

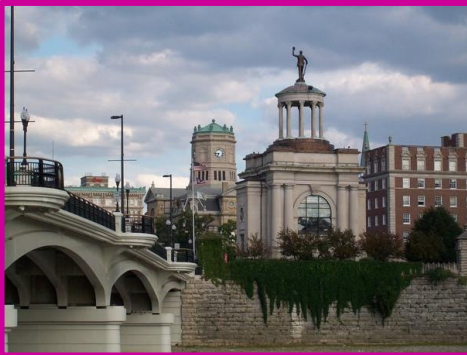


# Rubber Band Resilience

## *How to Stretch without Snapping*

Kathy Parry

Founder and Owner  
Corporate Energy Expert, LLC



**Hometowns**







***“Adversity causes many common reactions, what is not as common is the skill set used after the reaction”***







***Everyone Has  
Something...And If You  
Don't Have it Now, It Is  
Coming***





### 3 Stages to Rubber Band Resilience

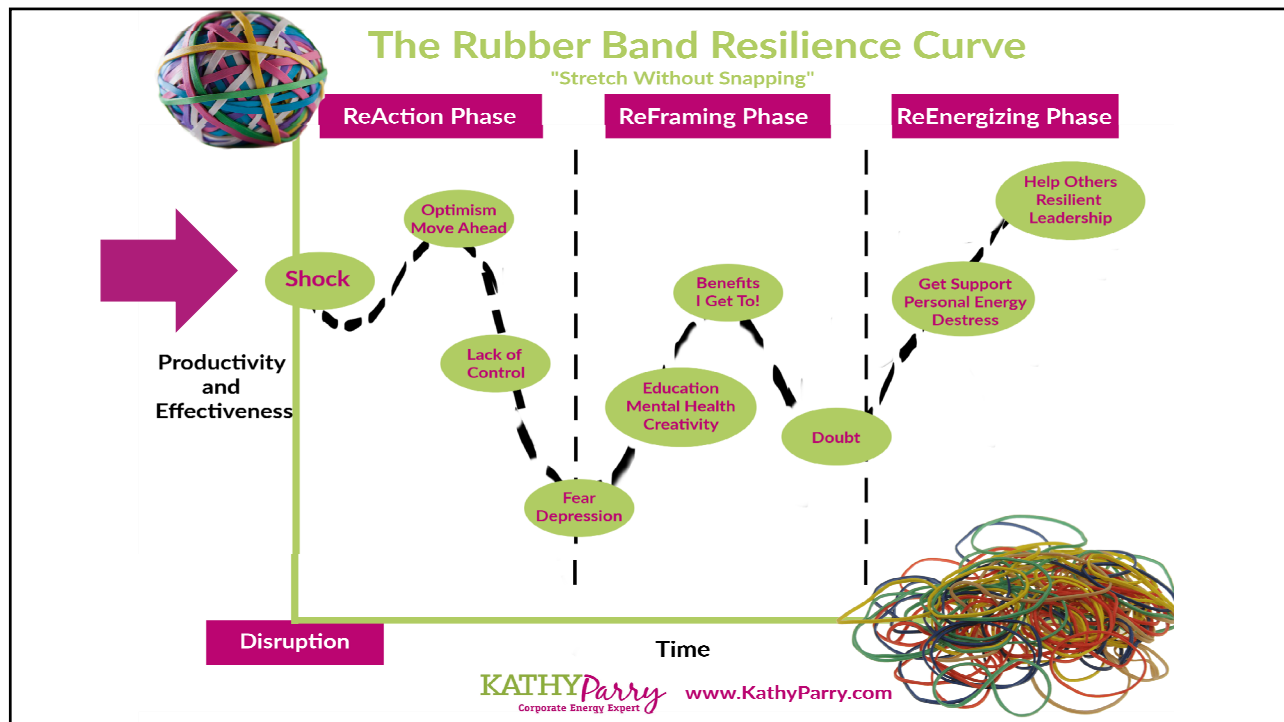
The Reaction Stage – The Stretch

The Re-Framing Stage – The Snap

The Re-Energizing Stage – The Holding Properties







# Stretch Potential Energy



Kathy Parry – Corporate Energy  
Expert

