

A stylized, light blue illustration of a plant with several leaves and a cluster of small, round buds or flowers, positioned on the left side of the slide.

REDUCE STRESS BY IMPROVING RESILIENCY

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What is Resiliency?

- Resiliency:

- The ability to overcome challenges of all kinds and bounce back stronger, wiser and more personally powerful.
- It comprises several attitudes, skills and behaviors that can be **LEARNED**.
- The key to resiliency:
 - Development of skills to manage stress in an optimal way
 - NOT the elimination of stress



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Danger

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Opportunity

Resilient People

- Remain **optimistic** in challenges
- Have **confidence** in their ability to make the best of difficult situations
- Understand that their **efforts** make a difference in their ability to cope with stresses that confront them
- Believe there is something to be **learned** from every situation
- Recognize that having **support of others:**
 - Makes stressful situations **more tolerable** AND
 - Increases the likelihood of finding a **positive solution** to challenges that confront them

Let's Take a Moment to Evaluate

- Do you have conditions in your life that research shows help people be more resilient?
- People bounce back from tragedy, trauma, risks, and stress by having “protective” conditions in their lives.
- In the following questions:
 - The more times you answer “yes”, the greater the chances you can bounce back from life’s problems “with more power and smarts.”
 - Answer yes or no to the questions.
 - Celebrate “yes” answers.
 - Decide how you can also answer “sometimes” if that is more accurate than just “yes” or “no”

Resiliency Evaluation - Part One (Q1)

- 1. Caring and Support
 - I have several people in my life who give me unconditional love, non-judgmental listening, and who I know are “there for me.”
 - I am involved in a school, work, faith or other group where I feel cared about and valued.
 - I treat myself with kindness and compassion, and take time to nurture myself (including eating right, getting enough sleep and exercise).

Call it a clan, call it a network, call it a tribe, call it a family. Whatever you call it, whoever you are, you need one.

--Jane Howard



Resiliency Evaluation - Part One (Q2)

- 2. High Expectations for Success
 - I have several people in my life who let me know they believe in my ability to succeed.
 - I get the message “You can succeed,” at my work or school.
 - I believe in myself most of the time, and generally give myself positive messages about my ability to accomplish my goals – even when I encounter difficulties.

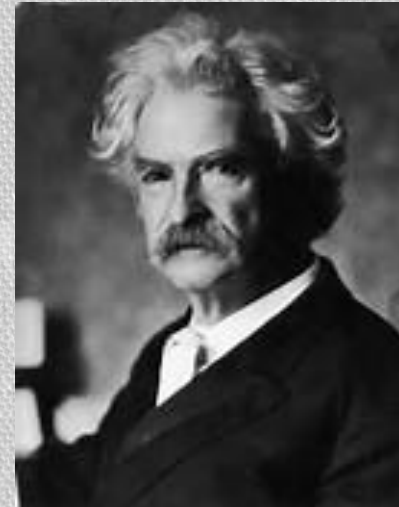


Resiliency Evaluation - Part One (Q3)

- 3. Opportunities for Meaningful Participation
 - My voice (opinion) and choice (what I want) is heard and valued in my close personal relationships.
 - My opinions and ideas are listened to and respected at my work or school.
 - I volunteer to help others or a cause in my community, faith organization or school.

The two most important days in your life are the day you are born and the day you find out why.

-Mark Twain



Resiliency Evaluation - Part One (Q4)

- 4. Positive Bonds
 - I am involved in one or more positive after-work or after-school hobbies or activities.
 - I participate in one or more groups (such as a club, faith community, or sports team) outside of work or school.
 - I feel “close to” most people at my work or school.



Resiliency Evaluation - Part One (Q5)

- 5. Clear and Consistent Boundaries
 - Most of my relationships with friends and family members have clear, healthy boundaries (which include mutual respect, personal autonomy, and each person in the relationship both giving and receiving).
 - I experience clear, consistent expectations and rules at my work or in my school.
 - I set and maintain healthy boundaries for myself by standing up for myself, not letting other take advantage of me, and saying “no” when I need to.



Resiliency Evaluation - Part One (Q6)

- 6. Life Skills
 - I have (and use) good listening, honest communication, and healthy conflict results skills.
 - I have the training and skills I need to do my job well, or all the skills I need to do well in school.
 - I know how to set a goal and take steps to achieve it.

