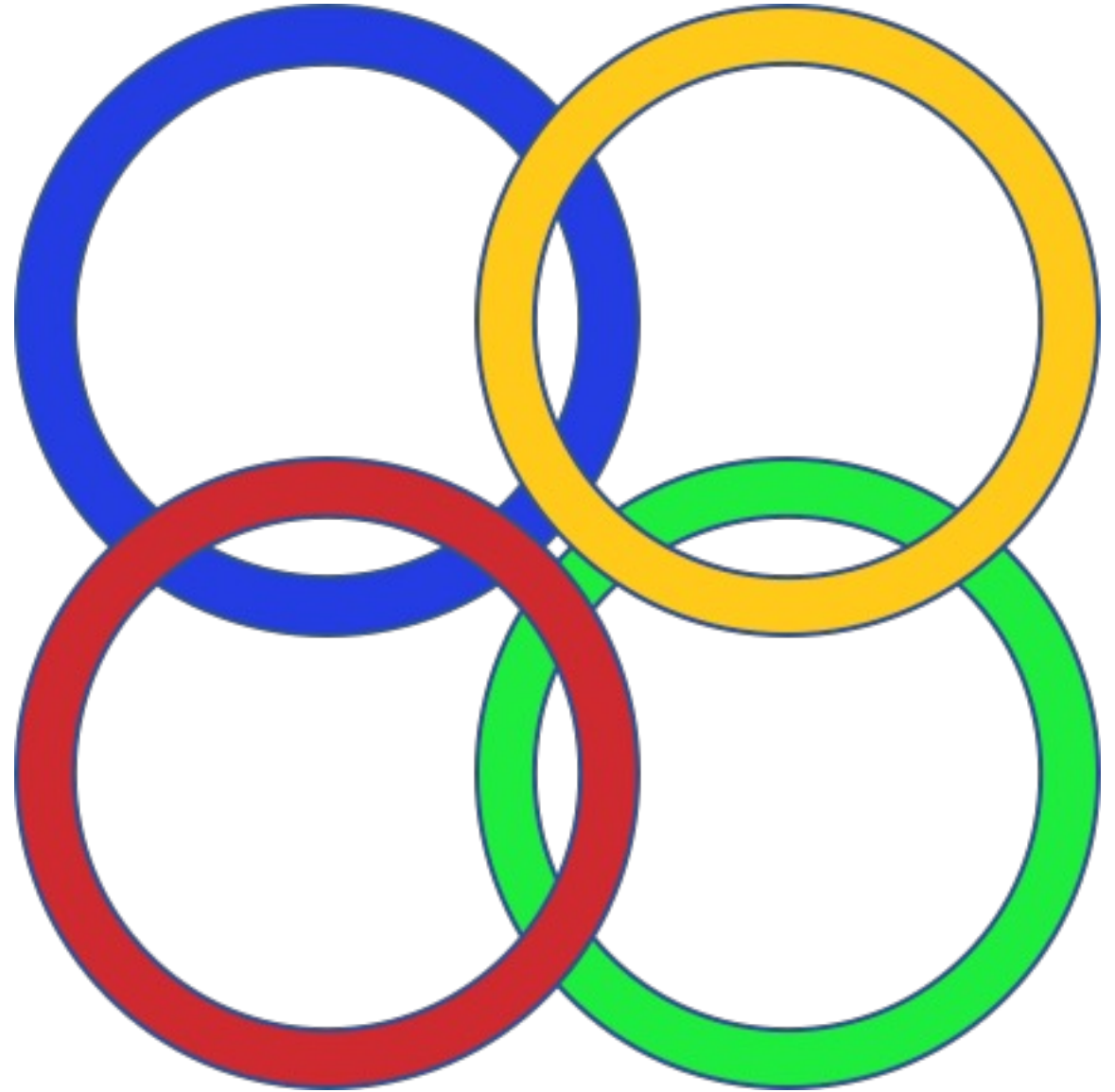


How to fill your bucket
with Dr. Hendrik Visser

Resiliency





Our goals

- What is resilience? (and its opposite)
- What are the contributors to our resilience? (our ability to thrive)
- How can we grow in resilience? (and improve our workplace culture)

What is resilience?

1. the capacity to withstand or to recover quickly from difficulties; toughness
2. the ability of a substance or object to spring back into shape; elasticity

RESILIENCE



Bouncing Back

Resilience scale



Resilience scale

Disengagement
Conflict
Burnout
Dis-ease
Fatigue
Quiet quitting
Sadness (anger, fear)

Engagement
Teamwork
Thriving
Well-being
Energy
Perseverance
Joy



Distress


Where are you on the scale?

Resilience

What is burnout?

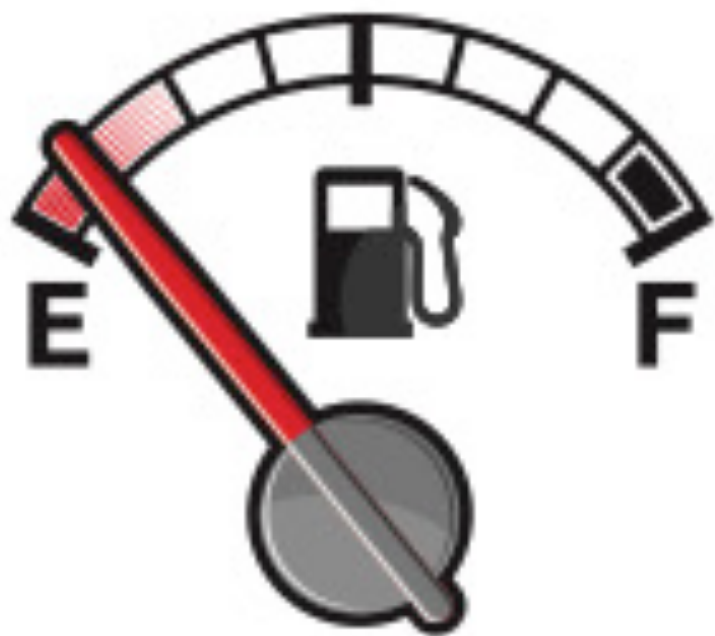
WHO 2019 Definition (MBI – Maslach Burnout Inventory)

1. Physical exhaustion
2. Cynicism/negativism
3. Decreased professional efficacy

A photograph of Jacinda Ardern, former Prime Minister of New Zealand, speaking at a press conference. She has a distressed expression, with her mouth open as if crying or speaking with great emotion. She is wearing a dark blue blazer over a black top. In the foreground, several microphones are visible, including one with the 'sky' logo and another with the '1' logo. The background is a wall with horizontal wooden slats.

“I know what this job takes, and I know that I no longer have enough in the tank to do it justice. It is that simple.”

