

Introduction to resilience

A life enhancing skill

Carole Kennedy



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Objectives for session

- Why is resilience important now
- What it is and means to us as individuals
- Key components
- How to enhance personal resilience
- Helping others develop resilience
- Information sources



External factors

- Rapid pace of change- life and medicine
- Radical changes to how care is given
- Changing and challenging employment market
- Increasing public scrutiny of care
- Revalidation
- Training changes
- Recognition of resilience skills as important



Response and adaptation to change in professional Medical Careers

The strain of coping with NHS changes was one of the factors most cited for stress of Specialist doctors

Survey of Perceived Stress and Work demands of Consultant Doctors 1996

RM Agius, H. Blemkin, IJ Deary, HE Zeally, RA Wood

The NHS itself is exposed to pressures that play straight into the trigger points of stress for many of its leaders and professional staff

Derek Mowbray

Wellbeing and Performance Group

The Consultant Journal 2012

<http://theconsultantjournal.co.uk/issue11/index.html>



Internal factors

- Personal employment changes
- Change in personal circumstances
- Health concerns
- Dealing with changing expectations
- Dealing with disappointment
- Preparation better than cure



Organisations with resilience programmes

The U.S. Army's perspective

With 1.1 million soldiers the U.S. Army has the largest resilience training programme in history

– to create an army psychologically as well as physically fit
(Dr. Martin Seligman, 1995)



The government's perspective

<http://www.cabinetoffice.gov.uk/ukresilience>



CabinetOffice

“The Government's aim is to reduce the risk from emergencies so that people can go about their business freely and with confidence”.

Integrated emergency management (IEM) is practised. This comprises six related activities:

- | | | | |
|----------------|--------------|--------------|---------------|
| 1.anticipation | 2.assessment | 3.prevention | 4.preparation |
| | 5.response | 6.recovery | |



Resilience



How would **YOU** define **resilience**?



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Definition

The Latin derivative,

'resiliens'

...the pliant or elastic quality of a substance.

...a capacity to **absorb negative conditions**, integrate them in meaningful ways, and **move forward**.



Resilience a.k.a...

Mental toughness

Psychological hardiness

Coping mechanisms

Buoyancy

Invulnerability



Resilient personalities

1. **Who** would you describe as resilient? (Friend, relative, or celebrity!)

1. **What characteristics/qualities** do they have which make them resilient?



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Martine Wright
7/7 survivor



Nelson
Mandela



Madonna



Christopher
Reeve



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Key Characteristics

- Clear Focus-specific goals
- Self knowledge
- Positive response to negative events- flexibility
- Learn from previous events
- Clear driving values
- Reflective- re-evaluating



Consider

How resilient are you?