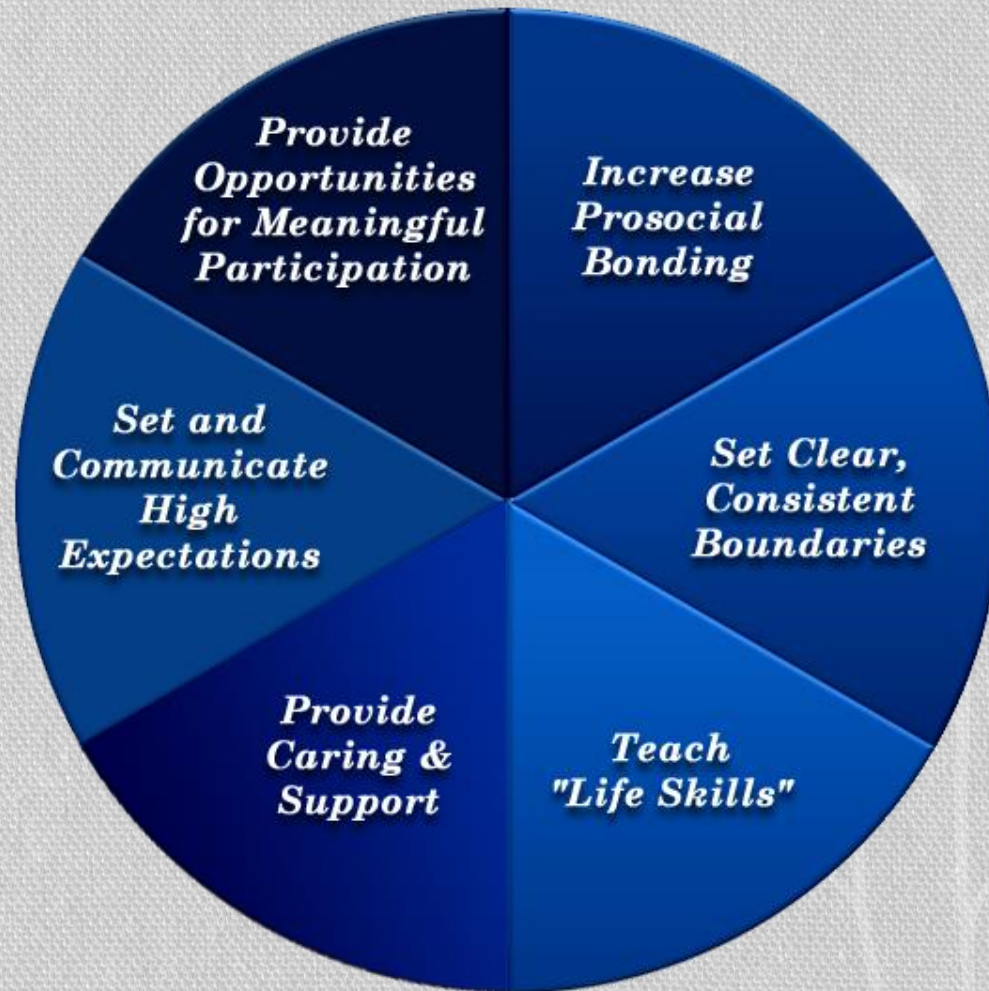


How did you do?

- There were 6 areas with 3 questions each.
 - That's a possible 18 “yes” or “sometimes” or “no”
- Remember:
 - The more times you answer “yes”, the greater the chances you can bounce back from life’s problems “with more power and smarts.”
- Want to improve your resiliency?



The Resiliency Wheel



Personal Resiliency Builders

- Individual qualities that facilitate resiliency
- You probably have 3-4 of these qualities that you use most naturally and most often.



