What did people think “return to normal” should have looked like in 2021?

What people think it looks like

What it really looks like
Resilience and Recovery
Defining “Resilience”

The capacity to bounce forward quickly from difficulties.
Overview

Resilience is a teachable mindset and skillset.

Essential for wellbeing and success today and into the future.
The Benefit of Learning Resilience:

You gain a sense of personal and professional mastery over failure.
How to Build Resilience?

Mindset
And
Skillset
Mental Skills

What used to trigger stress to physical threat now triggers stress to self esteem or ego.
Adversity is Necessary for Resilience
What Kind of Mindset Do You Have?

Mindset?

Growth Mindset

Fixed Mindset
<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Your intelligence is something very basic about you that you can’t change very much</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>2. No matter how much intelligence you have, you can always change it quite a bit</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>3. Only a few people will be truly good at sports, you have to be born with the ability</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4. The harder you work at something, the better you will be</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Mindset Quiz</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------</td>
<td>-------</td>
<td>----------</td>
<td>-------------------</td>
</tr>
<tr>
<td>5. I often get upset when I get feedback about my performance</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>6. I appreciate when people give me feedback about my performance</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>7. Truly smart people do not need to try hard</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>8. You can always change how intelligent you are</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>9. You are a certain kind of person and there is not much that can be done to really change that</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>10. An important reason why I do my work is that I enjoy learning new things</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**Totals**

<table>
<thead>
<tr>
<th>Mindset</th>
<th>Strong Growth Mindset</th>
<th>Growth with Some Fixed Ideas</th>
<th>Fixed with Some Growth Ideas</th>
<th>Strong Fixed Mindset</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>22 - 30</td>
<td>17 - 21</td>
<td>11 - 16</td>
<td>0 - 10</td>
</tr>
</tbody>
</table>
What Kind of Mindset Do You Have?

**Growth Mindset**
- I can learn anything I want to.
- When I’m frustrated, I persevere.
- I want to challenge myself.
- When I fail, I learn.
- Tell me I try hard.
- If you succeed, I’m inspired.
- My effort and attitude determine everything.

**Fixed Mindset**
- I’m either good at it, or I’m not.
- When I’m frustrated, I give up.
- I don’t like to be challenged.
- When I fail, I’m no good.
- Tell me I’m smart.
- If you succeed, I feel threatened.
- My abilities determine everything.
Develop a Growth Mindset

## Developing a Growth Mindset

<table>
<thead>
<tr>
<th>INSTEAD OF…</th>
<th>TRY….</th>
</tr>
</thead>
<tbody>
<tr>
<td>I'm bad at this</td>
<td>What am I missing?</td>
</tr>
<tr>
<td>I give up</td>
<td>I'll try a different strategy</td>
</tr>
<tr>
<td>This is good enough</td>
<td>Is this my best work?</td>
</tr>
<tr>
<td>This is too hard</td>
<td>This may take some time</td>
</tr>
<tr>
<td>I got it wrong</td>
<td>I learn from mistakes</td>
</tr>
<tr>
<td>I'll never be that smart</td>
<td>I can train my brain</td>
</tr>
<tr>
<td>I don't get it</td>
<td>I don't get it yet</td>
</tr>
</tbody>
</table>

The original source of this grid is unknown and was modified by Mindful Life LLC.
Skillset: Reframing

There are 70,000 thoughts between you and well-being every day
ABCDE Model of Reframing

A
Activating Event or Adversity
ABCDE
Model of Reframing

A
Activating Event or Adversity

B
Beliefs about Event or Adversity
ABCDE Model of Reframing

A
Activating Event or Adversity

B
Beliefs about Event or Adversity

C
The emotional Consequences
ABCDE
Model of Reframing

A
Activating Event or Adversity

B
Beliefs about Event or Adversity

C
The emotional Consequences

D
Disputations to challenge irrational beliefs
ABCDE
Model of Reframing

A
Activating Event or Adversity

B
Beliefs about Event or Adversity

C
The emotional Consequences

D
Disputations to challenge irrational beliefs

E
Effective new beliefs replace the irrational ones
<table>
<thead>
<tr>
<th>Belief</th>
<th>Emotional Connection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real-world loss or loss of sense of self worth</td>
<td>Sadness Depression</td>
</tr>
<tr>
<td>Future threat</td>
<td>Anxiety</td>
</tr>
<tr>
<td>Violation of your rights</td>
<td>Anger</td>
</tr>
<tr>
<td>Violation of another’s rights</td>
<td>Guilt</td>
</tr>
<tr>
<td>Loss of standing with others</td>
<td>Embarrassment</td>
</tr>
</tbody>
</table>
Treat Beliefs Like Theories

Create alternative theories for consequences:

- If you are a ME person, come up with a NOT ME explanation
- If you are a NOT ME, come up with a ME explanation
- If you are an ALWAYS, then NOT ALWAYS
- If EVERYTHING, then NOT EVERYTHING

Evaluate the evidence to prove or not prove
Reframing

**Adversity**
- My kid is sick and they tell me I can’t have time off.

**Belief**
- They treat us like machines here!

**Consequence**
- Anger at a 5 / Sadness at a 9

**Irrational Beliefs**
- I can’t do this job and be a good parent

**New Beliefs**
- What does being a “good parent” mean to me?
Framework for Building Resilience

Use
Use science to test approaches

Commit
Commit to a systems approach

Identify
Identify unique barriers in the local context

Ask
"What matters to you?"
Use Science to Test Approaches:

- Growth Mindset
- Reframing
Commit to a Systems Approach:

HEAL

- Have a Beneficial Experience
- Enrich It
- Absorb It
- Link It

How to Hardwire Resilience Into Your Brain
Rick Hanson & Forrest Hanson, 2018
COMMIT TO A SYSTEMS APPROACH

HEAL

HAVE A BENEFICIAL EXPERIENCE:
Grow resiliency by noticing pleasurable thoughts, feelings or sensations that are already present many times in a day. Takes a minute or less.
Commit to a Systems Approach

HEAL

Enrich It:

➢ **Lengthen it:** Stay with it 5 to 10 seconds longer
➢ **Intensify it:** Let it be big in your mind
➢ **Expand it:** Notice other sensations or emotions
➢ **Freshen it:** Imagine you are having it for the very first time
➢ **Value it:** Be aware why it is important to you, why it matters
HEAL

Absorb It:

➢ **Intend to receive it:** Consciously choose to take it in

➢ **Sense it sinking into you:** Give over to it, allow it to become a part of you

➢ **Reward yourself:** Tune into whatever is reassuring, helpful, or hopeful about the experience.

➢ Doing this will increase the neurotransmitter system (dopamine) and will flag the experience as a “keeper” for long-term storage
Commit to a Systems Approach

HEAL:

Link it:

- **Need for Safety**: Compassion; Calm, Courage
- **Need for Satisfaction**: Mindfulness; Gratitude; Motivation; Aspiration
- **Need for Connection**: Learning; Confidence; Relationships; Generosity
"What Matters To You?" & Identify Unique Barriers

A particular need is best met by the learned inner strengths that are matched to it:

✓ What helps make a good day?
✓ When am I at my best?
✓ What does that look like?
✓ What gets in the way of a good day?
Building Resiliency Correlates With:

- Self-efficacy
- Autonomy
- Problem Solving
- Optimism
- Creativity
- Flexibility
- Stress Management
Make It Matter in 2021!