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## LEARNING OBJECTIVES



- Identify the difference between coping, resiliency and thriving and how to achieve a level of thriving
- Identify how individuals and groups can turn stress into growth
- Recognize the value of resiliency programs to leaders, employees and the community
- Identify how to utilize resiliency programs and adapt them to the intended audience

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### Resilience and Thriving: The Secret Power of Stress

- National Wellness Institute and Organizational Wellness and Learning Systems (OWLS)
- Train the trainer facilitator certificate program
- Based on the book *Raw Coping Power* by Dr. Joel Bennett




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### Total Well Being: Employees and Community

- Integration of mental and physical health
- The whole person

Programming includes:

- Keeping healthy people healthy
- Engaging and motivating the unhealthy
- Stimulation-intellectually, physically, socially
- Help people THRIVE



The National Wellness Institute, Six Dimensions of Wellness

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### Stress-Everybody Has It

- 80% employees are stressed out by work
- Finance and job are the two biggest contributors to stress levels
- The American Psychological Association reported in 2010 that "chronic stress-stress that interferes with your ability to function normally over an extended period-is becoming a public health crisis"



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The American Psychological Association, 2010

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## A Well Workplace

When there is a strong culture of health at work employees are:

- More likely to say they have control over their health
- Less likely to say stress negatively impacts their work
- More likely to report being happy with their lives
- More likely to report that direct managers support them in reaching health goals

- The top 5 barriers to staying healthy include: lack of time, affordability, WORK ENVIRONMENT, not willing to sacrifice, and confusing coverage

The Consumer Health Mindset Survey; National Business Group on Health, Aon Hewitt, The Futures Company, 2014

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## Terminology

- Coping: adapt or get by
- Resiliency: bouncing back from adversity
- Thriving: improve to a level of vitality; ability to flourish and prosper
- Adversity: experience of loss, failure or negativity that temporarily lowers your set point
- Peak experience: temporary experience; radically lifts level of functioning
- Conversion: experience that permanently changes set point
- Flourishing: sustained cycles that continue to increase functioning

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## What is culture's role in stress?

NWI & OWLS Resiliency and Thriving Train the Trainer Course, 2018

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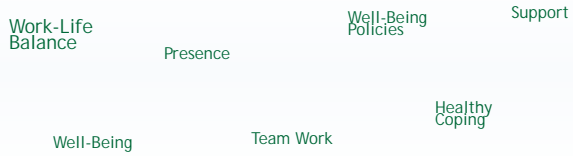
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### What if Society Looked Like This?



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### Set Point

Our baseline for expected happiness or return point after positive or negative experiences

- What do you “settle” for?
- Are you just “getting by”?
- How can you thrive?

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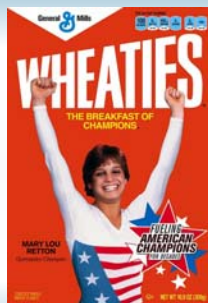
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### Our Inner Power

- Each of us has within us the ability to cope
- We can raise our set point
- We are hard wired to deal with challenges
- We can get stronger and grow from adversity



Example: Athletes

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### Stress/Response

**STRESSOR**                      **RESPONSE**



*What happens in between?*  
*We CHOOSE*

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### Aspects of Stress

- How much stress do I have in my life?
- Where are the stressors coming from?
- What types of stress do you have in your life?

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### What happens in between

- How do I/we respond to stressors?
- What resources do I/we bring to the problem to help me/us respond positively?

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### Positive vs Negative Coping Cycle



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### Positive Coping Cycle

STRESS ➔ EVALUATE ➔ COPE

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### Breaking it Down-Stress

1. What is the reality of the situation?  
    What actually happened (literal, not emotion based)
2. What is my reaction to the situation?



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### Break it Down-Evaluate

- 1. Pause  
    Stop and Breath
- 2. Evaluate  
    Step Back  
    Your Values  
    Possible Actions



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Personal values guide how you live....would you let stress pull you out of your character?

