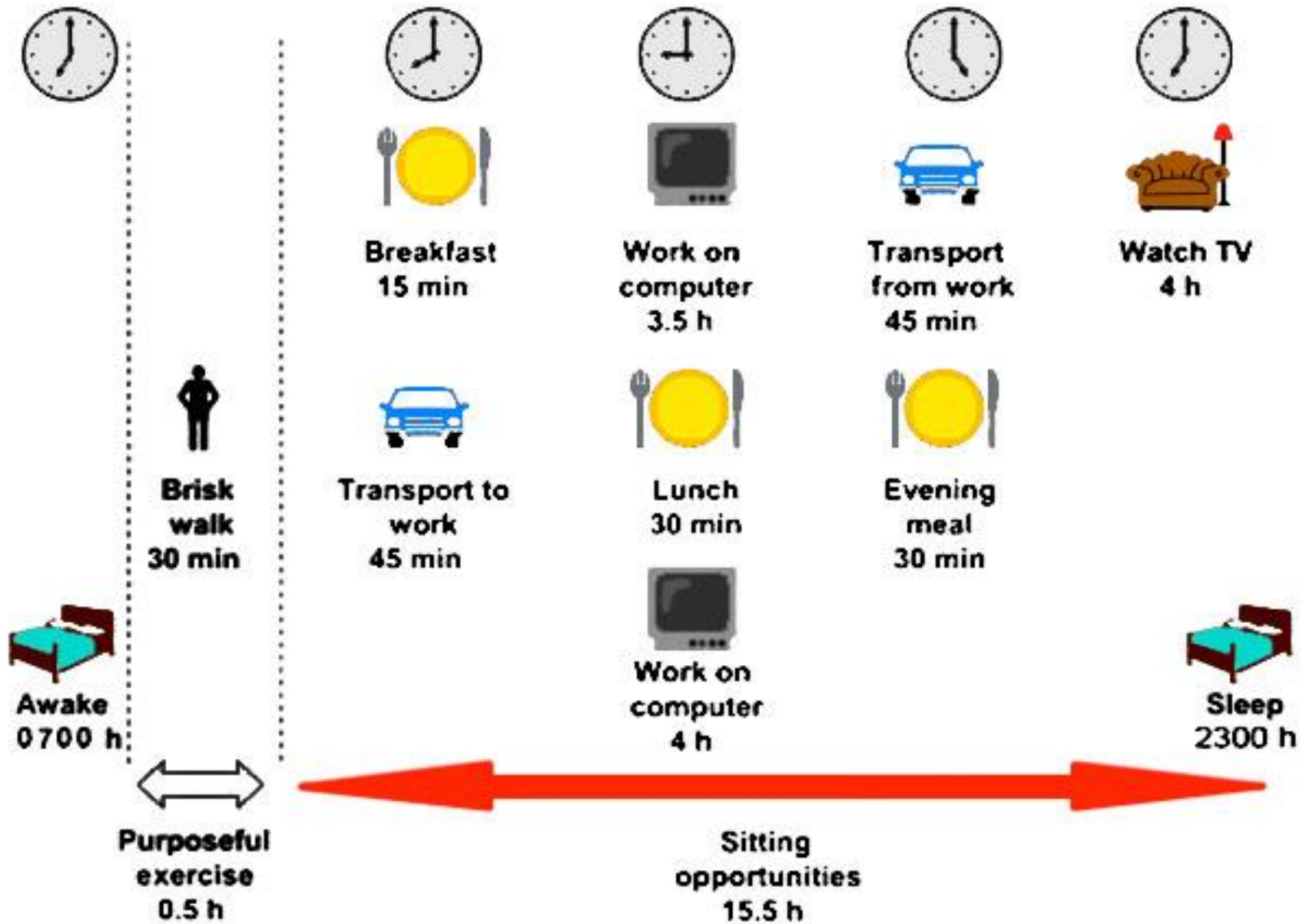
- Find a resilient role model – actively finding one is important
- Personal moral compass – sense of purpose
- Recognise and develop signature strengths
- Build positive attitudes and emotions e.g. Gratitude, Appreciation and Optimism
- What do you tell yourself and others? – learn to “reframe”
- Develop/train regularly in multiple areas – challenge and mastery
- Look after your physical condition – exercise = “magic bullet”
- Develop coping strategies and social support networks of them