- Former PM Jacinda Ardern of NZ





Distress



Resilience



Dopamine
Oxytocin
Serotonin
Endorphins



Love
Joy
Peace



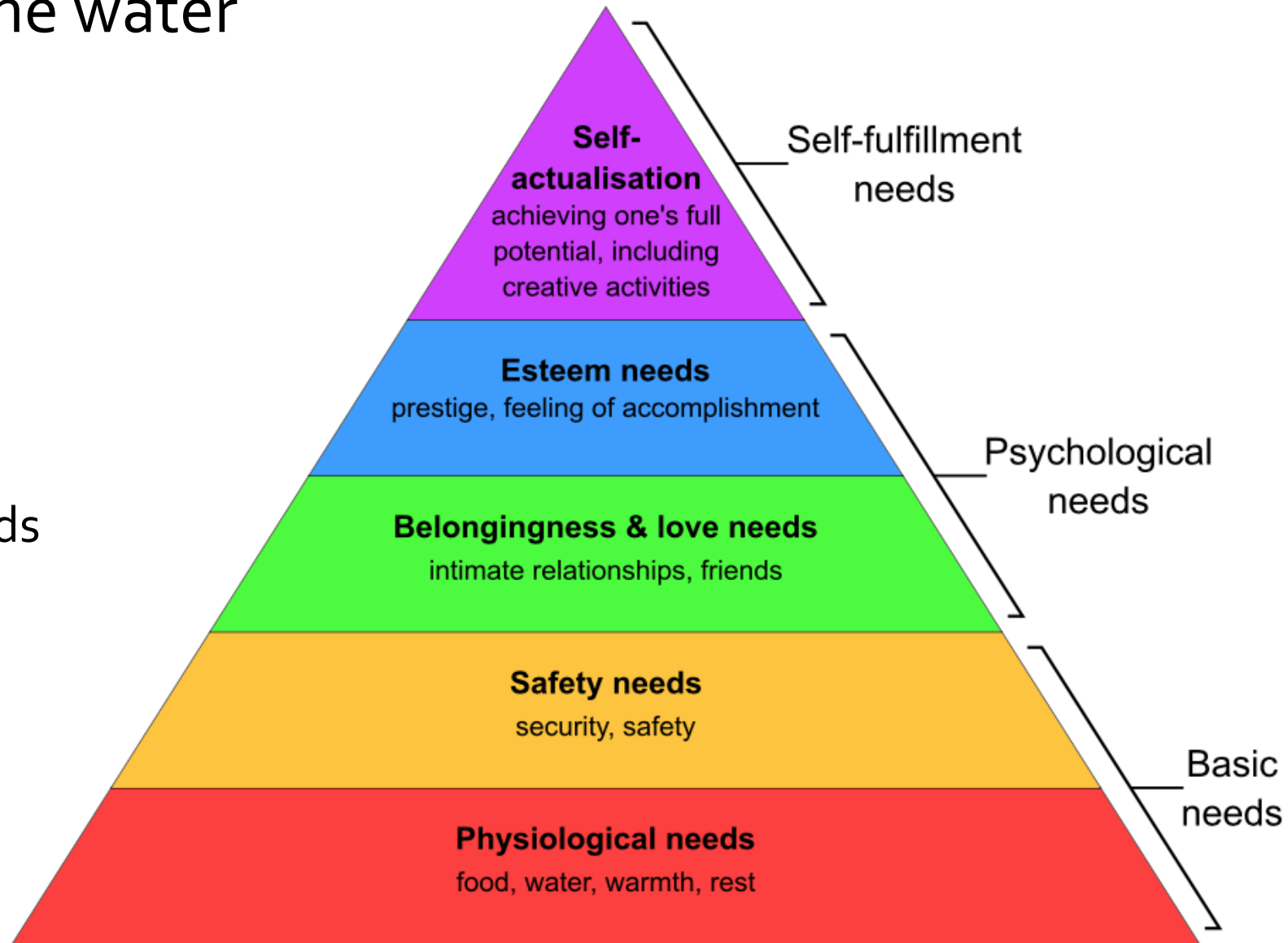
Fear
Anger
Sadness

What is the water source?



What is the water source?

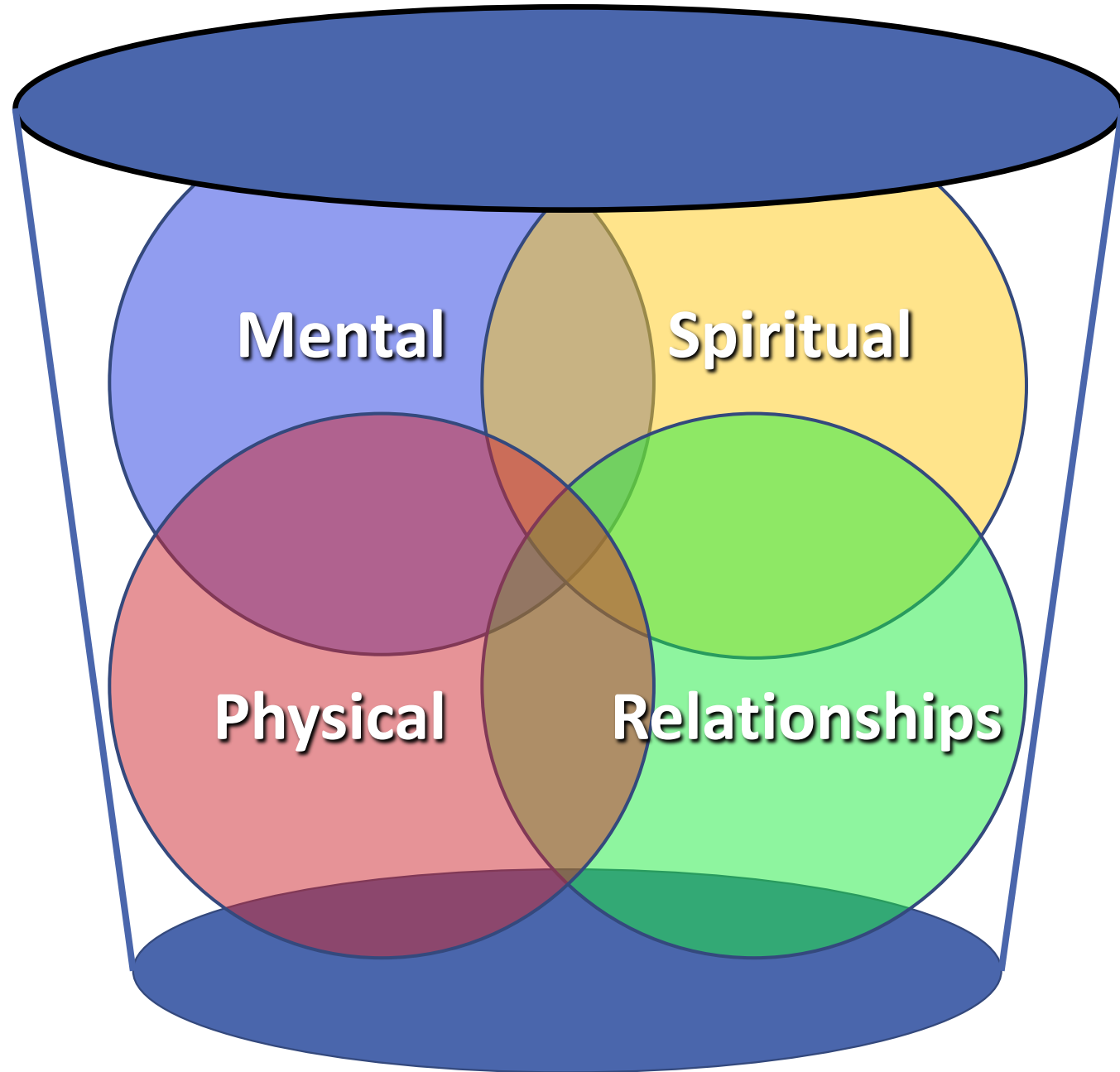
Maslow's Hierarchy of Human Needs



What is the water source?