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### When we Cope Effectively

- Healthy and positive choices
- True to your values
- Raise your set point

**Result-I build my resilience and work towards thriving**

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### The Negative Coping Cycle

- Stress-NO evaluation-Tension Release (unhealthy outlets)
- How do you release tension?



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Choosing Positive Coping

How can you improve your lifestyle? → Evaluation ← How do you respond to stress?

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Lifestyle

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**My evaluation of the stress**

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Response Style

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Goal Setting for Stress

Application Exercise

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### Through the Lens of Raw Coping Power



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### Eustress vs Distress-Health Impact

- Eustress: positive coping, adaptation and growth
- Distress: unhealthy physiological response

How do I respond?  
What is my life circumstance?



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### Stressor-Strain

- Cause-effect model
- Focuses on individuals and excludes environment and systems
- Operates in a linear fashion and stress viewed as negative



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### Post Traumatic Growth

Factors determining post-traumatic growth:

- Experienced adversity before
- Positive outlook when interpreting events
- Continue to move in a positive direction
- Keep emotions positive
- Hardiness or self determination



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### Neuroplasticity

- Ability to re-wire our brains when learning new tasks, creating new neural pathways
- We can re-learn/re-pattern and change our set-point



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### Potentiation

- We can leverage stress for the purpose of meaning, growth and fulfillment



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### Tools of Potentiation

- Efficacy: confidence in reaching result
- Psychological Capital: optimism, hope, resilience and efficacy
- Self-leadership: self-direction, self-motivation, and discipline
- Self-determination: intrinsic motivation
- Hardiness: seeing life as a challenge, sense of control and persevering in the face of challenge
- Flourishing and thriving
- Collective efficacy: group confidence
- Team Resilience: each person brings their own competency (centering, confidence, commitment, compassion and community)

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### Team Resilience

#### 5 C's of Resilience

- Centering: healthy lifestyle
- Community: social connection
- Compassion: active empathy for others
- Confidence: embracing and enjoying challenge
- Commitment: persisting despite obstacles



Who is on your team?

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### Positive Coping-Inner Guardian

- We each have an inner guardian who stands between our stressors and our strain and selects effective coping strategies

**How do you awaken your inner guardian?**  
**How does your inner guardian affect those around you?**

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### Negative Coping Cycle

- Vicious negative cycle
- Addiction: the focus is relieving tension
- With addiction there is no resilience-life loses its luster
- Who do you surround yourself with?



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### Team Awareness

- Social connections and the social environment influence our individual choices
- Core group practices/culture help all team members move in a positive direction



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### Application of Team Awareness

- Motto
- Share surveys and assessments
- Invite open dialogue
- Inquire about team approach to counter productive colleagues
- Educate on health benefits with fun-positive energy
- Communication, active listening and respectful conversations
- Encourage with compassion or NUDGE:
  - N: notice someone with stress
  - U: understand you play a role in helping that person
  - D: decide if you should say something
  - G: guidelines for effective communication
  - E: encourage

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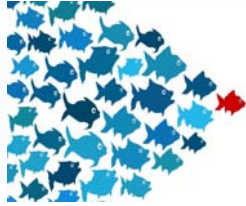
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### Pathway for Leader Potentiation

- Walk the walk, talk the talk
- Be a role model for effective coping
- How can you bring about the best in your team? Your family?



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### Breaking Down Stress

- Perceive something
- Response
- Decide how to respond
- Tension experienced
- Learn from what happened
- Adapt

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### Stress Leads to Adaptation

- Stress:
  1. Experience a stressor
  2. Our coping system is taxed
  3. We adapt...or succumb
- The response: how you respond determines the impact of stress
- Adaptation: what does the experience teach us for the future?

Can you look at stress or situations in life as a gift to learn and increase your inner strength?

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### Our Value System and Stress

- Values determine what we settle for and our desire to raise our levels
- “Set-point”-How much stress and pain can I expect and tolerate?
- What are my standards and values?
- What is the culture, upbringing, and habits that shape my approach to life?