# Physical Resilience



- New Science of Sitting Disease
- Little Exercise Big Steps





P W L I W O R E L

# Mental Resilience



Willpower  
Sense of Purpose  
Realistic Optimism

# Psychological well-being: Purpose

## PERSONAL Moral Compass QUESTIONS

1. What do I believe in so much that I am willing to take a stand on – no matter what the cost?
2. What are my skills, energies, and leadership traits?
3. How do I want to contribute to my world?
4. What do I need to feel free and healthy?
5. What do I want to learn?
6. What brings joy to my life?
7. The thirty things I want to do before I die are . . .





# Viktor Frankl: Surviving Auschwitz



# Signature Strengths

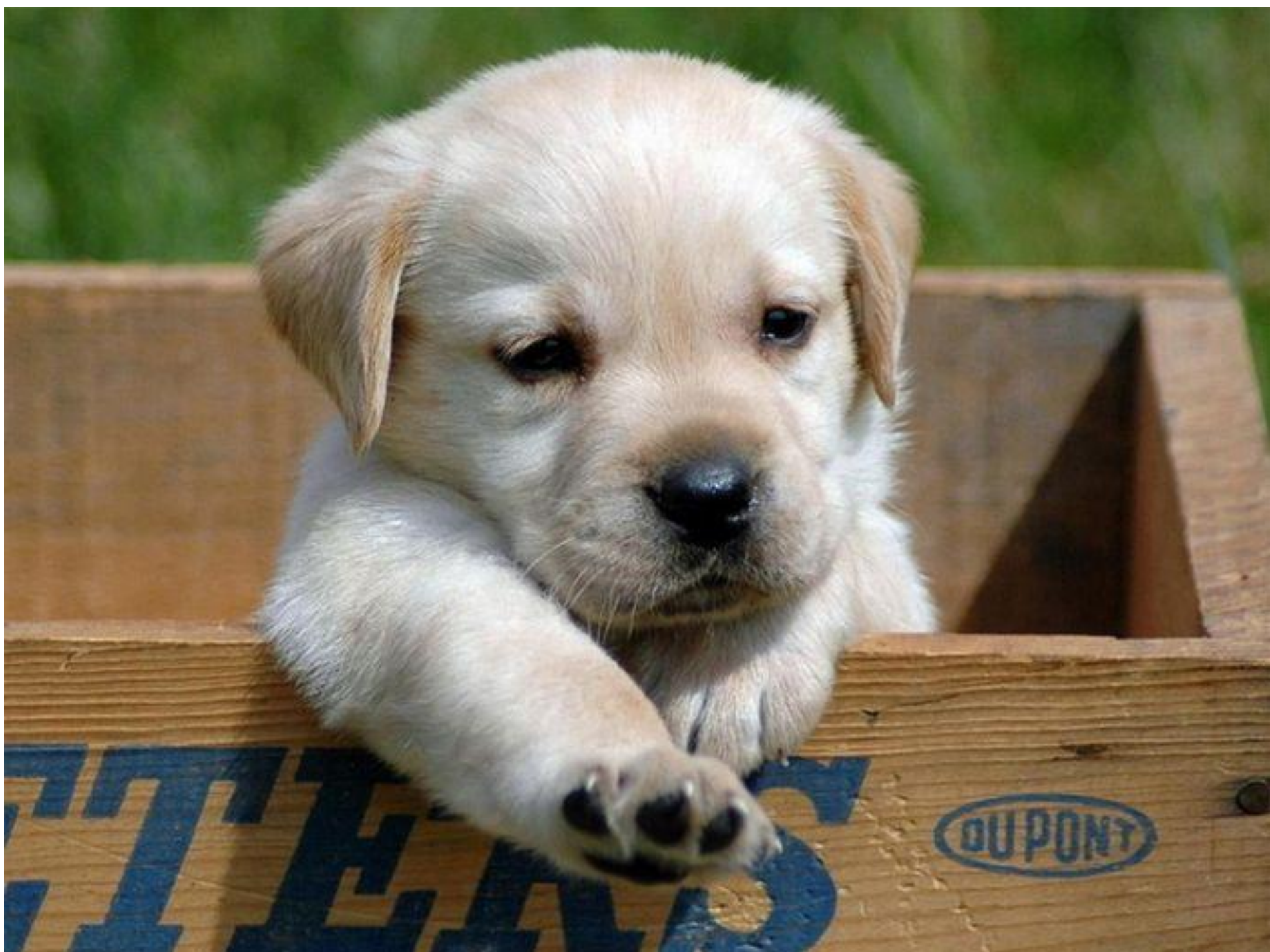
- Recognise and develop your signature strengths:
  - Understand yourself and others
  - Understand the job and skills required
- Helps to achieve a sense of mastery
- For Signature Strengths go to:  
[www.authentic happiness.sas.upenn.edu](http://www.authentic happiness.sas.upenn.edu)



