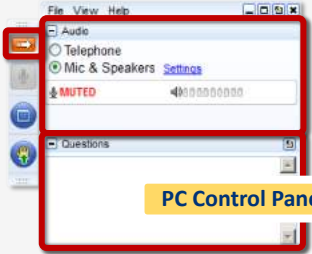




GoToWebinar Housekeeping



PC Control Panel



Mac Control Panel

Attendee Participation

Using your control panel...

Join audio:

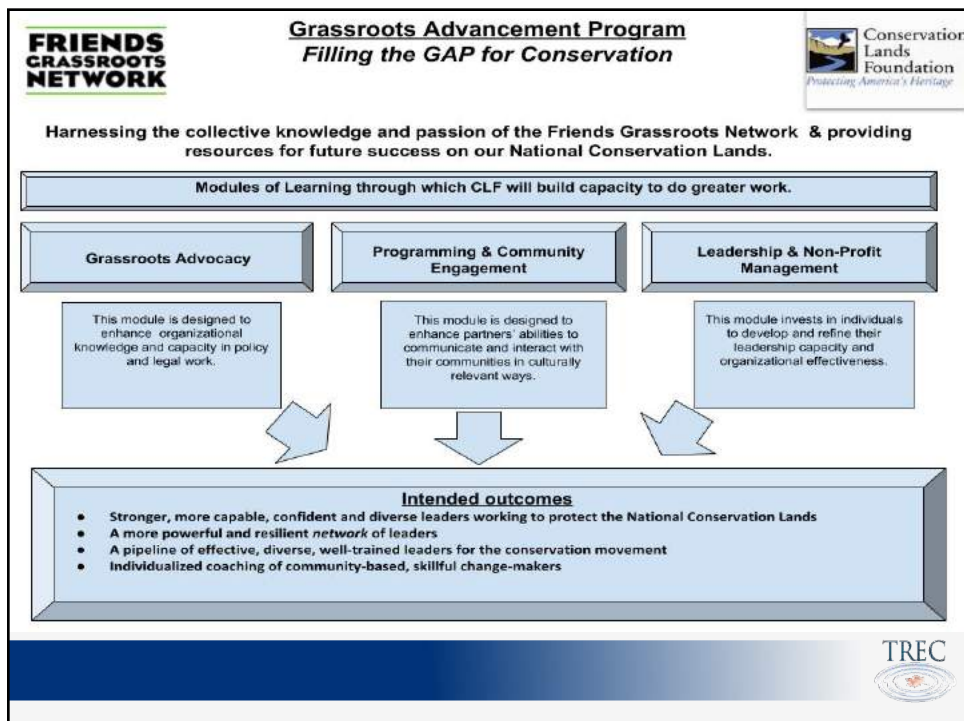
- Choose "Mic & Speakers" or "Computer Audio" to use VoIP
- OR choose "Telephone" or "Phone Call" and dial-in using the information provided

Submit questions and comments via the Questions panel.

Note: Attendees are muted and your webcams are disabled (listen-only mode).



1



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Training Resources for the Environmental Community
Presents:

Resilience and Effectiveness



Presented by: Cyndi Harris

TREC Senior Associate

December 10, 2019

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Resilience



What is it to you?

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Resilience



Having the ability to cultivate an overall sense of wellbeing, engagement, meaning and effectiveness.

(having energy, attention, capacity for action)



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Resilience is NOT ...

- Resilience is “not a trait”
- Being immune or unaffected by stress, pain, or emotional distress.
- Resilient people feel overwhelm, grief, sadness and a natural range of emotions related to adversity and loss.



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Commitments
Needs
"OTHERS"



Rest
Renewal
"SELF"

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SELF

WORK

COLLEAGUES



FAMILY

FRIENDS

COMMUNITY

Quality of Experience Depends on
Quality of Relationships

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Perspectives

Exhausted

- Drained
- Emotionally overextended
- Depletion
- Weary – worn out
- Deep fatigue

Engaged

- Vitality - energy
- Emotional capacity
- Resourced
- Positive fulfillment
- Tired cycles

Distanced

Involved

↓ Personal accomplishment

Effective

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Where am I NOW?

Exhausted

Engaged

1. RED ZONE
2. ORANGE ZONE
3. YELLOW ZONE
4. GREEN ZONE

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Where Do I TEND to Be?

Exhausted  Engaged

1. RED ZONE
2. ORANGE ZONE
3. YELLOW ZONE
4. GREEN ZONE

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So, What Fuels Our Experience?

• Physical energy

- Ability to create, respond
- Vitality
- Rest, resourced

• Emotional energy

- Quality of energy
- Calm ~ Reactive
- Excited, anxious, flexible



• Mind energy

- Focus of energy
- Concentration
- Clear, possibility, self-talk

• Spirit

- Energy of meaning, purpose
- Value aligned
- Time invested holistically

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DO YOU
RECHARGE
YOURSELF
AS MUCH AS
YOU
RECHARGE
YOUR
PHONE?



