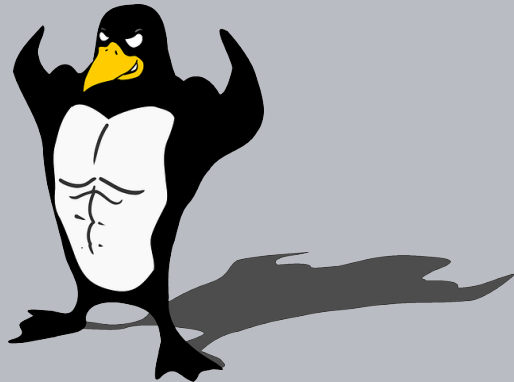


Resilience

What it is, and how to get more of it !



K Connell

HIP Lead / Trainer

Pinnacle Midlands (Taupo / Turangi)

Your presenter

Kirsty Connell is the health improvement practitioner (HIP) lead for Pinnacle, based in the Taupō/Turangi region.

She has been in the role for just over 12 months, having worked in the mental health environment for over thirty years. Kirsty is also now a national HIP trainer.

Kirsty came to Pinnacle from private practice as a cognitive behaviour therapist, together with working in education and training roles.

- Elton John is still standing
- Kelly Clarkson reminds us that “what doesn’t kill you makes you stronger”
- and Gloria Gaynor will survive !





Resilience

- What it is – a modern model of resilience
- The impact of work demands on us and our team, and the need for resilience
- Getting more of it – for us, and supporting others to develop resilience

What is resilience ?

- Adapting and responding positively to adversity
- May be impacted by cumulative or single events
- Moving towards things that are important to you, regardless of what's happening, so being able to take things in our stride
- So, it's not really bouncing back ... it's moving forward, and how we respond to life's slings and arrows.



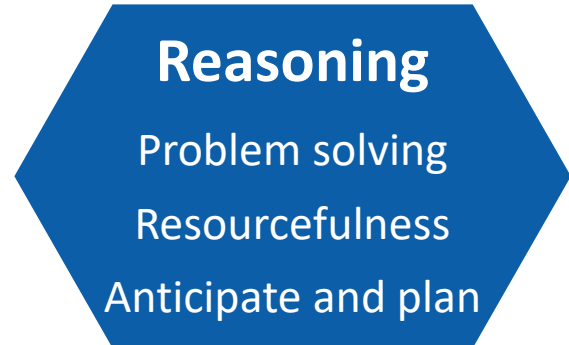
The excellent news

- It's a skill, or set of skills we can learn
- So, it's not really you have it or you don't. You can definitely get more of it.
- And tough events or situations help us develop it. Yep, it's character building.



Six resilience factors

(Roussouw et al)



So ... what are the demands
of primary care nursing ?





And how do they impact ?

- **T**houghts
- **E**motions
- **A**ction urges
- **M**emories
- **S**ensations

**They may be unpleasant,
AND uncomfortable, but
they're normal !**

And so, we do stuff to try
and get rid of the teams...

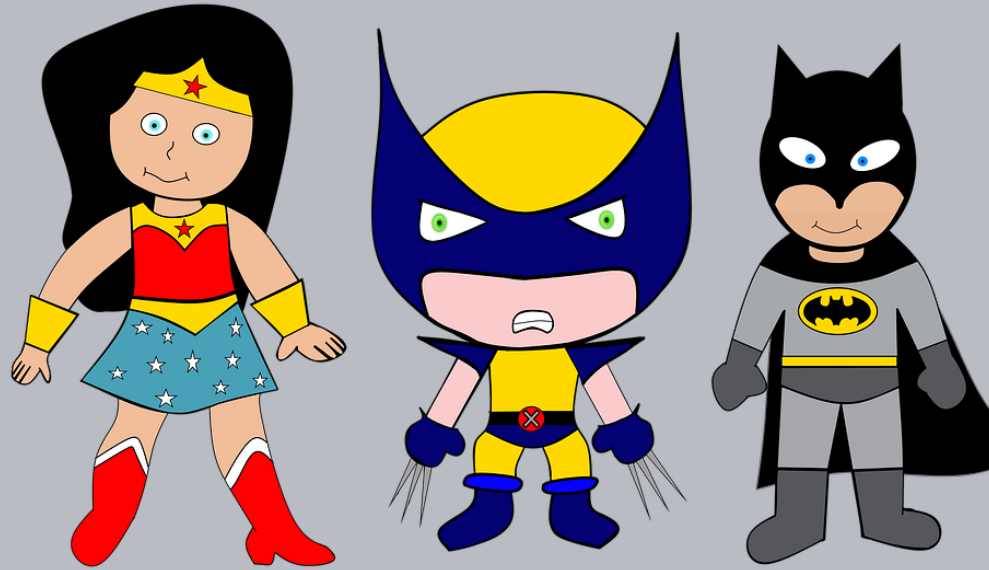
Have you ever

- Indulged in emotional eating ?
- Not exercised due to low motivation ?
- Used alcohol to relax ?
- Had sleep disturbed due to stress ?
- Spent money on unnecessary stuff ?
- Used drugs (caffeine or others) to help cope ?