***“As You Stretch You Are  
Filled with  
Potential Energy”***





## The Reaction Phase

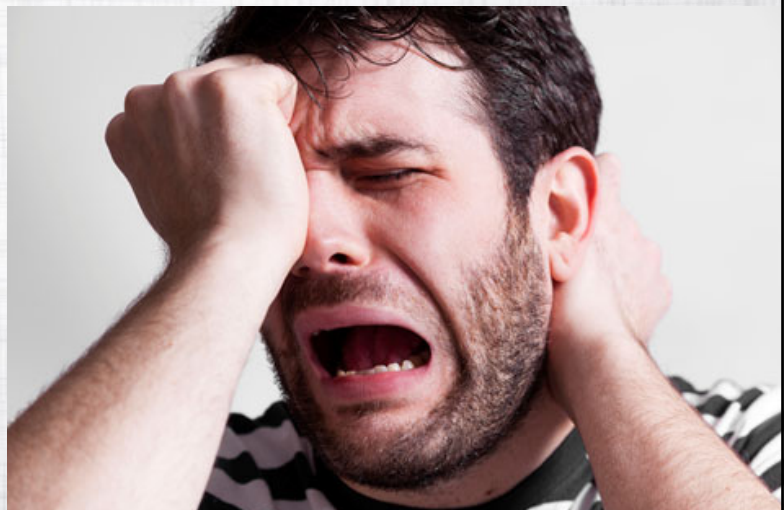
Honor Initial Reactions



## The Reaction Phase

All Reactions Are Not the Same

The drama king  
The stoic  
The fixer  
The pessimist  
The optimist  
Worse case





## Re-Entry Reactions



***“Your Reactions Can Change  
Someone’s  
Mood, Mindset or  
Memory”***



## The Reaction Phase

### Controlled Responses



"We spent the last the bottom of it"

***"Pauses Have  
POWER"***

## The ReActing Stage

**Honor Initial Reactions**  
**Understand Different Types of Reactions**  
**Controlled Responses**  
**Pauses Have Power**  
**Communicate Your Reactions**