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Why is Resilience Important?

- Stress is often constant
- More work than time
- Lack of good prioritization of goals
- Lack of awareness on “capacity”
- Work day “never ends”
- Issues are over-whelming, critically important with accelerating negative impacts
- Everything can feel urgent

WHY is resilience important to you?

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REACTIVE SAFETY	CREATIVE PURPOSE
• Minimize Risk • Stick to what we know • Avoid discomfort • Work to be certain of outcome • Fear of not meeting expectations • Defined by the past • Comply, Protect, Control	• Taking risks • Focus on learning • Lean into discomfort • Work to make a difference • Courage to <i>maybe</i> fail • Informed by the past • Relate, Authenticity, Awareness, Achieving Results

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Low Resilience is a Barrier to Reducing Bias

Implicit Bias	
Increased by:	Not reduced by:
• Stress • Time pressure • Multi-tasking • Ambiguity • Incomplete data • Lack of critical mass	• Good intentions • External motivation • Suppression or avoidance • Perceived objectivity

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Resilience EXPANDS
our ability to be in discomfort, anxiety, or
activation and NOT be REACTIVE.

Resilience FOSTERS AWARENESS and CHOICE!

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**WHY is resilience important
to you?**

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Components of Resilience

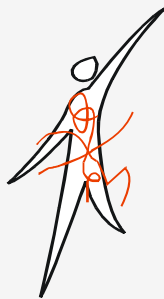
- Managing our reactions to stress ~ activation
 - Biological, stop – pause – re-set, breathe

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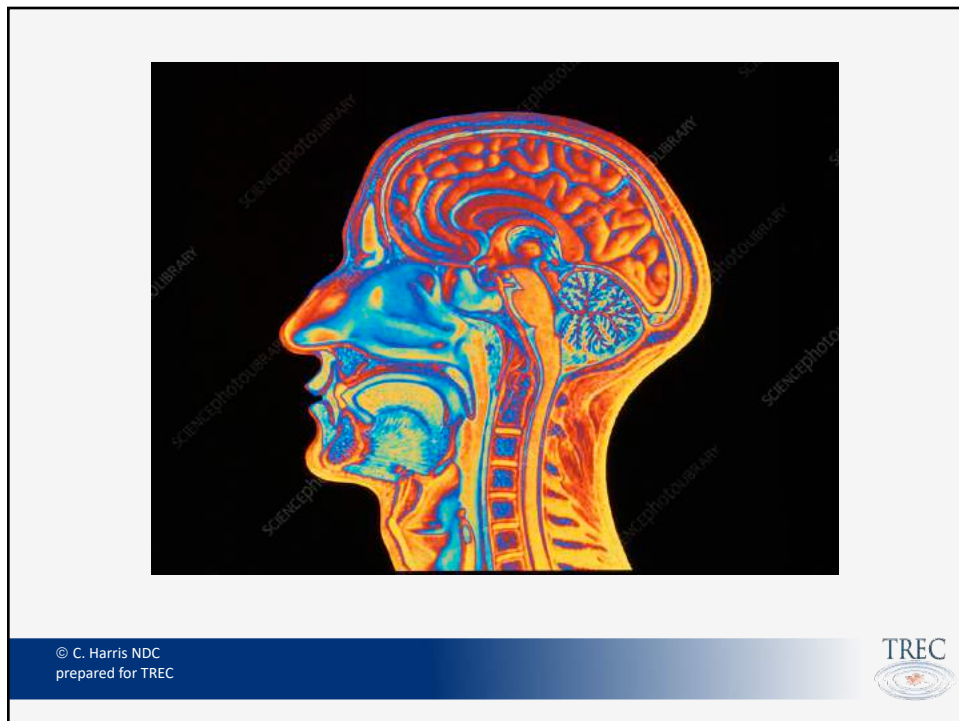
Human Response to CHRONIC Stress