That's a relief.

You're human.



Six super tips for developing
resilience



#1 Vision and values

- What's your North Star?
- What matters most to you in your life, and your work ?
- Link goals to values
- Has strongest link with job satisfaction

important

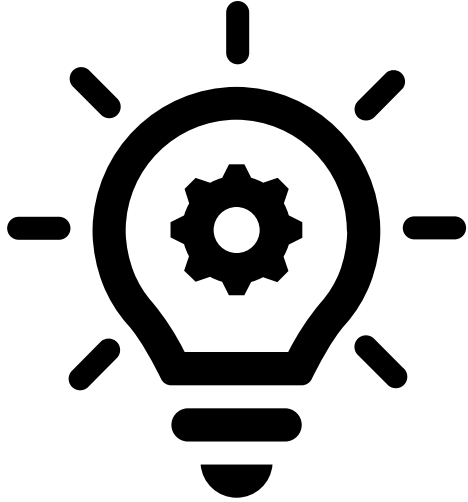


So what's
important to
me in my
work ?



#2 Composure

- Give yourself permission to feel lousy!!
- Acceptance of TEAMS – pause, normalise, and validate. Tune in. Emotional states are temporary and will pass.
- Short grounding bursts – breathe, focus, and start from zero again.

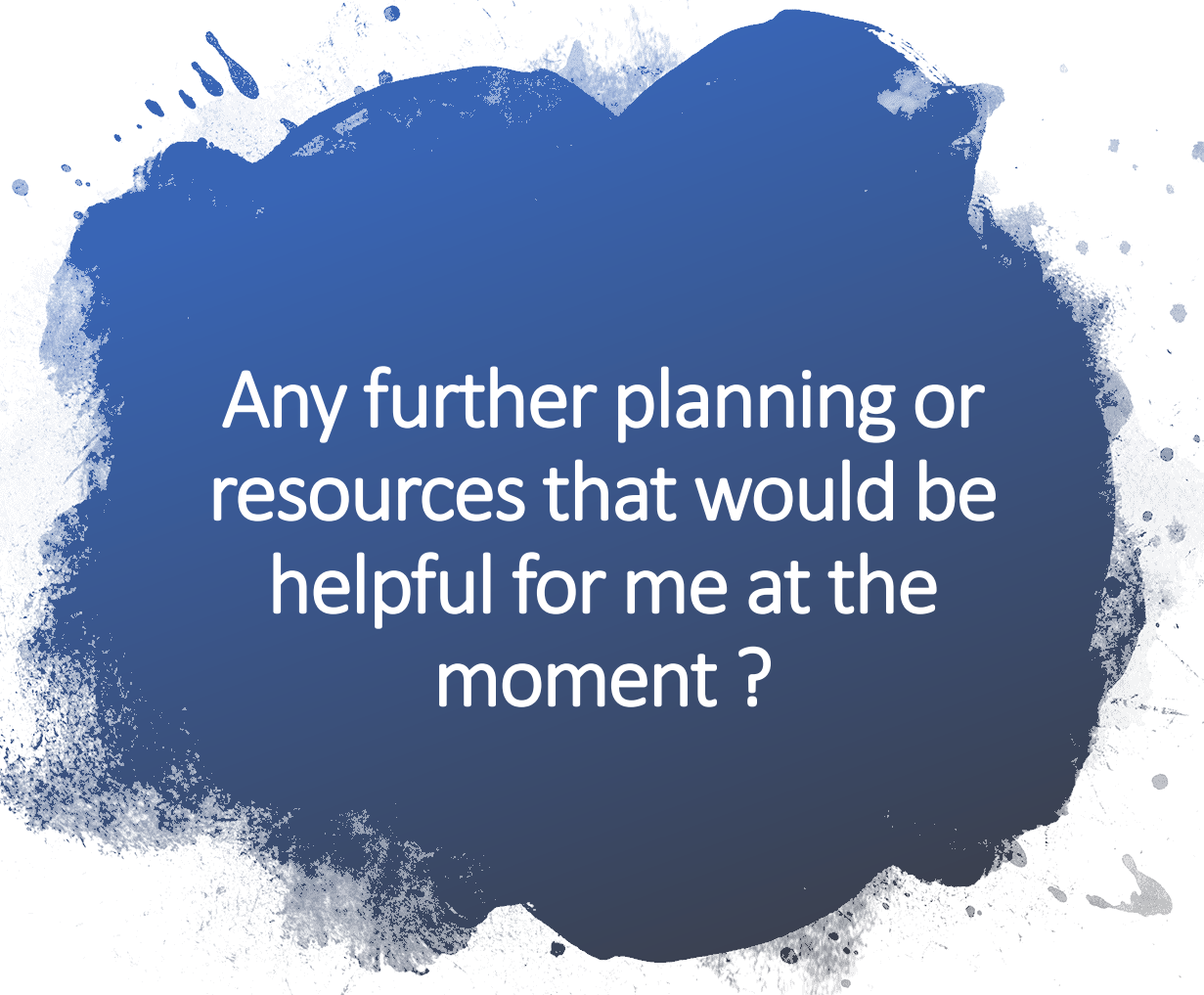


What TEAMS
do I notice?



#3 Reasoning

- Problem solving is WAAAAY more useful than worrying
- Anticipate
- Plan
- Develop resources



Any further planning or
resources that would be
helpful for me at the
moment ?



#4 Health

