

Bounce Back:

Cultivating Resiliency During Transitions

Presenter

Arlene J. Anderson, M.S.



Arlene J. Anderson

- Leadership experience in a variety of health care settings, including hospitals, clinics, home health, and long term care
- Master of Science in Psychology
- Specializations in adult learning, organization development, communication/conflict, resilience, and leadership

References

- Resilience: Discovering a New Strength in Times of Stress, Frederic Flach, M.D. (physician and psychiatrist)
- Resilience Practice: Building Capacity to Absorb Disturbance and Maintain Function, Brian Walker and David Salt
- Resilience: Why Things Bounce Back, Andrew Zolli
- The Mayo Clinic Guide to Stress-Free Living, and The Mayo Clinic Handbook for Happiness: A 4-Step Plan for Resilient Living, Amit Sood, M.D., M.Sc

Ready

Data

Attention

There is no help
available for this



The measure of success is not
whether or not you have a tough
problem to deal with,
but whether it's the
same problem you had last year.

-- John Foster Dulles



Resilience defined

- the capacity to absorb disturbance and maintain basic function & structure (Walker and Salt)
- The capacity to function with a core purpose, meaning, and forward momentum in the face of trauma (Zolli and Healy)
- “the ability to bounce back”

4 Domains of Resilience

- Physical – best possible health
- Cognitive – focus amid stress
- Emotional – facing challenges with balance and control
- Spiritual – higher meaning

3 Functions of Resilience

- Being able to respond quickly and effectively, in the right places in the right way
- Having reserves and access to needed resources, thereby effectively increasing the “safe” space for operating
- Keeping options open

Benefits of Resilience

- Highly resilient people are flexible, adapt to new circumstances quickly, and thrive in constant change.
- They expect to bounce back and feel confident that they will. They have a knack for creating good luck out of circumstances that many others see as bad luck.
- Resilient people are adept at seeing things from another person's point of view. When we empathize with others, we feel less alone and less entrenched in pain. As a result, we recover faster.

From The Resiliency Advantage (Berrett-Koehler, 2005), Al Siebert, PhD

Quote

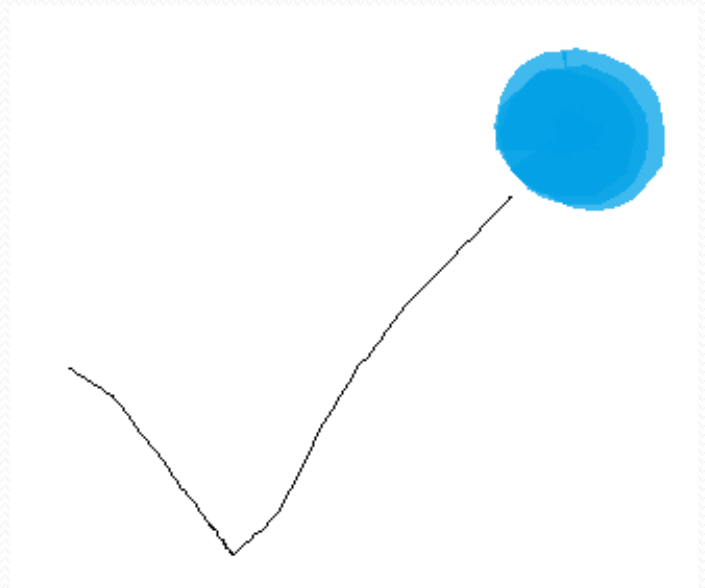
“Resilience refers to our capacity to deal with discomfort and adversity, but it’s not just a reactive skill set.

The same characteristics that make us resilient are traits that enrich our lives.”

Darcy Smith, PhD

Why is it that some people/systems bounce back and others don't?

Type your answer in the chat box, please.



Resilience

- The ability to bounce back
- The bounce back may or may not bring you back to the same place