Credit: Stephen R Covey,
*The 7 Habits of Highly
Effective People*



Resilience is the process of growth

“Resilience is our capacity to navigate our way to the physical, emotional, social, and institutional supports we need for wellbeing, and our capacity to negotiate for these resources to be provided in ways that we experience as meaningful.”

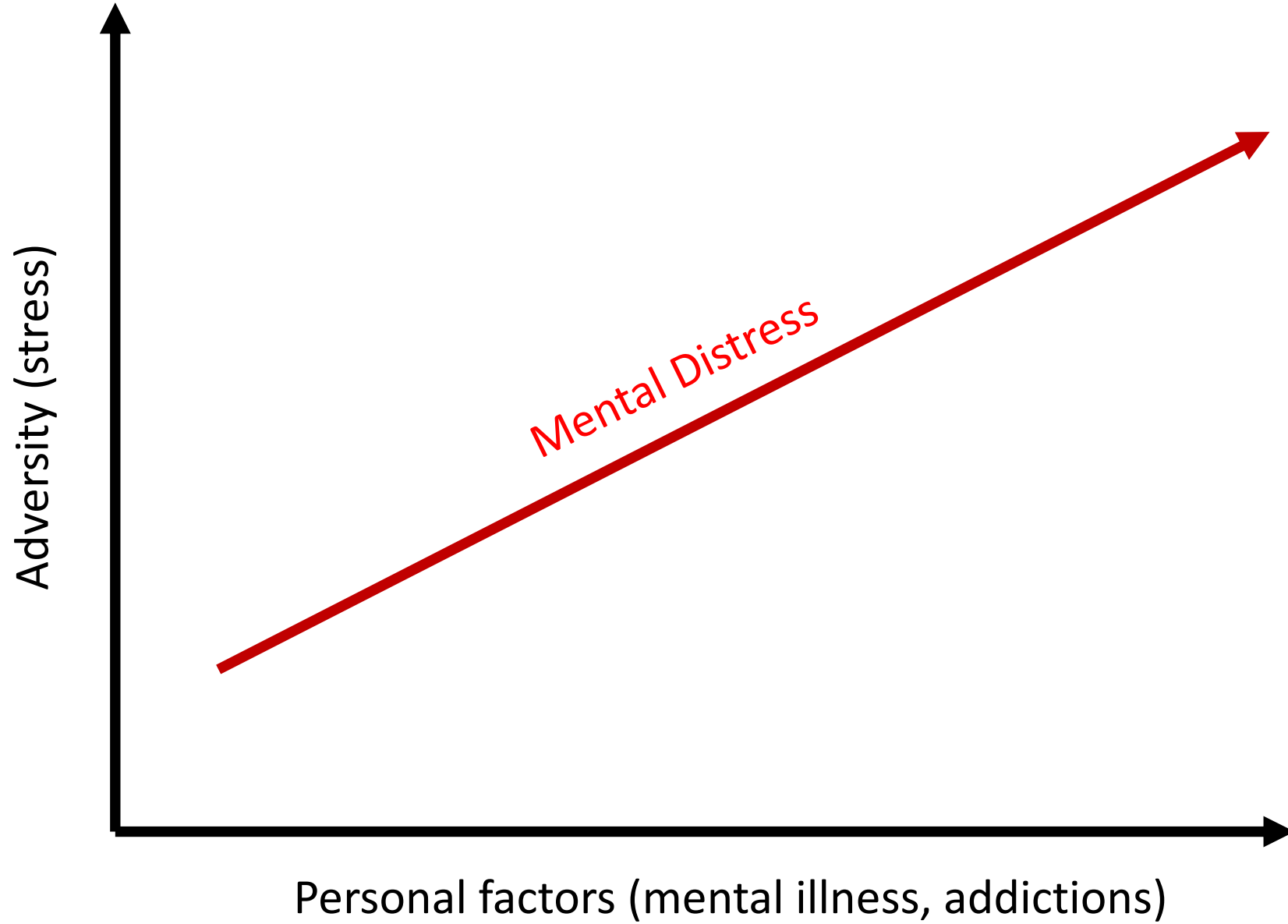
- Dr. Michael Ungar, Resilience Research Centre, Halifax