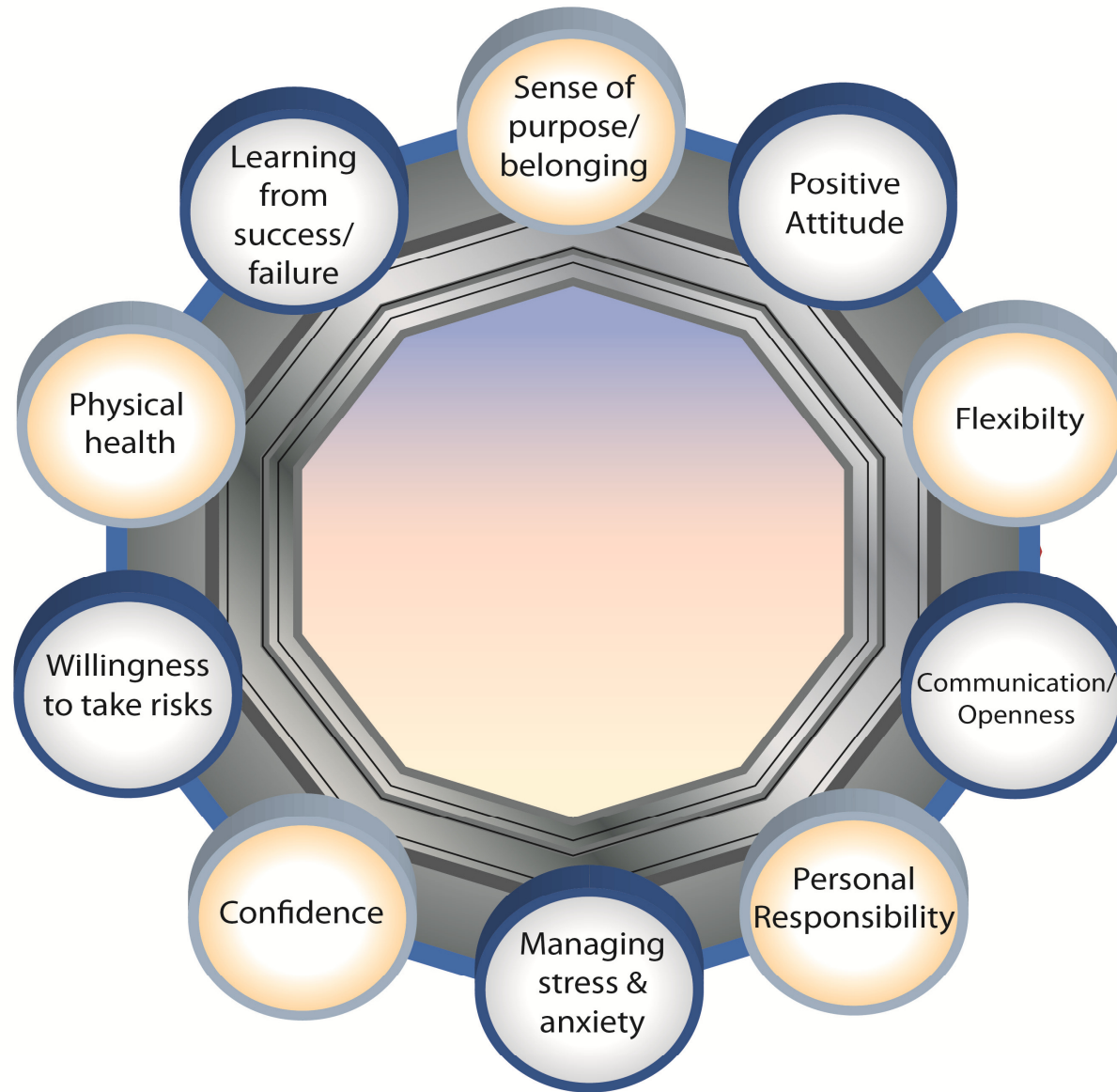
Self-assessment questionnaire



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Resilience Characteristics



Resilience

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Resilience is an **ABILITY AND SKILL** that we can add to and develop

A process as well as an outcome

Combination of strengths, strategies and insights we already use tending to surface in times of change or crisis

Essential to physical & mental wellbeing



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Discuss

1. Are most of your misfortunes in life due to
 - a. Mistakes you've made?
 - b. Bad luck?

2. Do you;
 - a. Like to plan ahead, feeling confident that things will work out
 - b. Feel it's better not to plan too much, as things might change anyway

3. Success is primarily due to
 - a. Hard work
 - b. Luck & being in the right place at the right time



So, which are you?

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If you tended towards (a) each time



You have a higher **INTERNAL**
locus of control

If you tended towards (b) each time



You have a higher **EXTERNAL**
locus of control



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Locus of Control

A personality trait which can affect resilience levels.

Developed by Julian Rotter in 1954:

The extent to which individuals believe they can control events which affect them.

Or

The control you feel you have over the environment around you.

Everyone sits on a continuum between having **internal** or **external** locus of control.



INTERNAL

EXTERNAL



Believe life events
derive primarily
from your
own actions

Believe life events
are mostly beyond your
control/influence and
are more attributable
to such as **fate / luck**

QUESTIONNAIRE- Self assessment



Internal

- Enjoyment
- Interest
- Self Esteem
- Sense of achievement
- Desire to win

External

- Salary/bonuses
- Job security
- Approval/praise/pleasing others
- Promotion
- A prize





Who do you want in your boat?