Resilience and Change

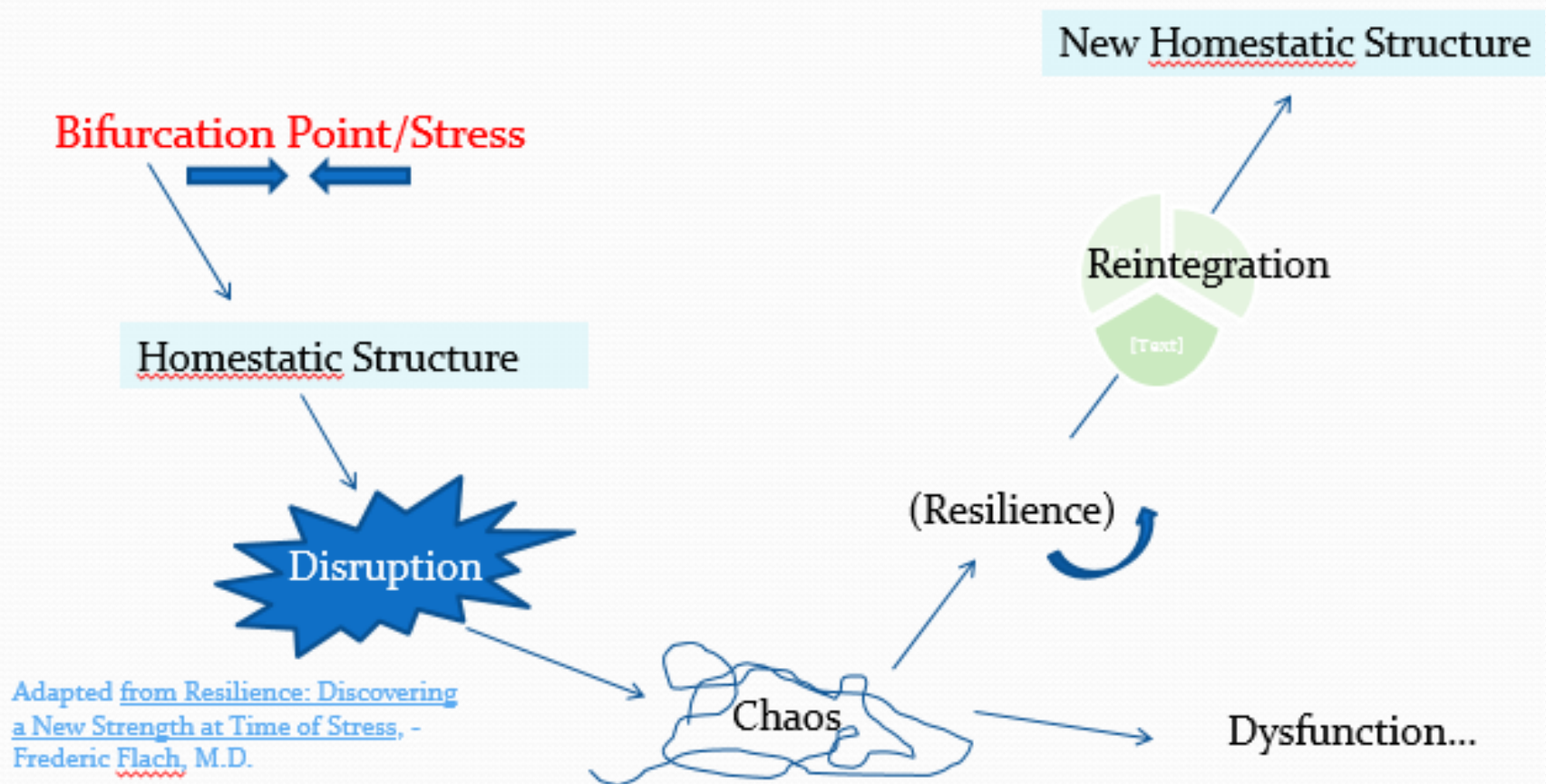




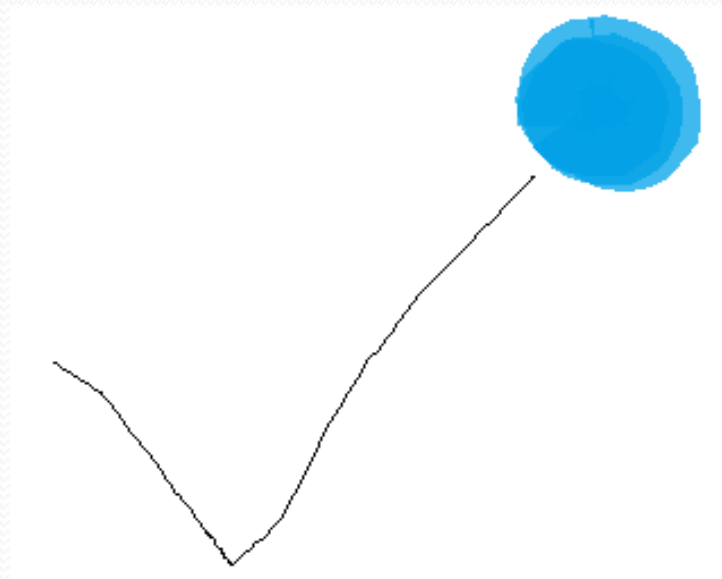
The Law of Disruption and Reintegration

Adapted from Resilience: Discovering a New
Strength at Time of Stress, - Frederic Flach,
M.D.