## The Re-Framing Stage – The Snap



***The goal is to let your  
circumstances stretch  
you,  
but not so far that you  
break.***







You don't HAVE to clean the cabin  
.... You GET to clean the cabin

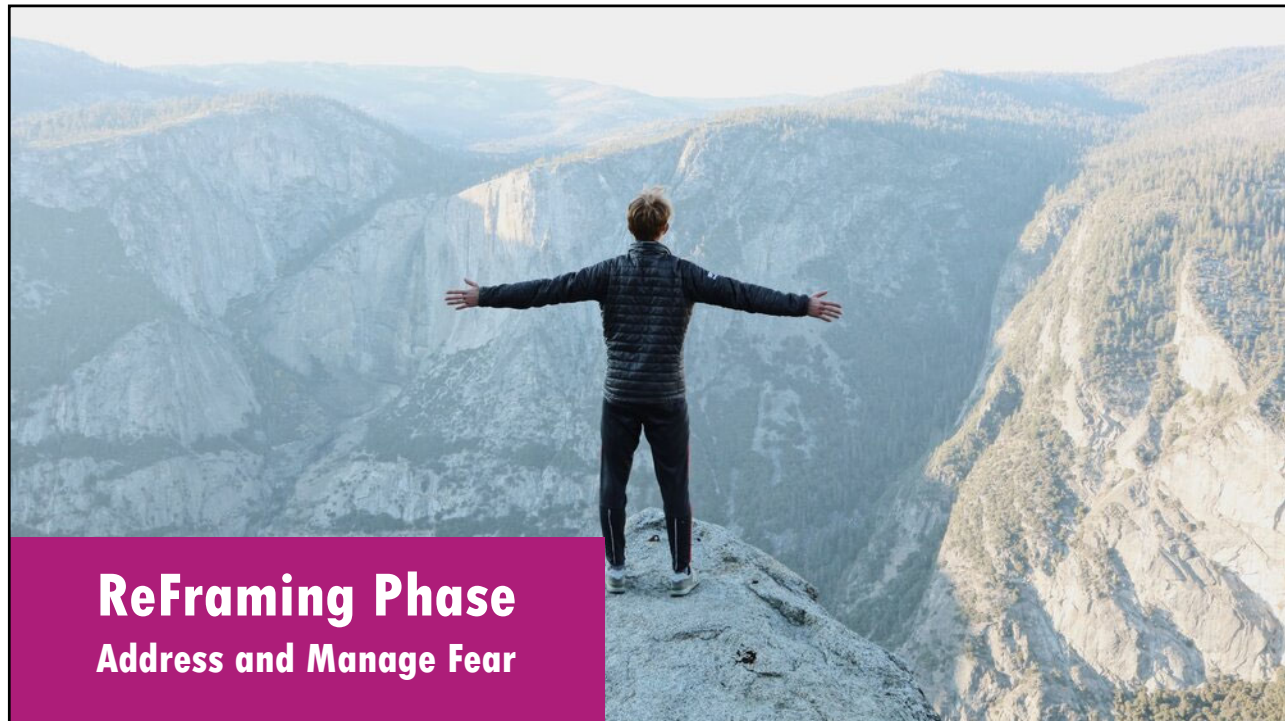
## ReFraming Phase

### Change Your Language



#### Re-Frame Your Language

Broken Language	Re-Framed Language
I don't have the skills needed to get through it	I'm going to learn from this disruption
We won't be able to serve our clients	Let's talk to our clients more and see what they need
What is the worst that can happen?	What is the BEST that can happen?
I'm in this alone	I'm going to seek out some help
I have to do so much extra work	I get to apply what I know to help others
I'm exhausted from it all	I've worked hard and it shows
Yours:	



## **ReFraming Phase**

**Address and Manage Fear**

### **Fear Can Make You Snap**

***“Fear is your loss of confidence  
in your ability to handle a  
situation”***



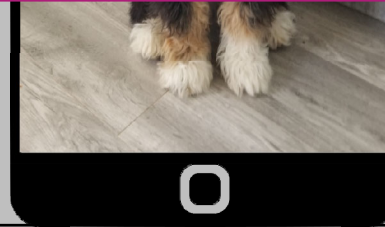
***Courage doesn't mean you don't  
get afraid; courage means you  
don't let fear stop you.***



- Some Services Provided Are BETTER Virtually
- Processes Improved
- Technology Proficiency
- Team Collaboration
- Creativity Increased
- Learned and Practiced More Self Care
- Time with Family