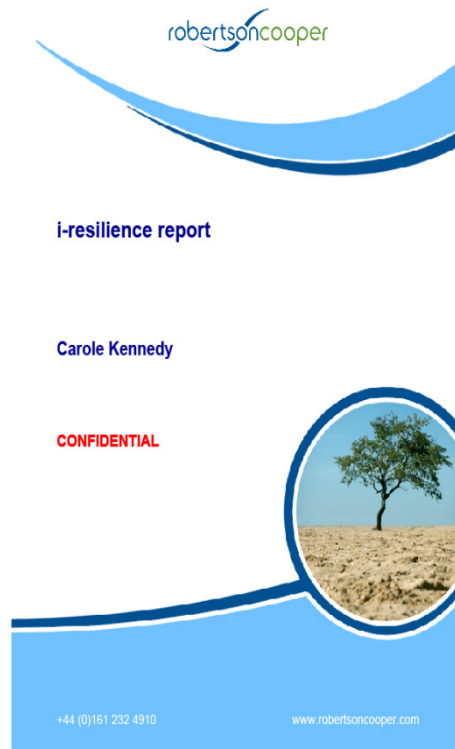
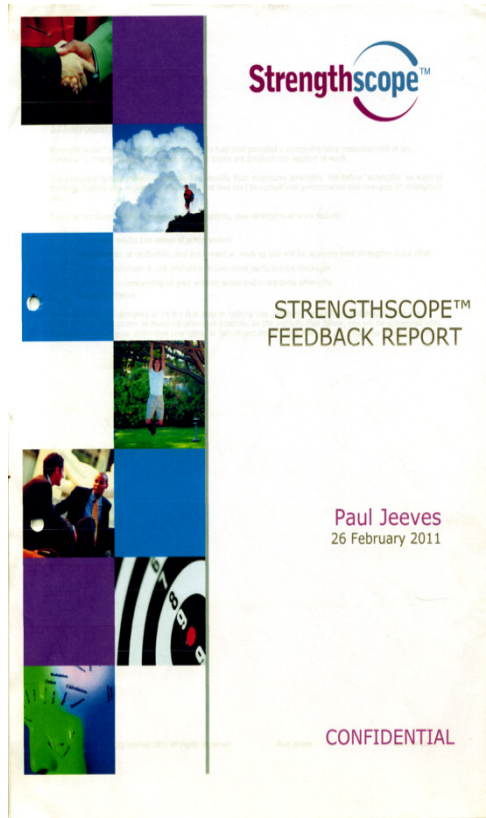
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Other Resources

- Nicholson McBride RQ
- RobertsonCooper :
i-resilience report
- Skills
- Values
- Thinking /acting
Questionnaires
- Mindfulness-stress
anxiety reduction
- Reflection on
previous challenges
over come
- Future planning





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Personal Analysis

- Testyourrq.com-optimism, solution orientation individual accountability ,openess and flexibilty,managing stress and anxiety
- i- resilience-robertsoncooper.com- confidence, purposefullness, social support, adaptability



Future Planning

- **SWOT**
- **ACTION PLAN** – challenging –negative self view and really using SMART objectives
 - Specific enough?
 - Measurable?
 - Attainable-enough stretch?
 - Relevant-reinforce positive?
 - Time-how limited
- **LONG TERM GOALS**



“A **PESSIMIST** sees the
DIFFICULTY
in every OPPORTUNITY,

an **OPTIMIST** sees the
OPPORTUNITY
in every DIFFICULTY.”

Winston Churchill



Improving resilience

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1. In a difficult spot, turn at once to what can be done to put things right
2. Influence where you can, rather than worrying about what you can't influence
3. Don't take criticism personally
4. Generally try to keep things in perspective
5. Remain calm in a crisis
6. Find solutions to problems
7. Try not to be an anxious person
8. Don't avoid conflict
9. Take control of events, rather than be a victim of circumstances
10. Trust your intuition
11. Manage your stress levels
12. Try to feel confident and secure

(Adapted from: Jane Clarke and Dr John Nicholson,
Management Today; Monday 01 February 2010)



Resilience enriches us
throughout our
entire lives



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*“The greatest glory in living
lies not in never falling,
but in rising every time we fall.”*

Nelson Mandela