Disruption-Reintegration Cycle



A hard fall leads to a high bounce, if you are made of the right material.



Implications

- In order to learn and to experience meaningful change, we must fall apart.
- Failure to pass successfully through any stress cycle can leave us without the strengths we will need when more changes and stresses appear.
- By making us more knowledgeable and adaptive, each period of disruption and reintegration is necessary to prepare us to meet the stresses that lie ahead.

Quote

The world is round
and the place which may seem like the end
may also be only the beginning.

— Ivy Baker Priest



Resilience defined (review)

- the capacity to absorb disturbance and maintain basic function & structure (Walker and Salt)
- The capacity to function with a core purpose, meaning, and forward momentum in the face of trauma (Zolli and Healy)
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"The important thing is this: to be able at any moment to sacrifice what we are for what we would become."

-Charles DuBos, French critic

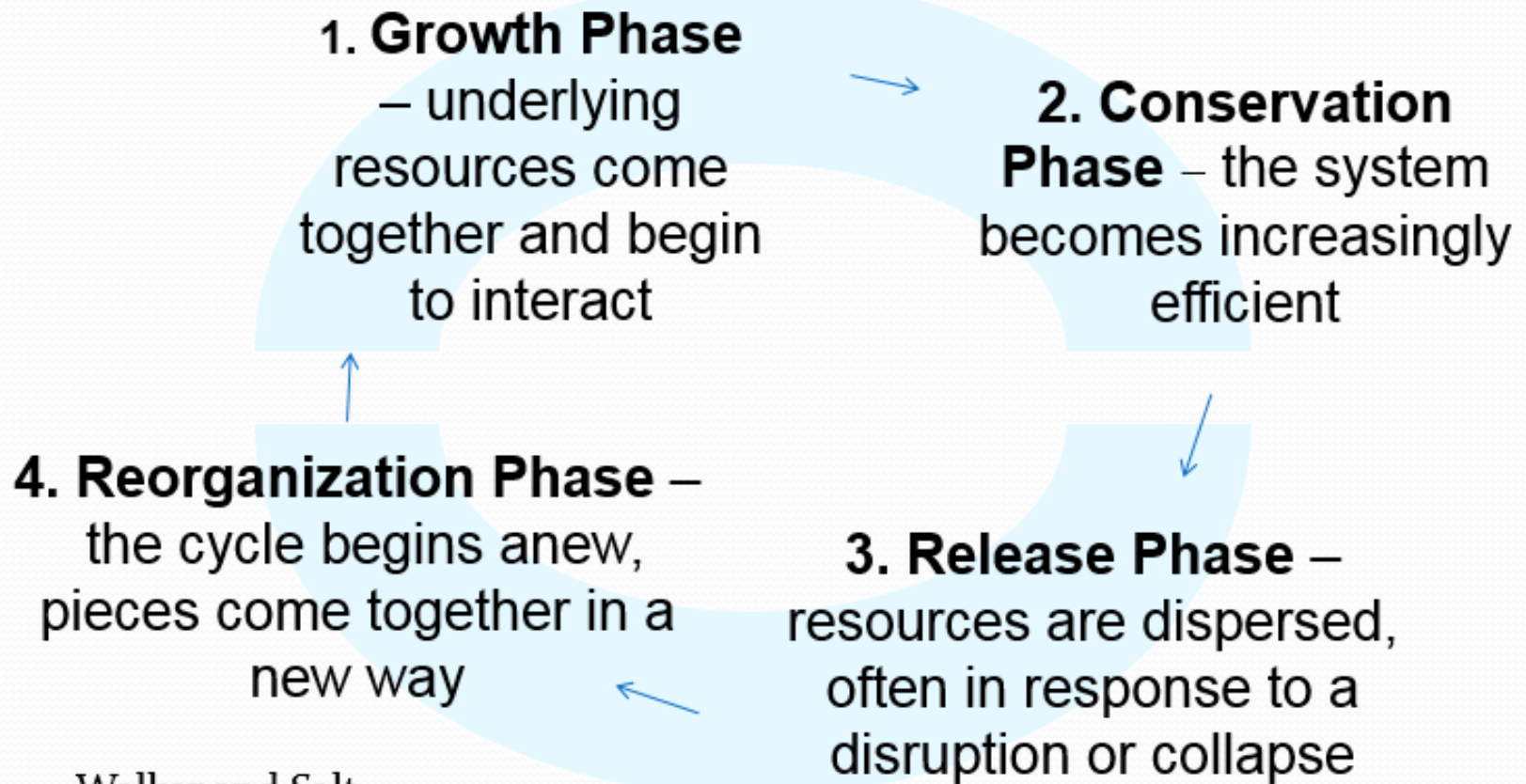




When you face difficulties, what helps you move forward?