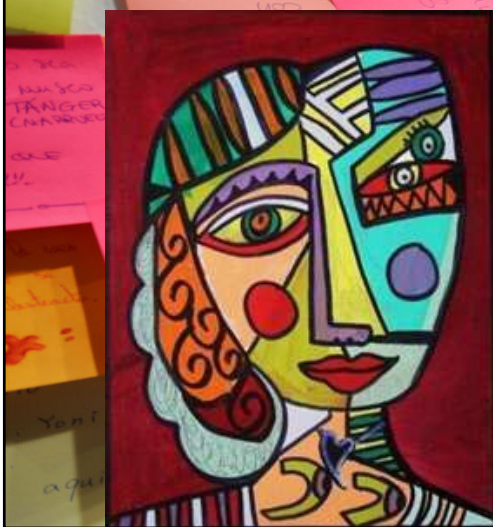
## The Reframing Stage

### What Did You Gain?



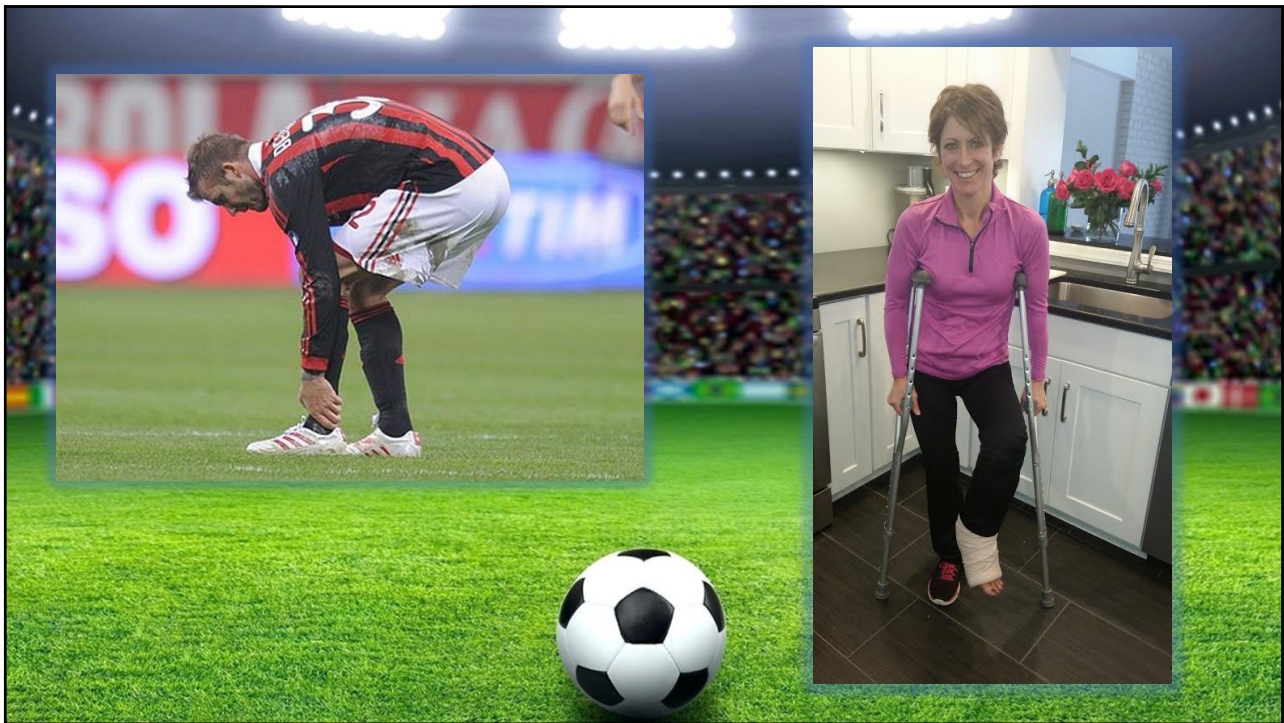
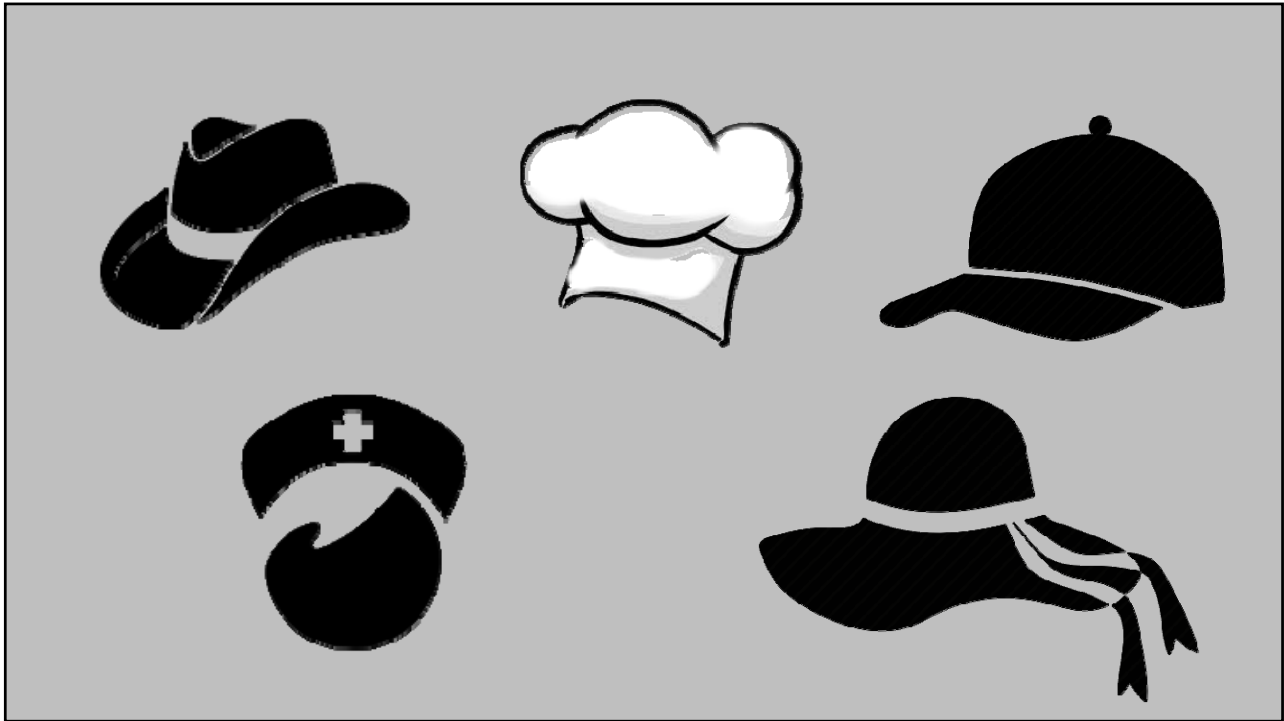
## The Reframing Stage