Personal Resiliency Builders

- Relationships
 - Sociability
 - Ability to be a friend
 - Ability to form positive relationships
- Service
 - Giving of yourself to help people, animals, organizations and/or social causes
- Humor
 - Having and using a good sense of humor
- Inner Direction
 - Basing choices/decisions on internal evaluation (internal locus of control)
- Perceptiveness
 - Insightful understanding of people and situations



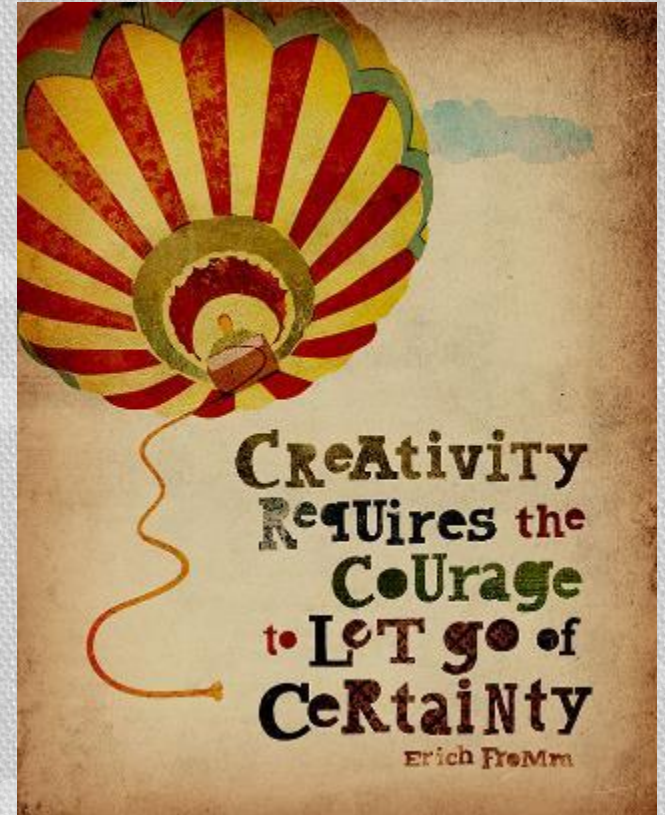
Personal Resiliency Builders

- Independence
 - “Adaptive” distancing from unhealthy people and situations
 - Autonomy
- Positive View of Personal Future
 - Optimism
 - Expecting a positive future
- Flexibility
 - Can adjust to change
 - Can bend as necessary to positively cope with situations
- Love of Learning
 - Capacity for and connection to learning
- Self-motivation
 - Internal initiative and positive motivation from within



Personal Resiliency Builders

- Competence
 - Being “good at something”
 - Personal competence
- Self-worth
 - Feelings of self-worth and self-confidence
- Spirituality
 - Personal faith in something greater
- Perseverance
 - Keeping on despite difficult
 - Doesn't give up
- Creativity
 - Expressing yourself through artistic endeavor or through other means of creativity



Building Resiliency



- 1. **Giving ourselves and others credit** for all we have overcome, all the ways we have demonstrated resiliency. And naming these accomplishments and the strengths we used in securing them as specifically as possible.
- 2. **Spending time focusing on “how we (or others) have done as well as we’ve done”**, suspending the common obsession with what hasn’t yet been accomplished.
- 3. **Identifying other strengths**—important lessons learned, virtues, talents, skills and capabilities, how we help or serve others, all the best things about being who we are.
- 4. **Maximizing these strengths** as the best path to success, and using them to solve current life problems.

Last Step

- Find ways to live your strengths and to use them to the utmost as much as possible.
- **“Become an expert at finding and describing and applying and practicing and refining our strengths.”**
 - -- Buckingham and Clifton, 2001



Questions to Ask for Right Mindset and to Boost Resiliency (1 of 2)

1. Why did I come to work today?
2. How can I make someone else's day better?
3. What am I going to do to improve myself today?
4. What are we going to do to improve our team today?
5. Am I in the right shape, mentally and physically, to face the challenges I will face today?



Questions to Ask for Right Mindset and to Boost Resiliency (2 of 2)

6. Do my co-workers/supervisors believe they can count on me today?
7. What I expect from my co-workers/supervisors today?
8. What is the potential for us to be presented with a regularly encountered (high frequency) challenge today?
9. What is the potential for us to be presented with a unique, rare (low frequency) challenge today?
10. What do I anticipate will be my biggest challenge today?

How will I approach it?





I WANT TO
THRIVE
NOT ~~X~~ JUST
survive

Questions?

Thank you for taking time to
invest in yourself!

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