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### Our Journey Towards Thriving

We are constantly moving, based on:

- Daily hassles or uplifts
- Our attitude
- Energy
- Lifestyle
- Workload
- Family

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### Set Point-What do you Choose?

**Thrive**

**Maintain**

**Succumb**

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### Audacity-Thriving 2.0

Audacity: extraordinary boldness, bringing zest and energy to one's life

In life, do I choose:

- I boldly seize the day
- I go with the flow
- I let things happen as they happen
- I act like a victim of circumstance

Do you enjoy the novelty of life?

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### When its more then Stress....

Stress response is a choice, with the exception of:

- 1.Prolonged or severe exposure to stressors or trauma
- 2.Living or working in environments with limited control, variety of freedom
- 3.Inherited institutions or ways of doing things where change is not welcome

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### Your Resiliency Story

- What stories resonate with you about overcoming challenges and attaining a positive outcome?
- How do we react when we face challenges?
- What is our story of overcoming challenges and thriving?

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Quotes on Resilience

- *"A strong woman looks a challenge dead in the eye and gives it a wink."* – Gina Carey
- *"Keep your face to the sunshine and you cannot see a shadow."* ~ Helen Keller
- *"She stood in the storm, and when the wind did not blow her way, she adjusted her sails."* - Elizabeth Edwards
- *"If your heart is broken, make art with the pieces."*-Shane Koyczan
- *"Persistence and resilience only come from having been given the chance to work through difficult problems"*-Gever Tulley
- *"You may have to fight a battle more than once to win it"*-Margaret Thatcher

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Quotes on Resilience

- *"It's your reaction to adversity, not adversity itself that determines how your life's story will develop"*-Dieter F. Uchtdorf
- *"Do not judge me by my success, judge me by how many times I fell down and got back up again"*-Nelson Mandela
- *"I can be changed by what happens to me. But I refuse to be reduced by it"*- Maya Angelou
- *"Note to self: every time you were convinced you couldn't go on, you did"*- Unknown
- *"Rock bottom became the solid foundation in which I rebuilt my life"*-JK Rowling

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*"Just the will to flourish-to optimistically envision growth and goodness coming from your good works-is enough to interrupt the progression of stress in an instant."*-Joel Bennett, Raw Coping Power

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### Employee Assistance Programs

- Who is the carrier
- What are the benefits
- How is the network
- DO EMPLOYEES KNOW ABOUT IT
- DOES YOUR ORGANIZATION SUPPORT ITS USE
- MENTAL HEALTH PARITY-IS IT OK TO NOT BE OK

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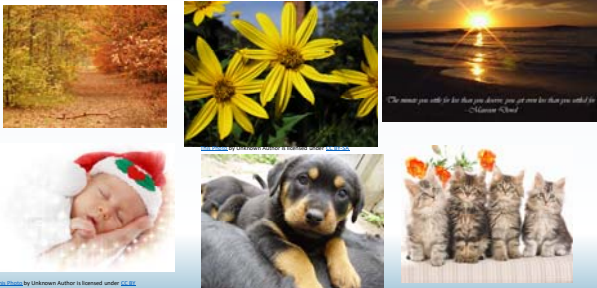
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### Focusing on the Positive




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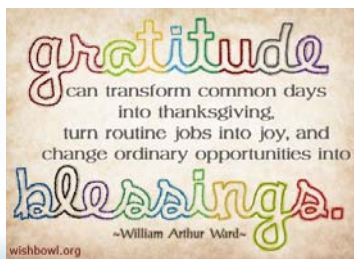
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### Attitude of Gratitude




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### Application

- How does stress effect overall wellbeing?
- How can I tell if I/someone else is not coping well?
- How do I cope with stress?
- What is stress a risk factor for at work? At home?
- What are some healthy coping mechanisms?
- How do I thrive in life? How do I help others thrive?

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