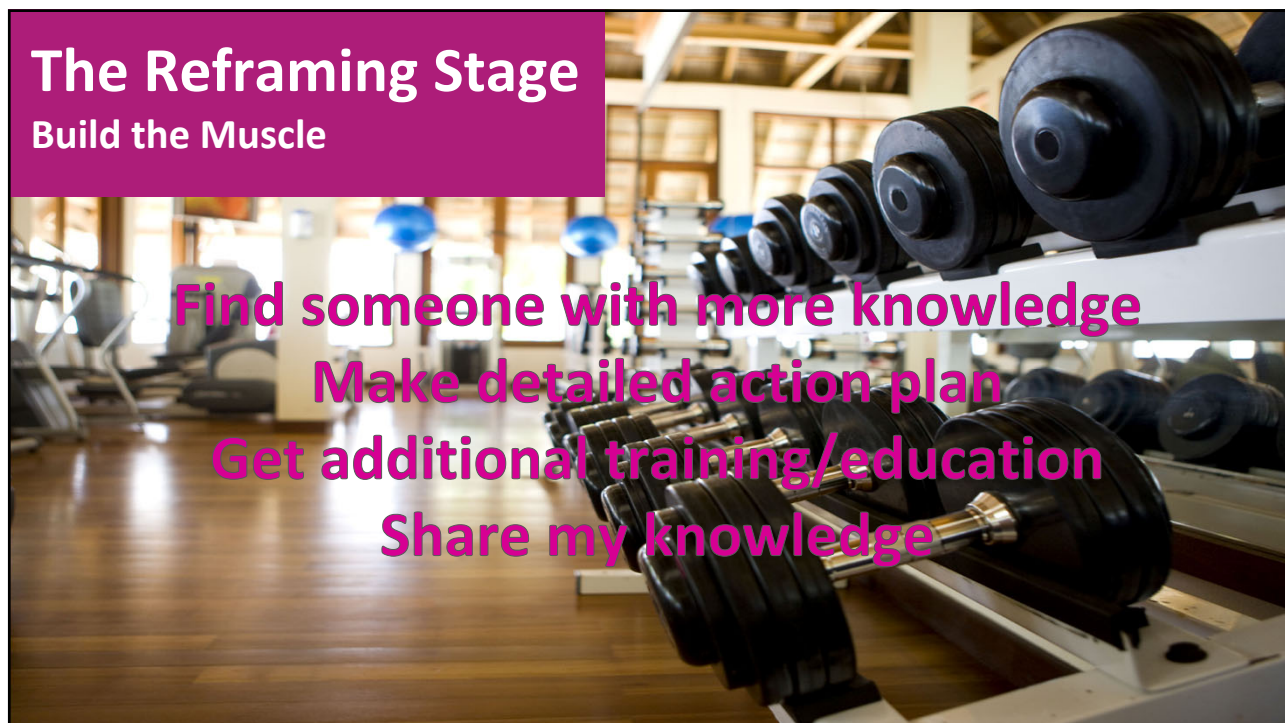
### Brainstorm Creative Outcomes



*"Every act of creation is first destruction"*

- Pablo Picasso







## Honor Mental Health



Honor Your Mental Health

## ***How Do You Know if You Should Seek Help?***

*Kati Morton - <https://youtu.be/lnDEc1sDfE4>*

1. Does this bother you most days?
2. Does this impair your ability to function?
3. Do you find yourself overly emotional – anger/crying?
4. If you answer yes to any think about seeking help.

## **The ReFraming Stage**

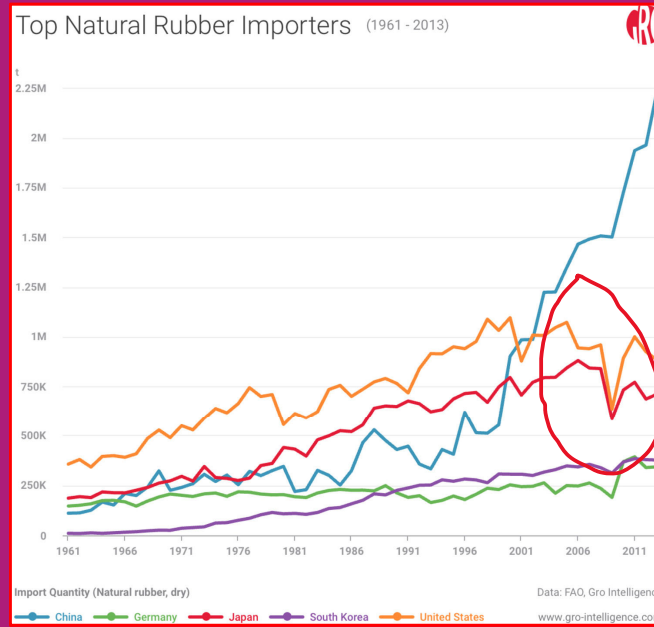
**ReFrame Language  
Get Creative  
Understand Your Fears  
Find Ways to Build Muscles  
Honor Mental Health**