[https://www.youtube.com/watch?v=QX\\_oy9614HQ](https://www.youtube.com/watch?v=QX_oy9614HQ)













# Emotional Resilience



- Positive Emotion Ratio  
curiosity, love, gratitude

# Positive psychology

## Learned optimism



“I realized that my profession was half-baked. It wasn't enough for us to nullify disabling conditions and get to zero. We needed to ask: What are the enabling conditions that make human beings flourish? How do we get from zero to plus five?”

... and how do we create organisations that are not merely not unhealthy but are strong work communities that enable flourishing?”

*Martin Seligman*

# 96% of articles are on negative topics...

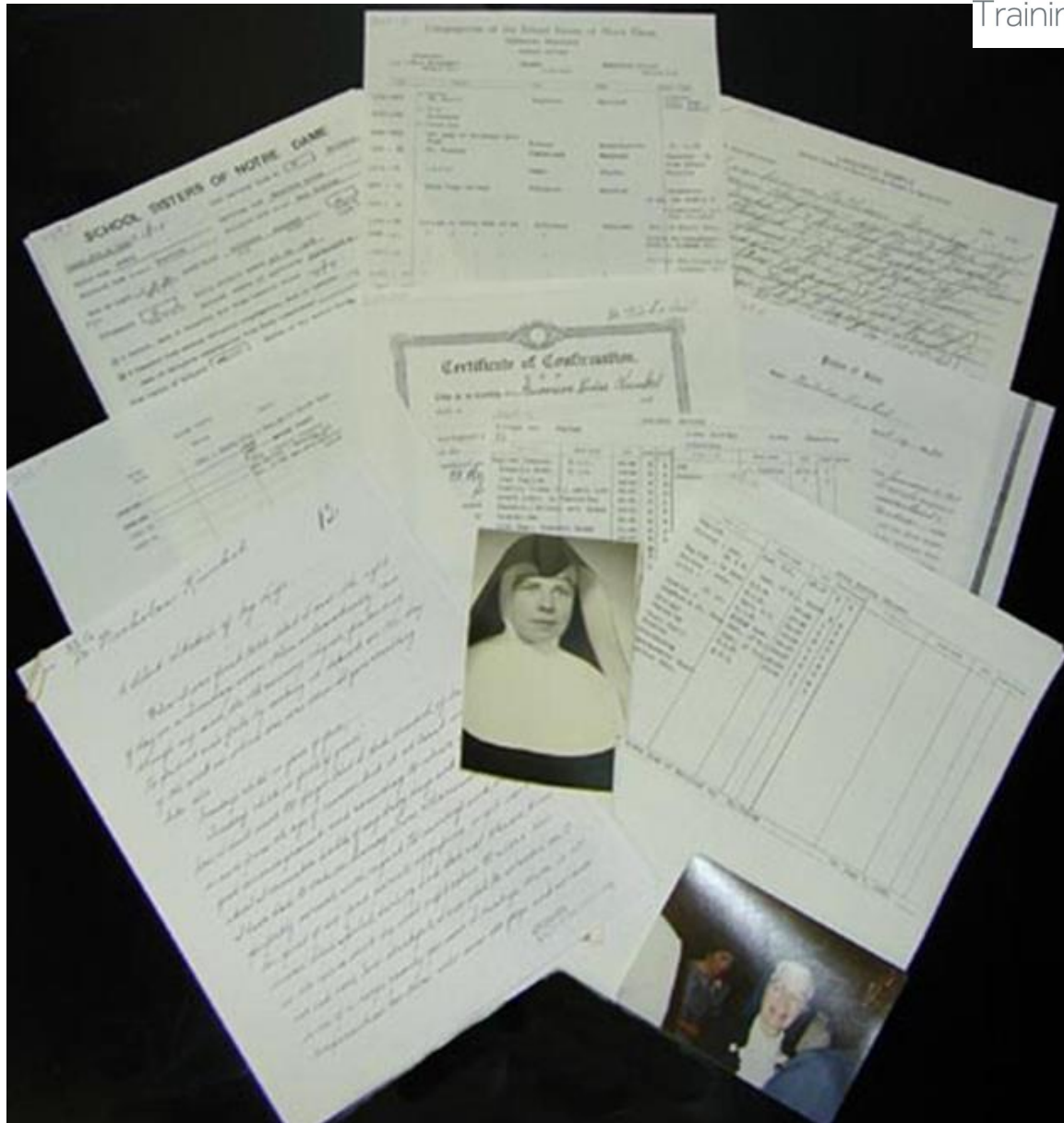
- Accidents
- Aggression
- Alcoholism
- Anti-social behavior
- Burnout
- Cardiovascular disease
- Conflict
- Discrimination
- Drug abuse
- Emotional dissonance
- Harassment
- Incivility
- Injury
- Job insecurity
- Mobbing
- Musculoskeletal disorders
- Obesity
- Post-traumatic stress disorder
- Psychosomatic complaints
- Repetitive strain injury
- Sickness absenteeism
- Sleep problems
- Turnover
- Violence
- Workaholism
- Work-home interference

# Happy nuns live longer !

	<i>'happy'</i>	<i>'not happy'</i>
> 85 years	90%	34%
> 94 years	54%	11%







# Social Resilience



- Social Relationships make us stronger
- Touch increases trust and boosts oxytocin

