



# Building Resilience Workbook



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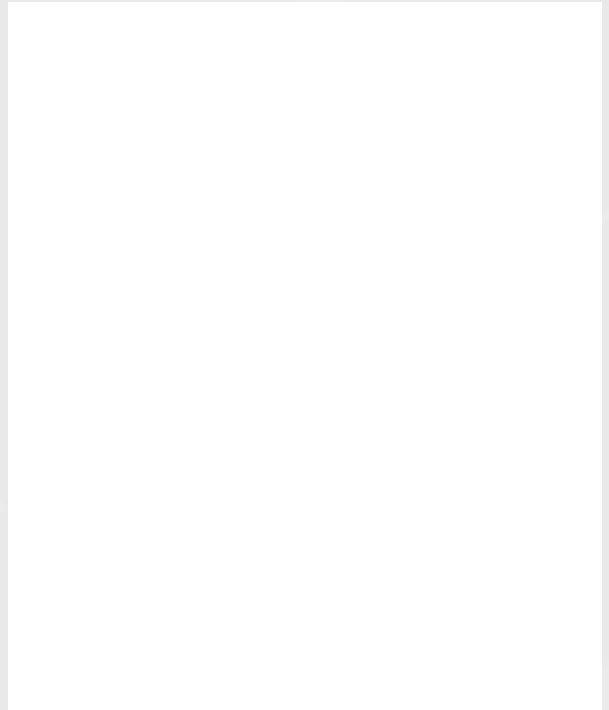


# Understanding Resilience

**What are the characteristics of burnt out leaders?**



**What are the characteristics of resilient leaders?**



**How do you typically react to stress? How was the exercise for you?**



# Building Resilience

## Resilience Reservoir



What are we like at our best?

What are we like at our worst, close to burnout?

How is your resilience reservoir (bottle of water)?

What helps you (or can help you) fill in your bottle of water?

How do you deal with your emotions? Is there anything you want to do differently?

# Building Resilience

## Resilience Tools and Techniques



### Mindfulness



Radio



Waterfall



Taxi

### Self Compassion



Friend letter



Agreements with yourself



Curiosity, Kindness & Humour

**Which technique will be more useful for you?**

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**What obstacles will you face when using the technique?**

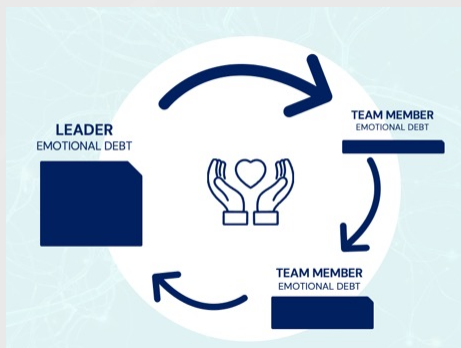
Blank white space for writing an answer.

**When will you use the technique?**

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# Resilient Teams

A lack of individual resilience can have a contagious effect in a team.



## 4 key things a leader can focus on:

	From:	To:
1	Lack of cohesion and commitment in the group	Group encouragement and support
2	"Work hard" ethos	Work and wellbeing hand in hand
3	Negative relationship between group members or/and with the leader	Positive relationships among group members
4	Work issues were always in my mind	Encourage me to belong to groups that increase my resilience reservoir

What do you commit to doing to develop the resilience in your team?



**We cannot stop stress from  
coming our way.**

**Building our resilience is one of  
the best investments we can  
make in our life!**

# Homework task

**What is your personal commitment as a leader to developing your resilience?**

# Personal Reflection

## Some questions to think about:

- What is resilience for you?
- In what ways do you think your past / your childhood impacted your resilience?
- When are you most resilient?
- What fosters your resilience?
- When are you least resilient?
- What compromises your resilience?
- What are the different types of stressors and shadow stressors that you are currently facing?
- What groups and individuals help you enhance your resilience?
- Can you form a pro-resilience group within your organisation?
- How self compassionate are you? You could take a test to find out... <https://self-compassion.org/self-compassion-test/>



# Further Resources

Serotonin Reuptake Inhibitors (SSRIs) are a commonly prescribed anti-depression medication. In his book **“Find your power”** Chris Johnstone makes the argument that we don’t need to rely on medical interventions to boost our wellbeing and our resilience. In fact, we have a range of what he called **“Self-Help SSRIs”** that we can strengthen and develop ourselves. Examples of these include the following:

## Strengths

Personal qualities that we draw upon such as:

**Courage | Determination | Sense of Humour | Generosity  
Humility | Flexibility | Communication**



## Strategies

Specific things that we do such as:

**Journalling | Meditation | Goal setting | Decluttering | Exercise  
Diet | Outdoor pursuits | Reading**



## Resources

Things we turn to for support or nourishment, such as:

**Relationships | Communities | Educational programmes  
Spiritual sources | Money | Therapeutic help**



## Insights

Ideas, words or ways of looking at things, such as:

**Inspiration quotes | Family wisdom | Favourite phrases**



Whatever our starting point, we all have SSRIs, and we can always develop them more.