# AD BANDS™







***Your Disruption Can Be the  
Beginning of  
GREATNESS***

## The Re-Energizing Stage

### Take Control of Some Part of the Disruption



## The Re-Energizing Stage

### Get YOUR People Together





## The Re-Energizing Stage

OR Get NO People Together



## The Re-Energizing Stage

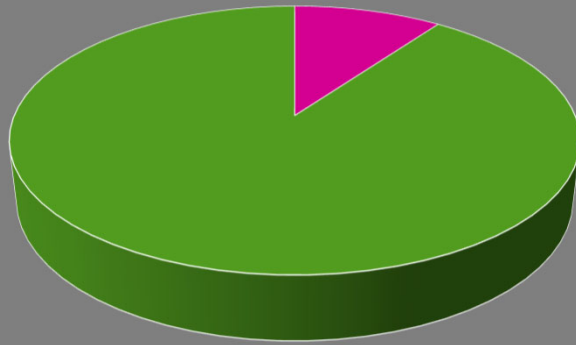
Personally Energize

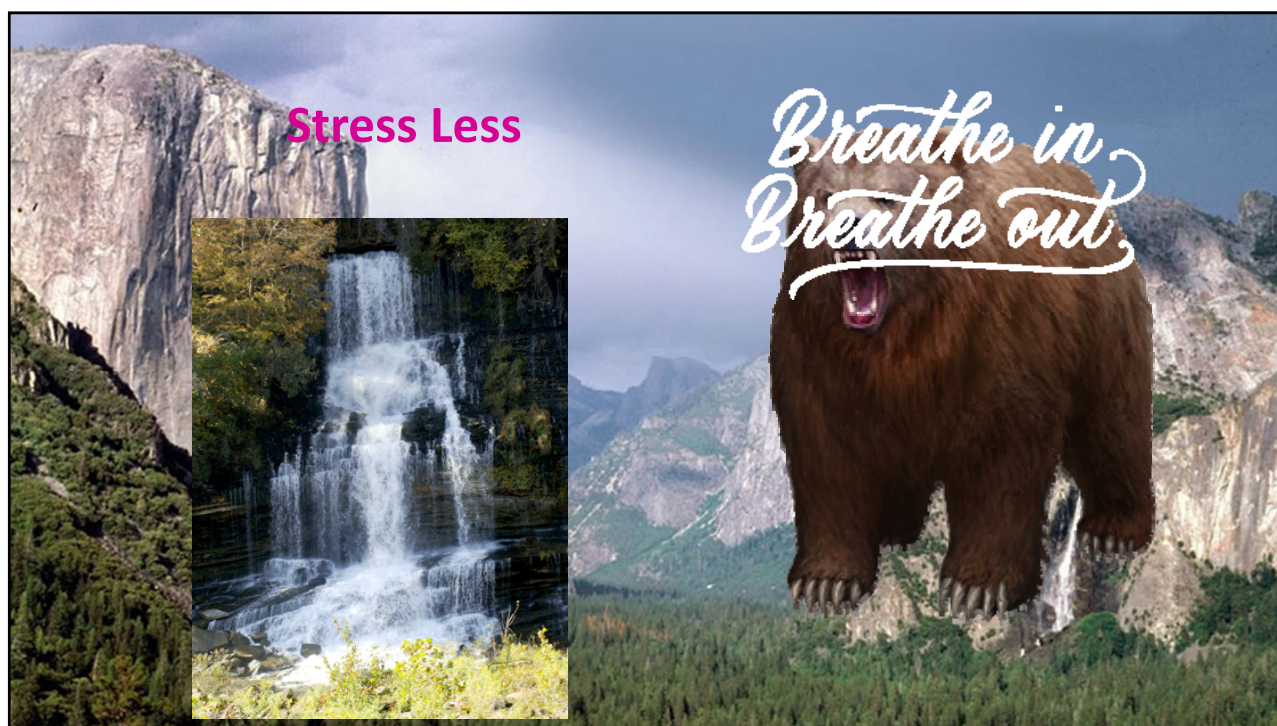




## Eat for Energy

→ % of Americans do NOT get the vitamins and minerals they need





### DAILY RESILIENCE PLANNER

MORNING MANTRA / GRATITUDE

**DAY/DATE**

HOW STRETCHED AM I THIS AM	HOW STRETCHED IS MY TEAM
0 1 2 3 4 5 6 7 8 9 10	0 1 2 3 4 5 6 7 8 9 10
	WHAT ARE THE ISSUES
THINGS I CAN CONTROL	5 THINGS TO SUPPORT MY TEAM TODAY
	1.
	2.
	3.
	4.
	5.
THINGS TO LET GO OF	3 SELF CARE/ DE-STRESS
	1.
	2.
	3.

### RUBBER BAND RESILIENCE exercise

**KATHY Parry**  
Corporate Energy Expert

This is a great exercise to do with your entire team or to use on a personal level when a transition or disruption is on the horizon. The outcome is a higher level of preparedness for the changes—resulting in higher engagement, performance and retention. Allow 45-60 minutes.

**YOUR people will leave with:**

- A clearer understanding of the changes ahead
- How to build their muscle up for the transition
- The tools to stay energized through the disruption

**Exercise Logistics**

You will need a bag of rubber bands and a flip chart/white board. Also have a black marker and at least one colored marker. All participants will need paper and a pen.

