

Building Personal & Organisational Resilience

KEY TAKEAWAYS



Change habits that are in your way...

...and start new ones that bring
the change you desire.



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Resilience can mean a lot of different things to different people.

The definition we discuss here is:

The ability to manage through difficulty, take on challenges of your own design
so that you can build the life you basically want

There are 2 pieces to this definition:

- 1 - Sometimes stuff happens. Things we don't want. Things we weren't expecting
And we have to move through them.
- 2 - Taking charge of your own vision, your own interests.
What is it you want to accomplish in your life.

Both 1 and 2 above can throw up their own challenges.
So we need resilience to make things happen.



The Resilience Way model consists of 5 elements with 3 factors in each.

Element 1: Emotional Well-being
(Self-awareness, well-being and spirituality)

The concept of being aware of how you're feeling.
Being able to manage your emotions and feelings.

WHAT YOU CAN DO.

- Work on your own self-awareness. And share what is working with others
- Encourage and support mindfulness in the workplace. Is there a quiet space for people
 - Use personality profiling tools to create self-awareness
- Normalise discussions around mental health. Use employee assistance programmes (EAP)



Where ever you want to be...

- ...to get there takes vision & planning.



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Element 2: Supportive Relationships (Seek support, support others and boundaries)

Resilience comes from having the right kinds of relationships
in your life.

WHAT YOU CAN DO.

- Create, seek out and promote formal and informal support groups
 - Ask for help so others can provide it
- Notice relationships that get in your way... deal with them by creating boundaries
 - Stop enabling people by supporting them when they need to step up



Element 3: Physical Health (Sleep, nutrition and exercise)

If you don't have your health, you have nothing.
And there're elements of our health we need to take control of.

WHAT YOU CAN DO.

- Encourage walking meetings, stretch breaks or other activite options
- Look for and remove diet culture and body shaming elements in the workplace
 - Encourage people to look after any health issues that arise



Understanding ourselves better and differently...

...is key to our well-being



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Element 4: Personal Clarity (Values, vision and planning)

What is it I'm trying to achieve here?

WHAT YOU CAN DO.

- Get clear about your purpose or personal vision
- Pay attention to where you are out of alignment with your values
- Focus on your 3-5 year plan. Use it as a way of moving toward your goals
 - Seek coaching to support you to develop personal clarity



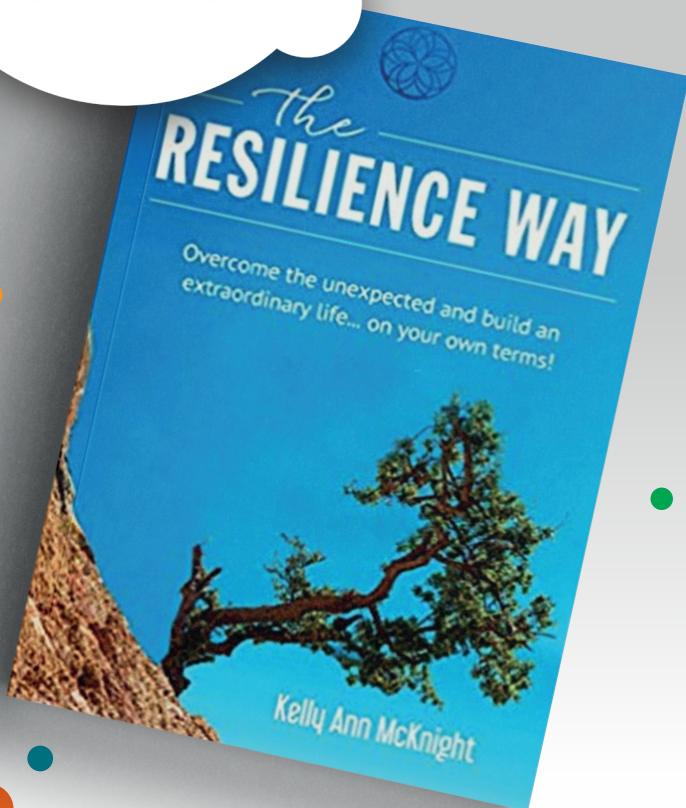
Element 5: Dynamic Thinking (Confidence, realism and learning focus)

Know what you want to achieve, what skills you need, and what pieces you have to have in place. And those you need to develop.

WHAT YOU CAN DO.

- Have hope - have the confidence to believe you can achieve something
No matter how hard it may be to get there
- Be realistic. You need to see what is and what isn't working
- Resilient people can change habits that are in their way. And start new ones that will bring about the change they desire





GET A COPY OF KELLY ANN McKNIGHT'S BOOK

The Resilience Way

PLUS

Free to download resilience
worksheets and tips at:
www.theresilienceway.com

Email: kmcknight@stoneridgeconsulting.ca



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