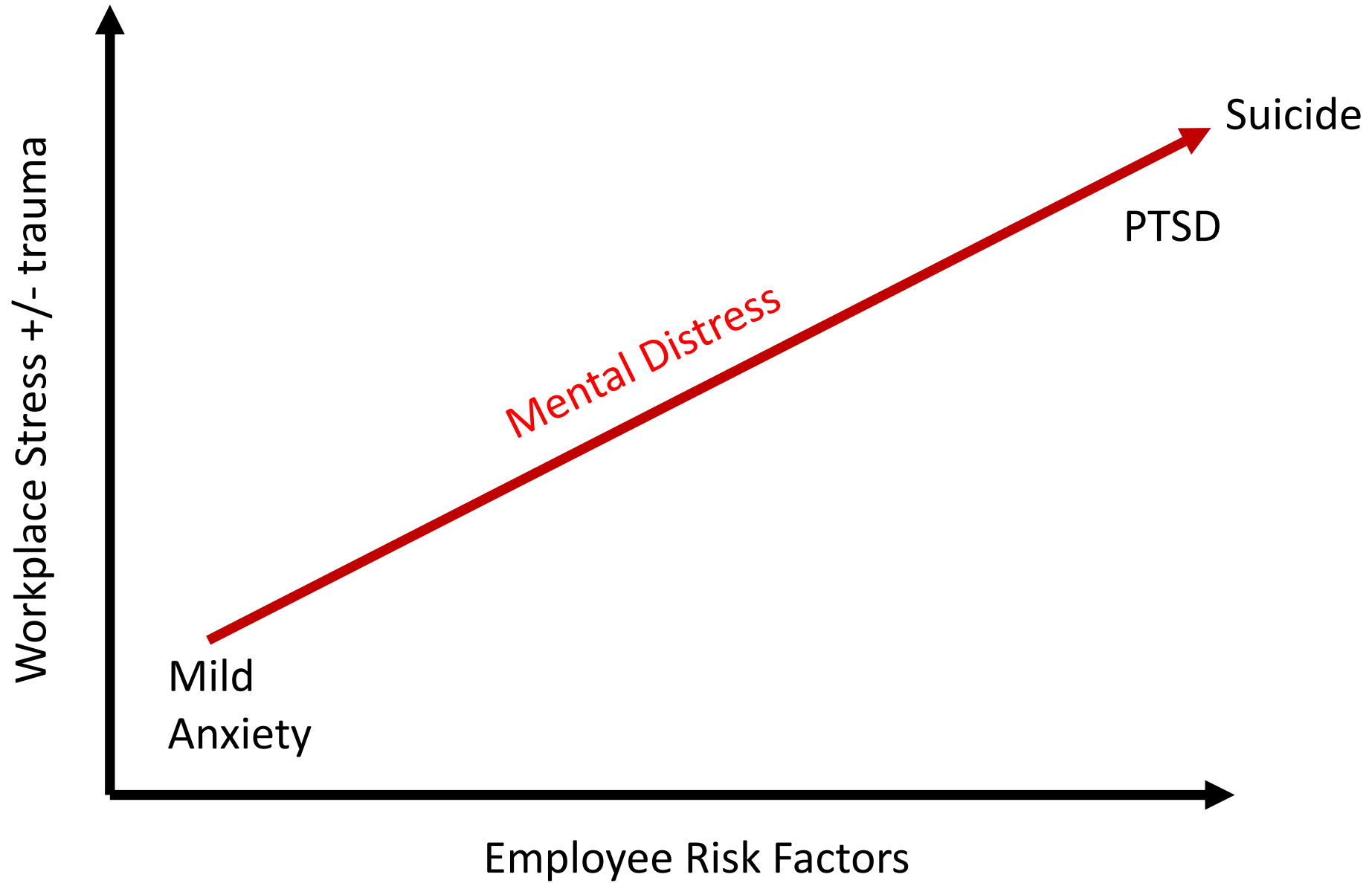


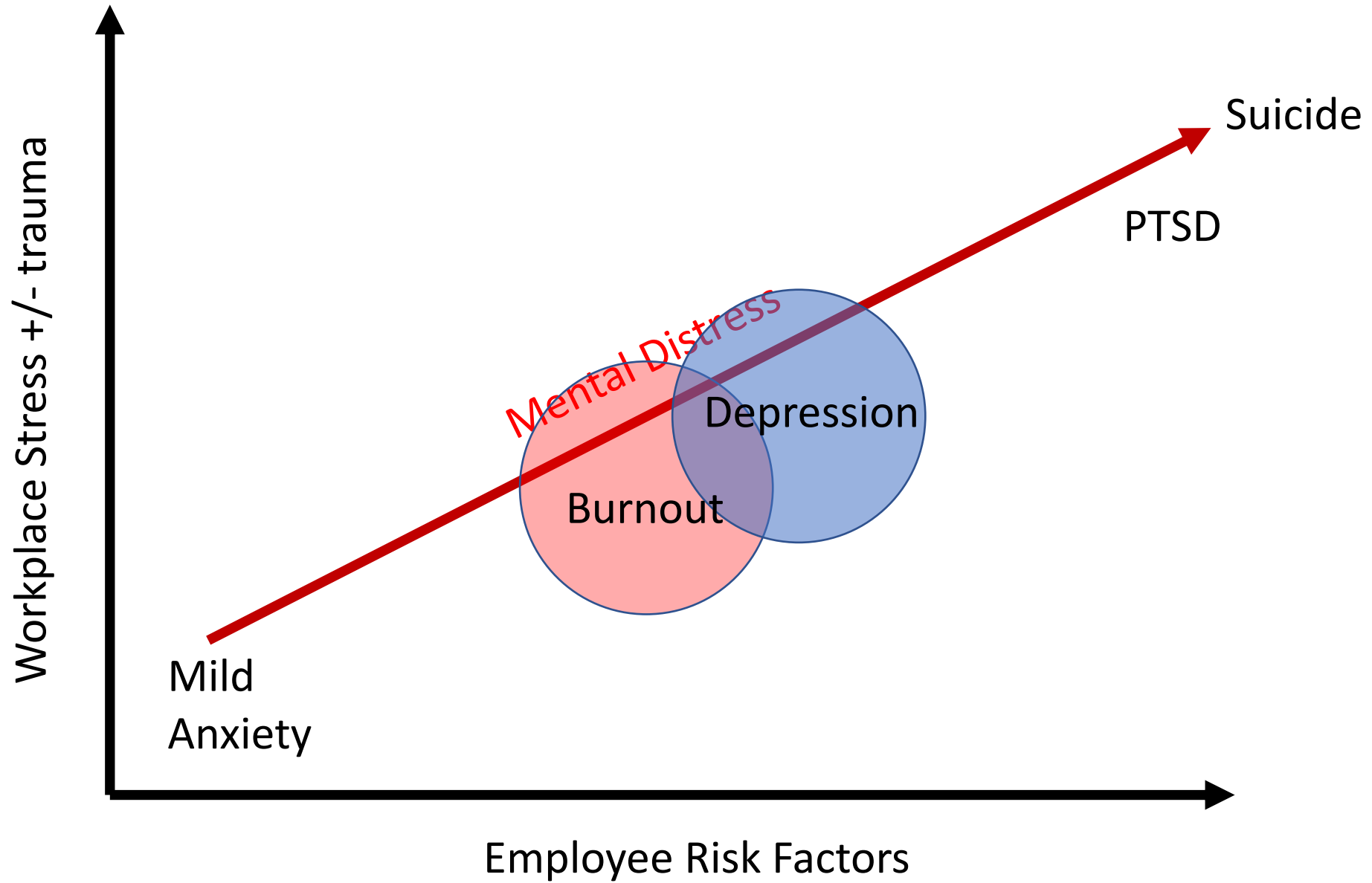


Our goals

- What is resilience?
 - What are the contributors to our resilience? (our ability to thrive)
 - How can we grow in resilience? (and improve our workplace culture)
-