Type your answer in the chat box please.

The Adaptive Cycle



Walker and Salt



Strategies for Building Resilience

1. Map strengths, fragilities, and thresholds
2. Conduct experiments
3. Maintain reserves
4. Develop social capital – strong and weak ties



Strategies for Building Resilience - continued

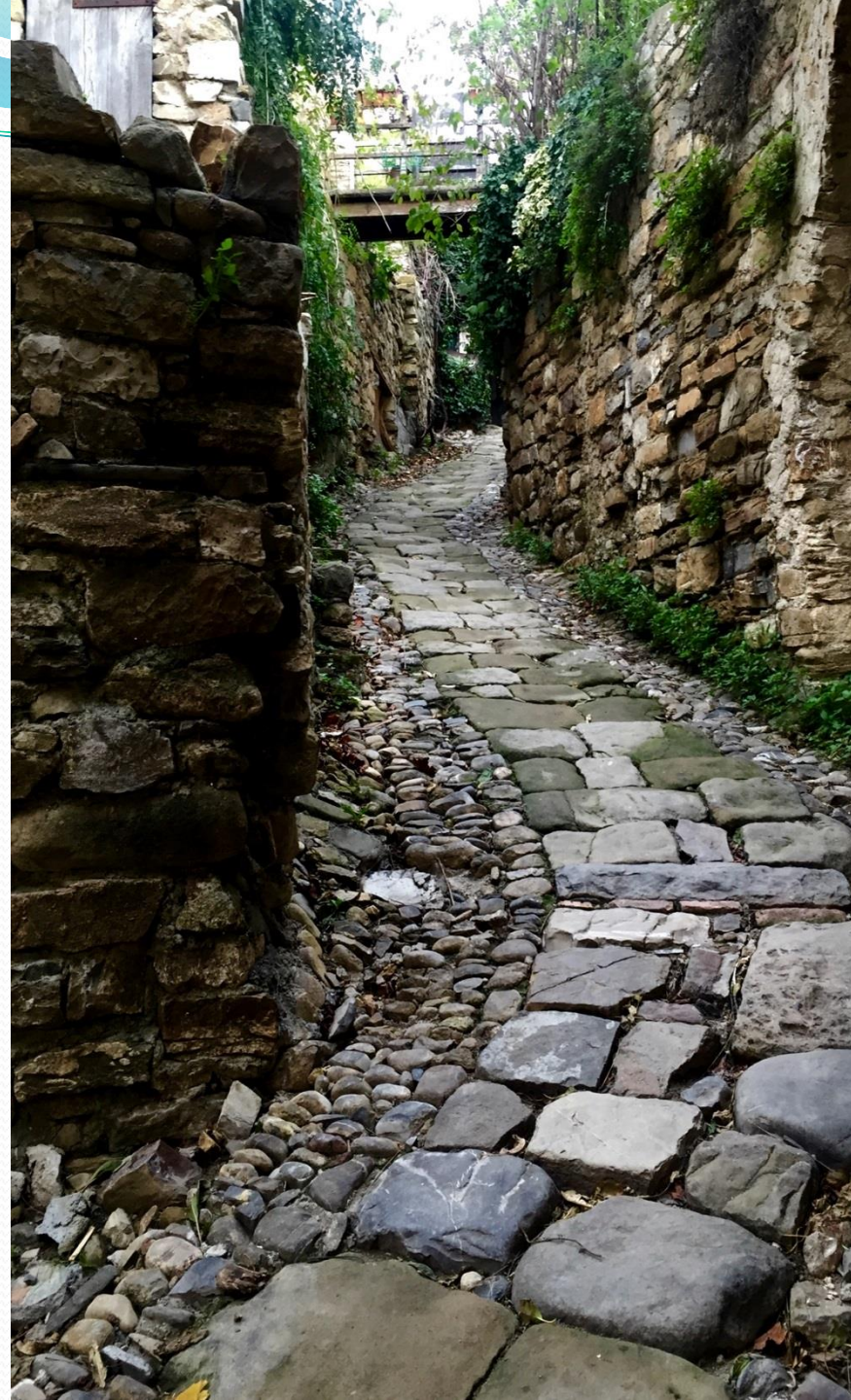
- 5. Plan modularity and redundancy
- 6. Allow simmering
- 7. Establish a mind/body practice
- 8. Care for physical self