**STEP 1**

As the facilitator define the upcoming disruption or transition. What is looming? Is it a large transition like a merger or new operating system or something smaller like a procedure change? For example: in the next quarter our team is expected to \_\_\_\_\_

**STEP 2**

Ask participants to shout out how the changes may affect them. It may be difficult to get them to respond at first because often this sounds like complaining. But let them know that this exercise is preparing them for all possibilities. Explain that some of these may be personal.

**STEP 3**

Ask the participants to pick up their rubber bands. Ask the following questions:

1. On a scale from 0 to 10 (show the stretch with the rubber band), how stretched will I feel professionally during this transition (disruption)?
2. On a scale from 0 to 10 how stretched do I/will I feel personally?

Take a temperature from your room based on this visual. Who is feeling the most stressed? Who is acting calm? These clues may help you during the transition.

Keeping the personal toll of the transition in mind is a key to positive engagement during the event.

**STEP 4**

Take a break. You can determine how long. Have a snack or beverage station set up in the room. While the break is happening, ask participants to take the colored marker and put a check mark next to their top three concerns. Encourage them to pick three different concerns.

**STEP 5**

When you return from your break (hopefully that involved some chocolate!) determine the top three concerns. Point them out to the group and circle them.

**STEP 6**

Make it clear that this group has identified the top concerns. They do not come from management. Ask them how the team/organization can address these three concerns before and during the transitional event. Including who is going to own/champion the concerns. Write the suggestions on a new flip chart/white board.

**STEP 7**

Ask the participants to pick up their rubber bands again. Ask the following question:

"If these concerns are addressed as we discussed, how stretched do I now think I will feel by the 'event'?" AHD

"By a show of hands, how many of you thought at least once about shooting the rubber band at someone in the room?"

This exercise is meant to prepare your group for upcoming changes and allow them to feel some degree of control over transitional events. This will help create a smoother transition, higher engagement and more

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## **The ReEnergizing Stage**

**Find Something to Control**  
**Get Your Support in Place**  
**Personally Energize**  
**Pay Attention to Stress Levels**  
**Make Planning a Habit**





**Let me Help You!**  
**Kathy@KathyParry.com**  
Complimentary Session



**www.KathyParry.com**





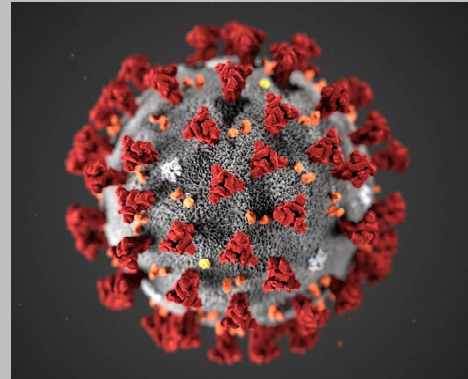
***Together We Bounce***

Kathy Parry – [www.KathyParry.com](http://www.KathyParry.com)  
Founder and Owner  
Corporate Energy Expert, LLC

## Question 1: What are the disruptions facing you? Position? Residents? Team?



- a. Juggling Family and Work
- b. Regulations Dictating Events
- c. Legal Issues
- d. Safety
- e. Depression and Fear
- f. Strained Communications
- g. All of the Above



## Question 2:



**What type of initial reaction do you have to disruptions?**

- a. I feel stressed
- b. I immediately problem solve
- c. I think worse case
- d. I am calm
- e. I feel angry
- f. I look for chocolate, wine or puppies



### Question 3:



**I could share my knowledge this week by:**

- a. Joining a LinkedIn Group
- b. Asking someone at this conference what they are struggling with
- c. Volunteering for a non-profit
- d. Connecting with attendees on LinkedIn
- e. Setting up a Zoom meeting with others in my position
- f. Sharing my chocolate, wine or puppies

### Question 4



**What action steps will I take to become more resilient during transitional or disruptive situations?**

- a. Get more education
- b. Work with my team to identify coping strengths
- c. Personally energize and manage stress
- d. Identify how I react to situations and adjust if this is not positively serving my team or residents
- e. Get more chocolate, wine or puppies

## Sharing My Knowledge