# Japanese show their resilience by setting up communal bath in the middle of tsunami disaster zone (April 2011)



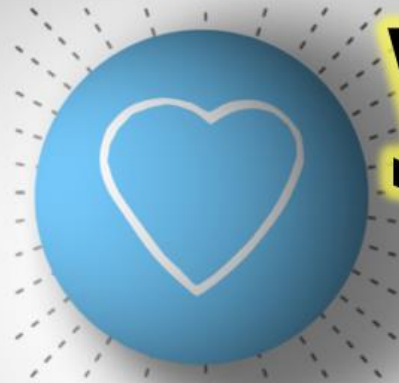


**+ 10**

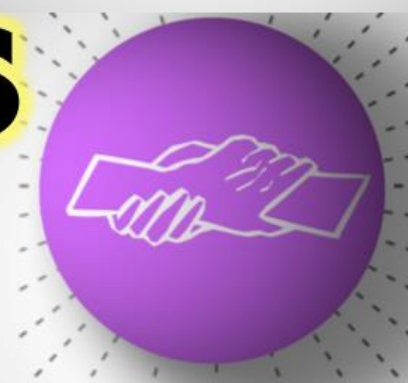


*Physical Resilience*

*Mental Resilience*



**years**



*Emotional Resilience*

*Social Resilience*



# Resilient teams

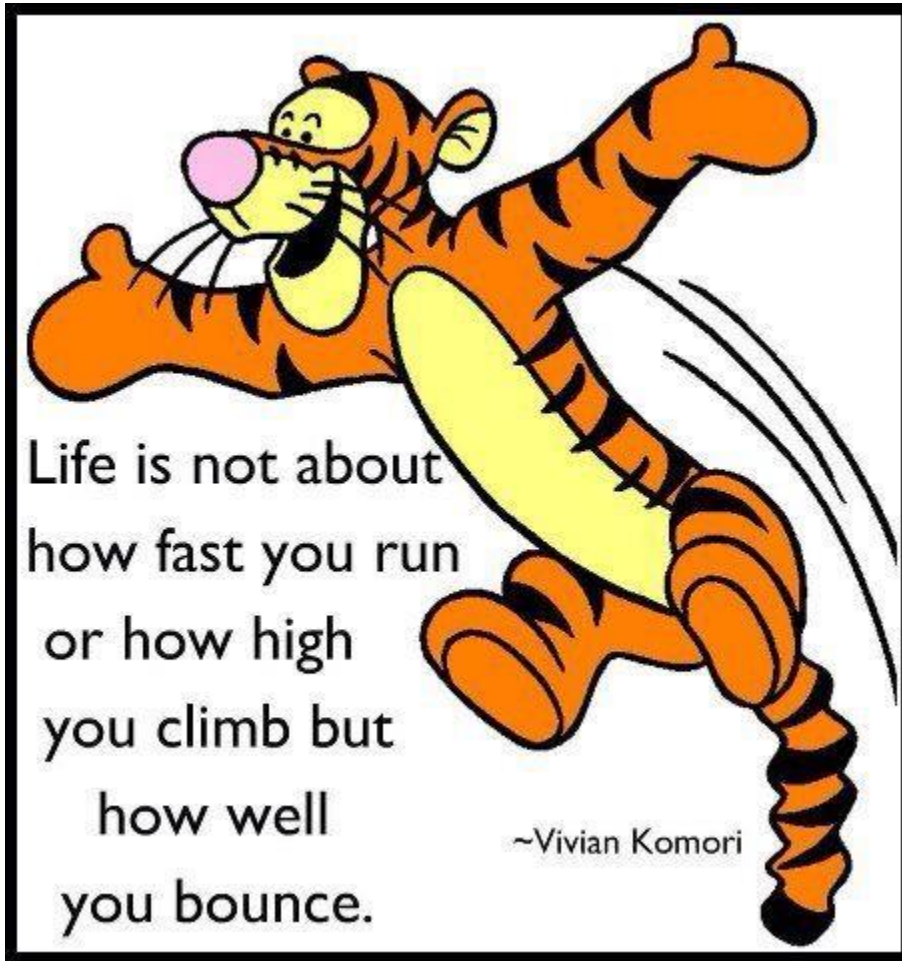
Effective teams provide purpose, challenge, and participative safety through:

- Team identity
- Clear, shared, team objectives
- Intra and inter-team role clarity
- Effective communication processes
- Involvement in decision making
- Constructive debate – not conflict
- Effective inter-team working

# What we really regret on our Deathbeds

- I wish I hadn't worked so hard
- I wish I had stayed in touch with my friends
- I wish I had let myself be happier
- I wish I had the courage to express my true self
- I wish I'd lived a life true to my dreams, instead of what others expected of me

DON'T  
PUT OFF  
YOUR  
HAPPY  
LIFE



Life is not about  
how fast you run  
or how high  
you climb but  
how well  
you bounce.

~Vivian Komori

Thanks for listening