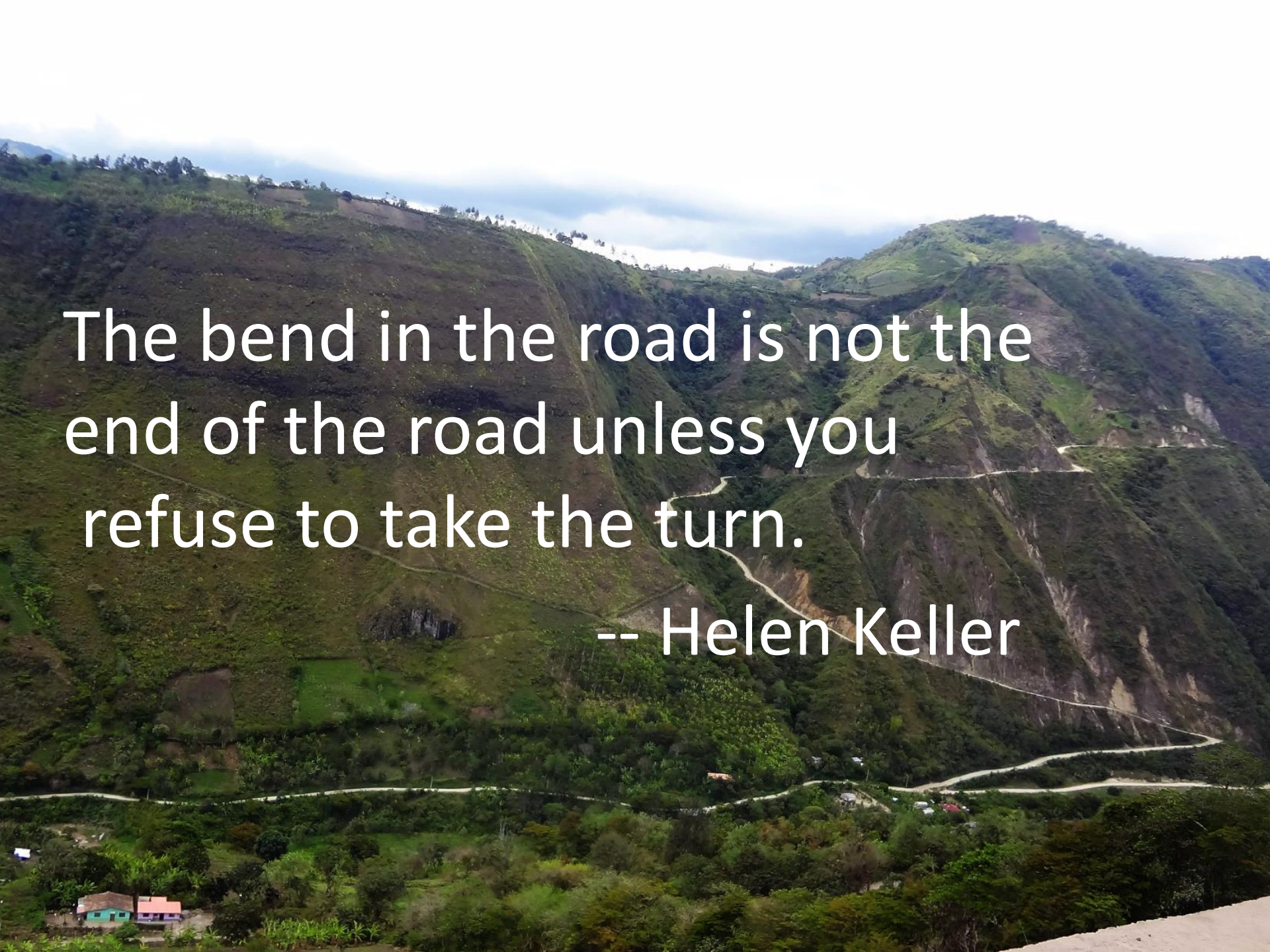
Application

How can you/your organization increase resiliency?

What is a key point for you today?

Type your answers in the chat box, please.





The bend in the road is not the
end of the road unless you
refuse to take the turn.

-- Helen Keller



When we are no longer able to change a situation, we are challenged to change ourselves.

— Viktor Frankl

Thank you for this opportunity!



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