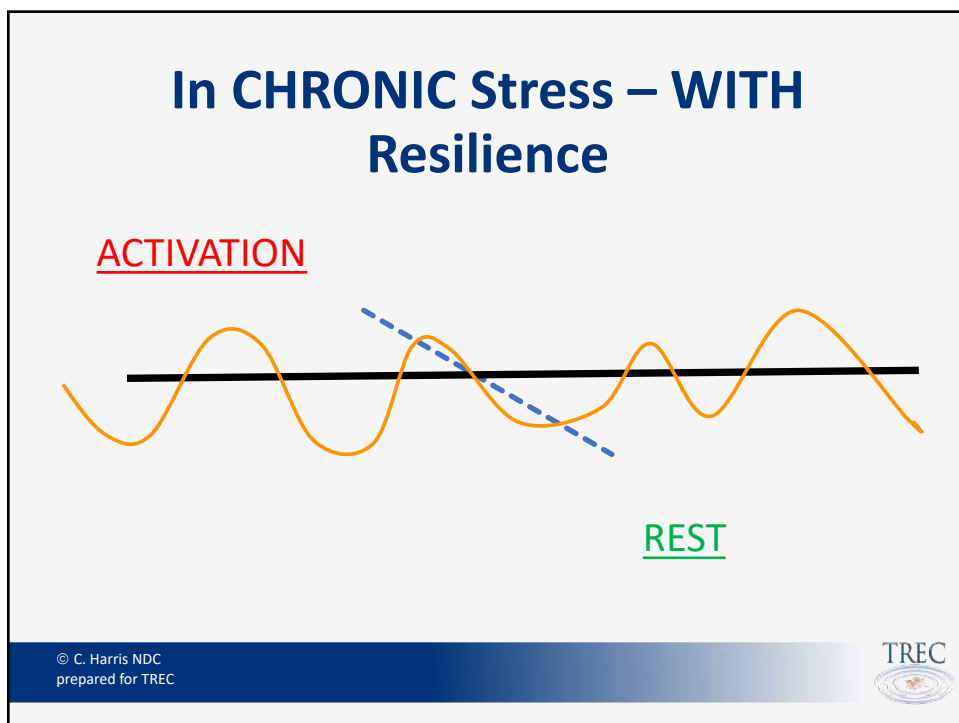
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In CHRONIC Stress – Low Resilience

Over - Activation

- Irritation
- Anger / Rage
- Hyper-activity
- Elation
- Anxiety / Panic
- Driven
- Hyper-vigilance

Collapse

- Disconnection
- Exhaustion
- Numbness
- Depression
- Hopeless
- Negativity
- Apathy

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Skills to Use in the Moment

- Feel your feet, seat, back, hands
- Resourcing
- Increase ability to be with
“discomfort”

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Work with Activation

- **Bias of the brain** is to be VELCRO for negative/fearful experiences and thoughts and to be TEFLON for positive/safe experiences
- **NOTICE positive, effective, calm, regenerating experiences**
 - SAVOR them, stay with them for 10 – 30 seconds
 - Notice places of spaciousness and ease
- **Be aware of the trickle of anxiety/stress/negative self talk playing in background -**
 - **PAUSE -**
 - notice you are alright right now, focus on what is possible, attend to self nurturing, notice SAFETY
- **USE TRANSITIONS ~ adult recess**

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Components of Resilience

- **Managing our stressors**
 - Know what they are, set boundaries

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Managing Stressors

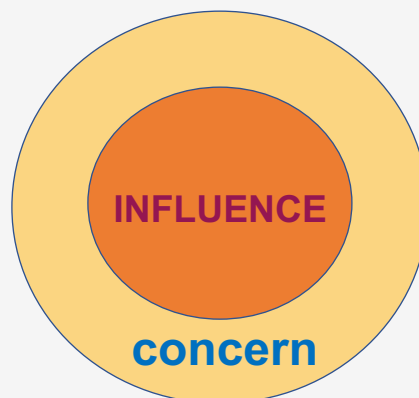
- Know what they are, when they hit
- Plan for how you will respond
- Work with time horizon and scope
- Focus on what you can control
- Connect with your “why”
- Reduce “un-necessary” stress
- Remember
 - What brought you to the work
 - What keeps you in the work
 - What you need to STAY in the work

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Work YOUR Focus!



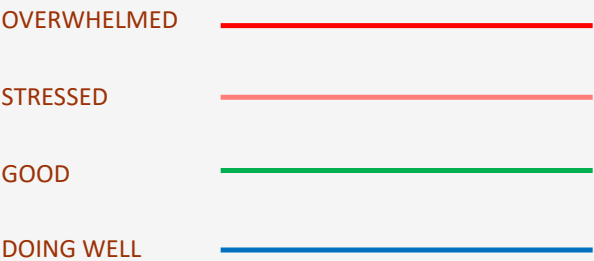
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Know YOUR Rhythm

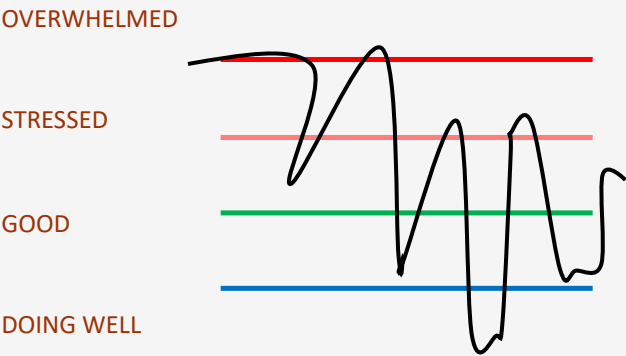


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Know YOUR Rhythm



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Components of Resilience

- **Managing for self-care ~ Foster INNER Resources**
 - Rest if not sleep, nutrition, transitions, work with activation