Workplace Stress +/- trauma

Mild Anxiety

Mental Distress

Burnout

Depression

PTSD

Suicide

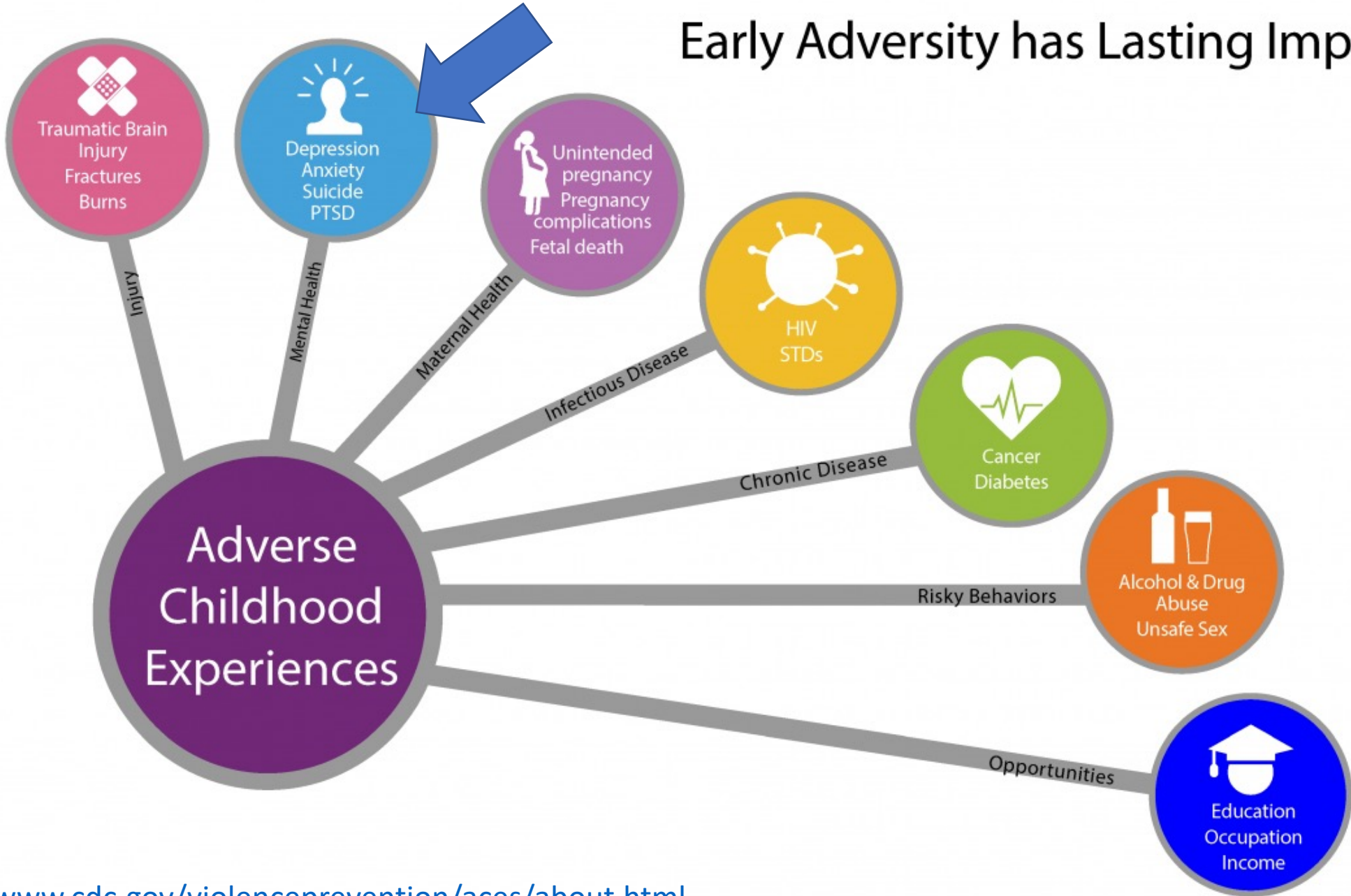
Employee Risk Factors

Personal risk factors for burnout (an empty bucket)

1. Unprocessed (and unhealed) childhood trauma



Early Adversity has Lasting Impacts



<https://www.cdc.gov/violenceprevention/aces/about.html>

Personal risk factors for burnout (an empty bucket)

1. Unprocessed (and unhealed) childhood trauma
2. Ongoing life stressors



Personal risk factors for burnout (an empty bucket)

1. Unprocessed (and unhealed) childhood trauma
2. Ongoing life stressors
3. Personality traits
 - a) Highly Sensitive Person/Empath



Personal risk factors for burnout (an empty bucket)

1. Unprocessed (and unhealed) childhood trauma
2. Ongoing life stressors
3. Personality traits
 - a) Highly Sensitive Person/Empath
 - b) Perfectionism



Personal risk factors for burnout (an empty bucket)

1. Unprocessed (and unhealed) childhood trauma
2. Ongoing life stressors
3. Personality traits
 - a) Highly Sensitive Person/Empath
 - b) Perfectionism
 - c) Type T personality (risk takers)





Breakout groups

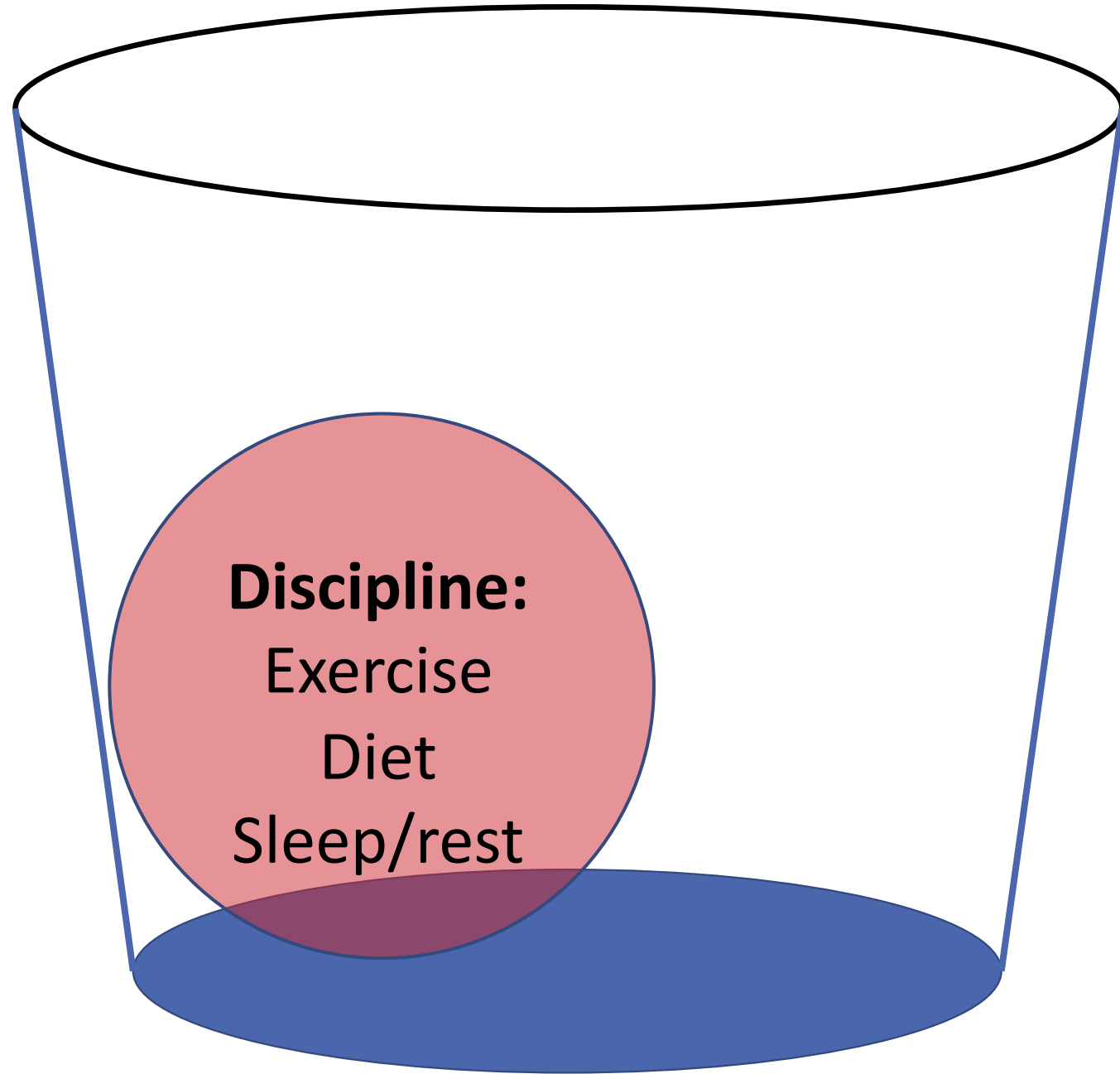
- Share where you placed yourself on the “Resilience Scale.”
 - Share your own life journey and the factors that either “inoculated” you for resilience, ... or adversity that depleted your “bucket.”
-