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Shortcut to Self-Care & Well-being

- What is my current quality of experience?
- What is possible for to do to foster a positive quality of experience in this context?
- What is ONE thing I can do NOW to support my well-being and effectiveness

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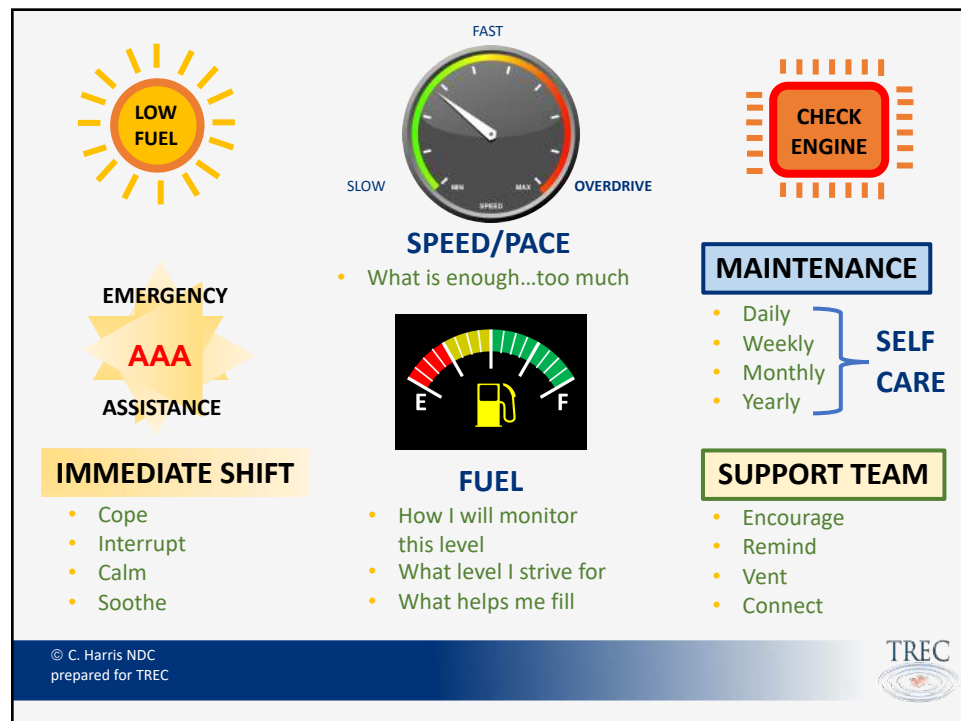
What CAN we do?

- **Sensation awareness** – DROP activation
- **Self-care** to build inner resources
- **Notice safety** – known, familiar, options, choice
- **Foster expansion** – inspiration, success, possibility, learning
- **Avoid & reduce un-necessary activation**, stress
- **Connect and support** – create network
- **Note RHYTHM** of the day

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What is possible when you are MORE resilient that is NOT possible now?



What do I want

- MORE of
- LESS of
- To be DIFFERENT

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Putting YOURSELF in the Equation



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What are at least 3 things I will do to foster greater resilience!

1.

2.

3.

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Resilience is a “PRACTICE”



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Resources

- Daily OM – short blog supporting mindfulness and wellbeing:
<https://secure.dailyom.com/cgi-bin/userinfo/settings.cgi?subscribe=1>
- Resilient by Rick Hansen
- Just One Thing –weekly blog by Rick Hansen:
<https://www.rickhanson.net/newsletter-signup/>
- Brain Rules by John Medina
- Rising Strong by Brene Brown
- The Resilience Factor by Karen Reivish and Andrew Shatte
- The Age of Overwhelm by Laura van Dernoot Lipsky
- Beth's Blog – often speaks to resilience:
<http://www.bethkanter.org/italy/>



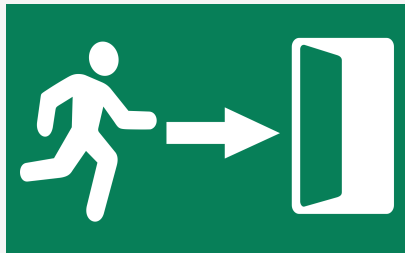
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Evaluation of this webinar

As you exit the webinar...

Please fill out our brief survey!



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Questions?



How to Participate

Using your control panel...

- **RAISE YOUR HAND** if you would like to be unmuted to speak your question
- OR continue to submit questions and comments via the **Questions** panel.

Thank you for attending today's webinar! We will stay after to answer your questions, but feel free to exit the webinar if you need to go.