Our goals

- What is resilience?
 - What are the contributors to our resilience?
 - How can we grow in resilience?
(and improve our workplace culture)
-



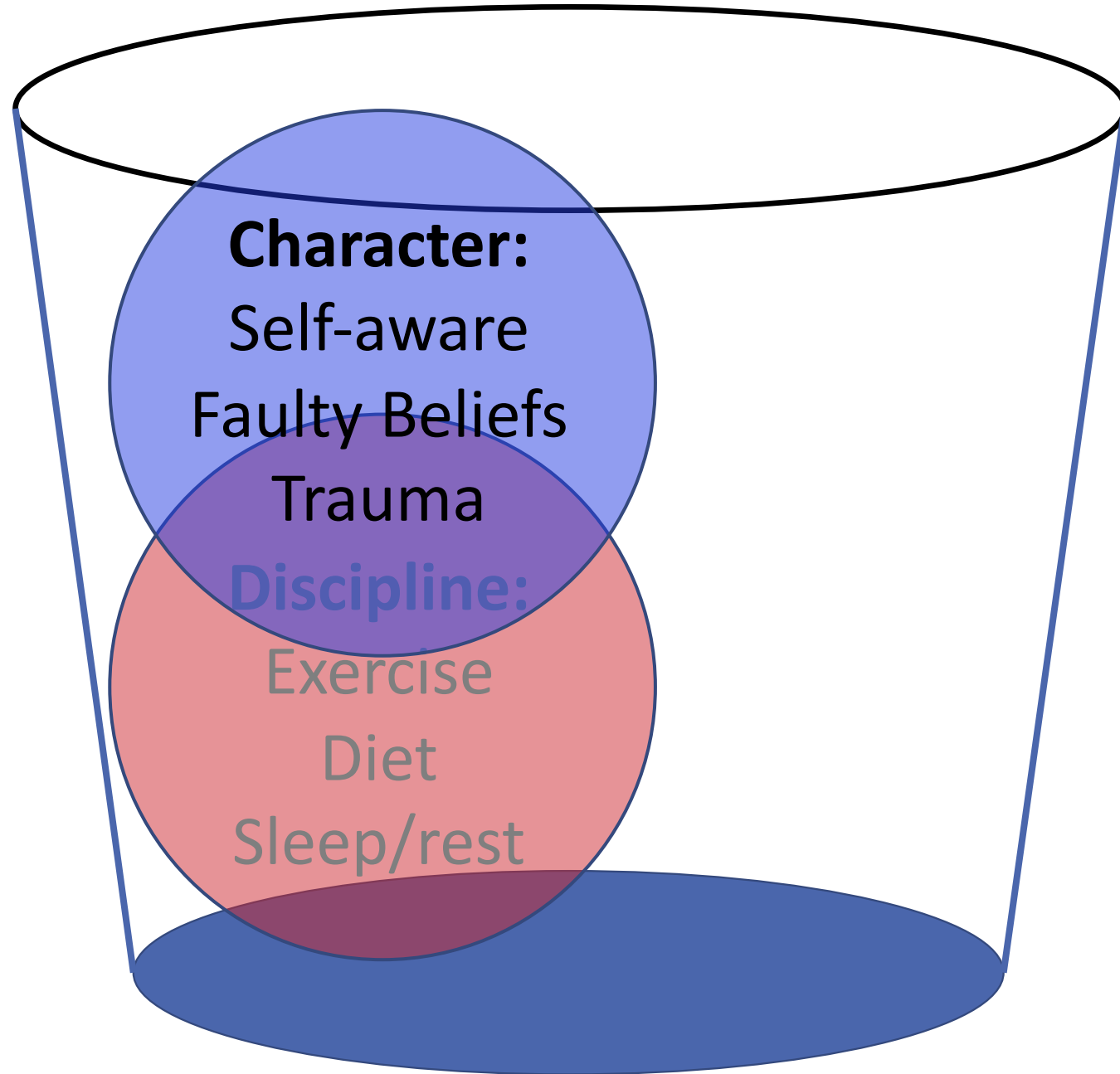


Discipline:

Exercise

Diet

Sleep/rest



Character:

Self-aware

Faulty Beliefs

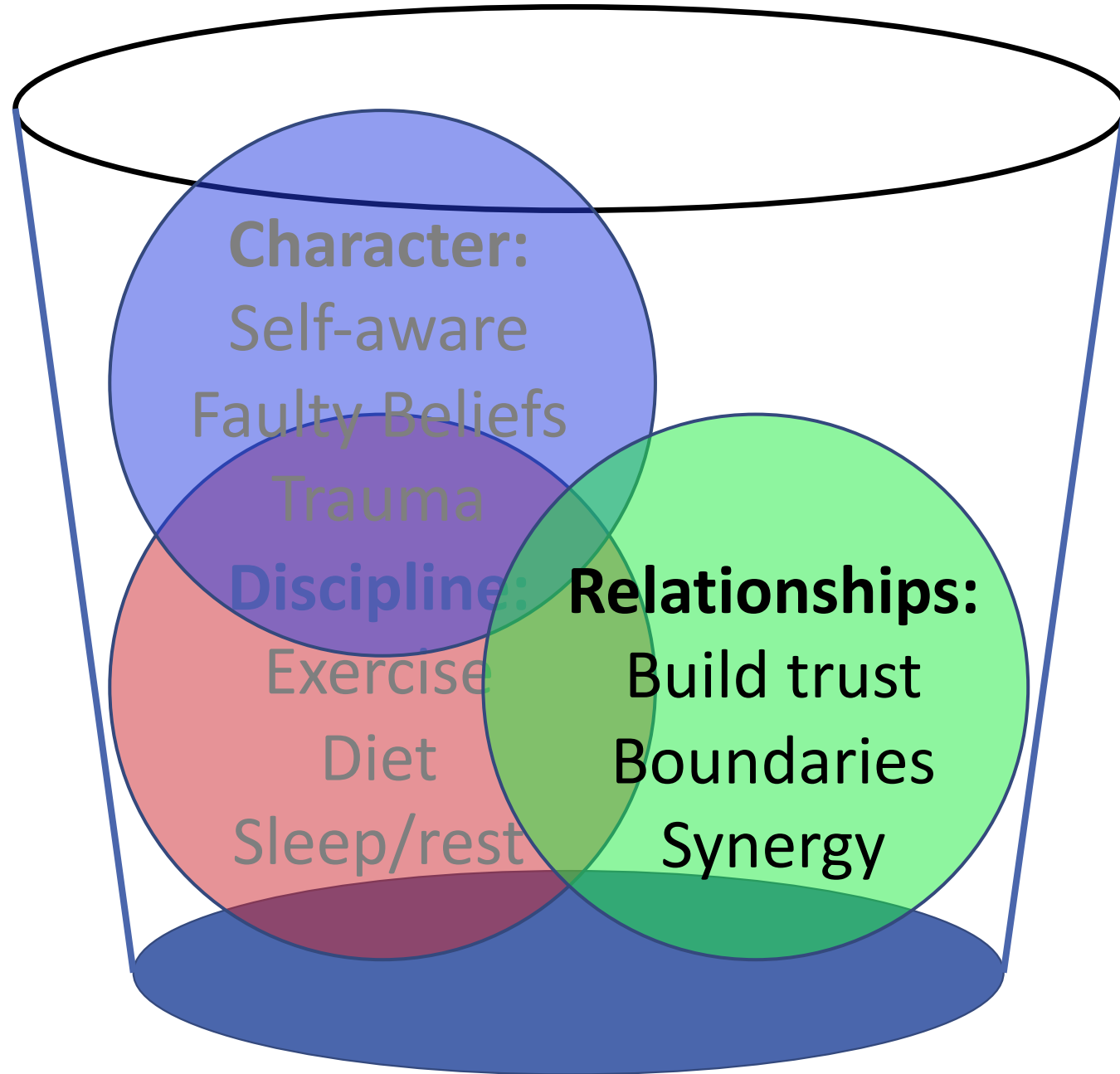
Trauma

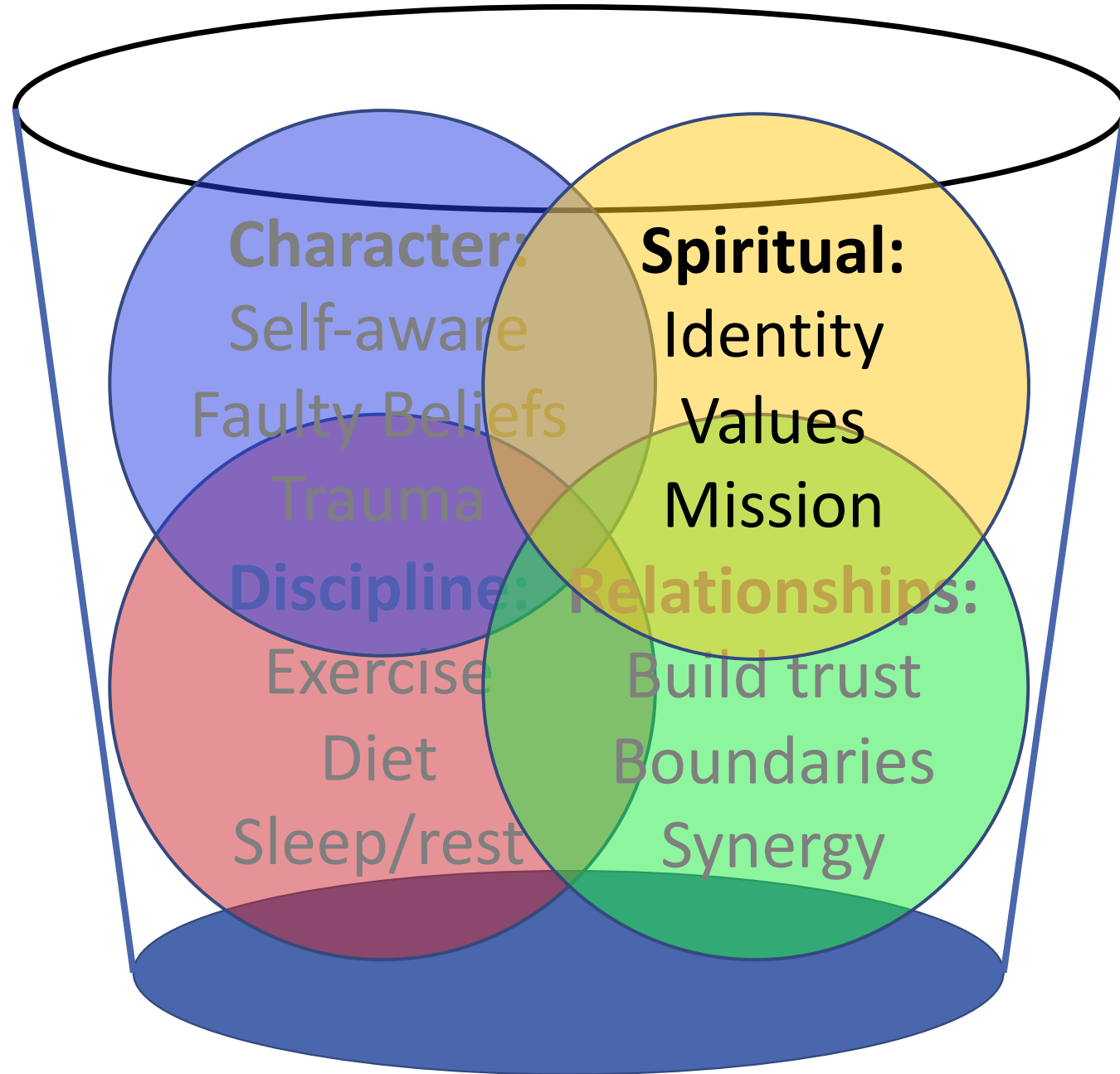
Discipline:

Exercise

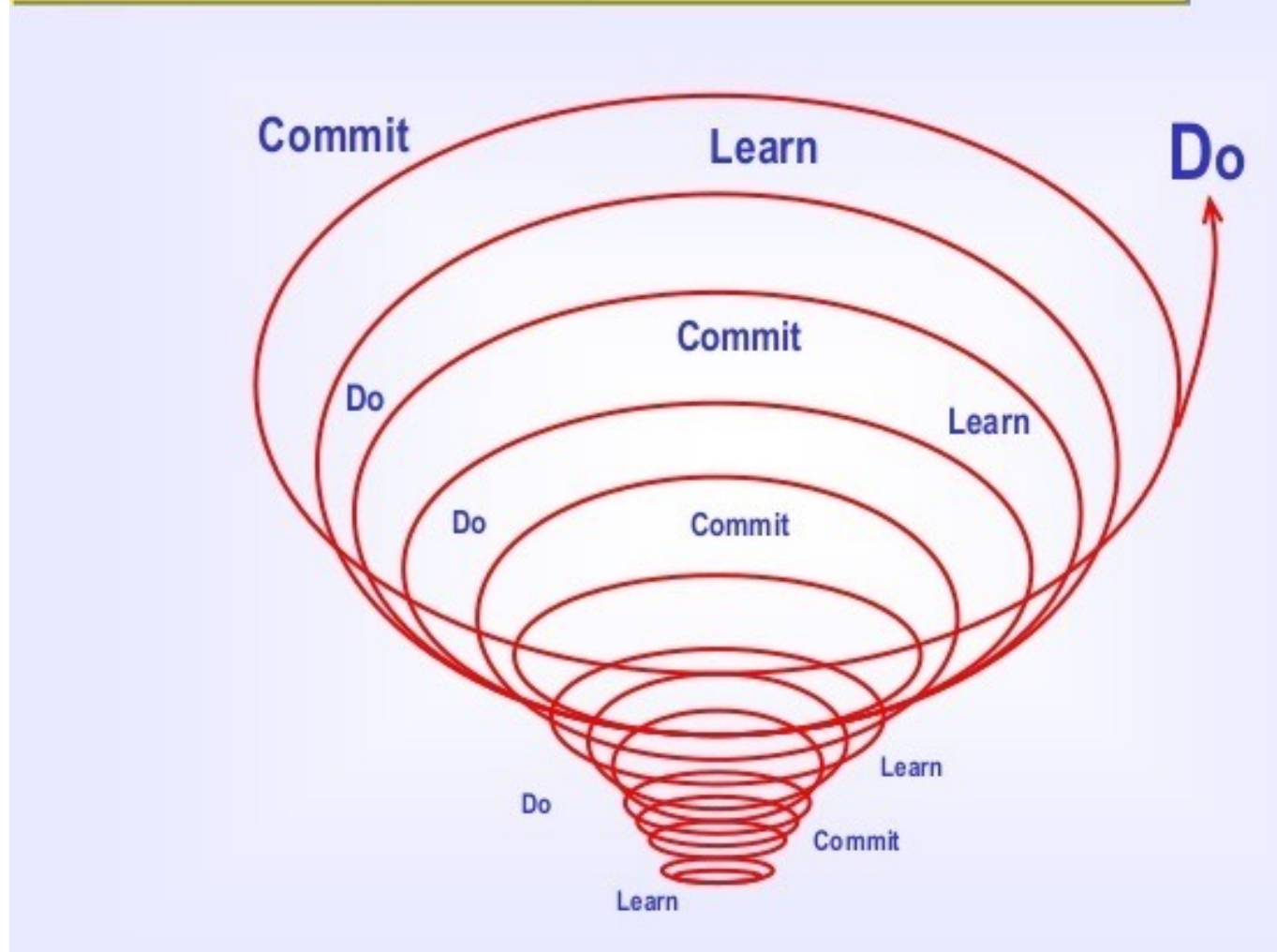
Diet

Sleep/rest



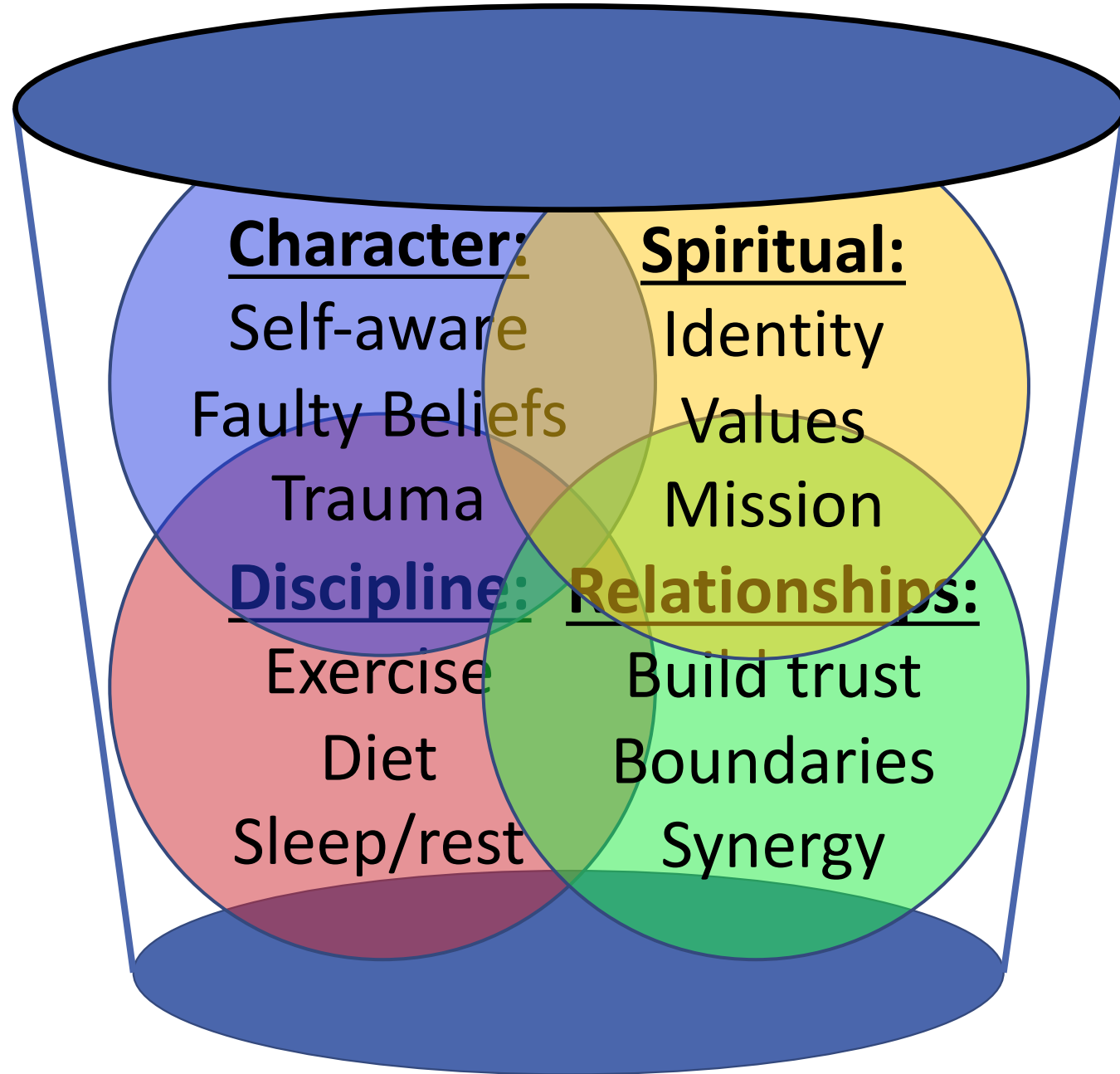


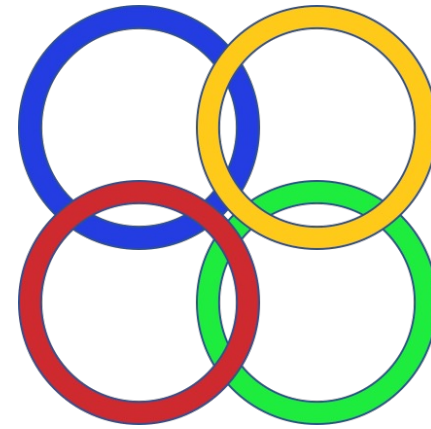
THE UPWARD SPIRAL



Source: Stephen Covey *The 7 Habits of Highly Effective People*

Your
commitment





Upstream
Well-being
Solutions

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