- Eating
- Sleeping
- Moving
- Really important foundation for resilience, has less of an impact on job satisfaction than the other areas

HEALTH



Is there
anything else
I could do to
support my
health at the
moment ?



#5 Tenacity

- Trust that you control your own fate
- Develop an internal locus of control
- Persistence
- Realistic optimism

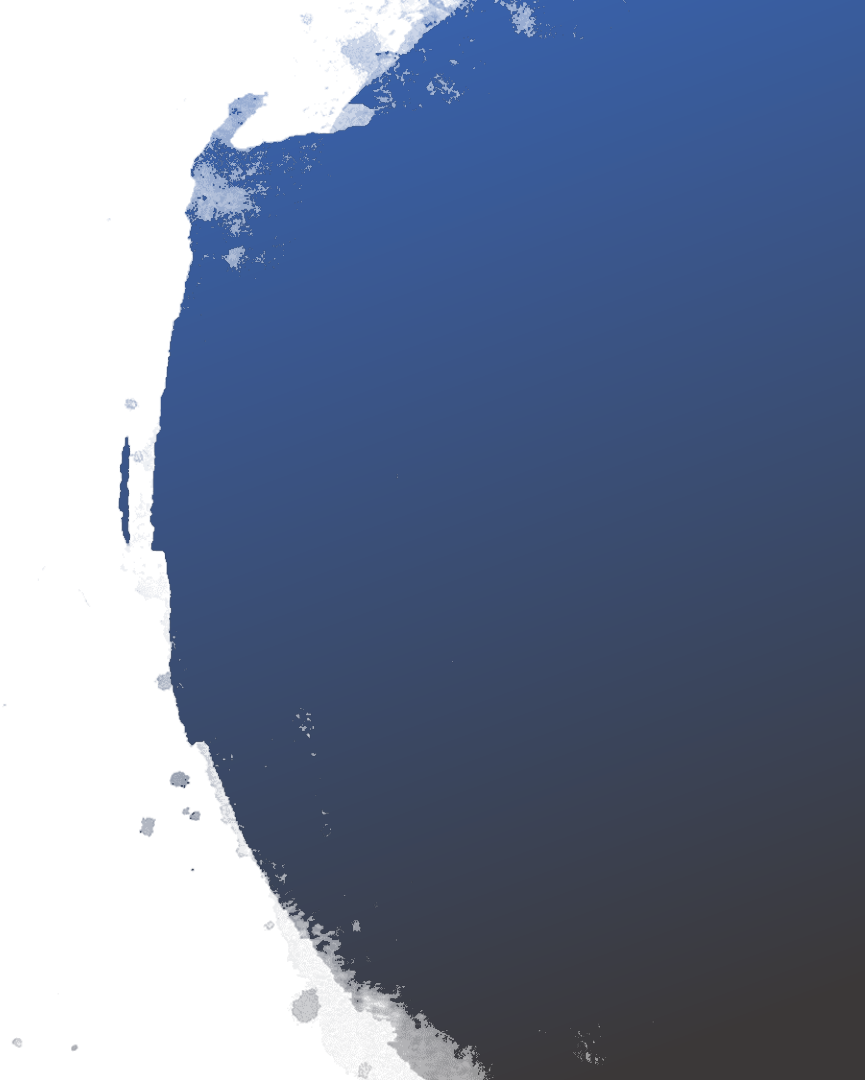
What's one small thing I
would see myself doing if
I was more tenacious?



#6 Collaboration

- Express emotions – tell people you trust how you feel, both good and bad
- Support others, and seek and use support yourself
- Connect, be generous and compassionate

Can I collaborate
more for my
benefit or others?





Time to choose !



What is one thing (yep, just one !) I will see myself doing in the next week to further develop my resilience ?

How confident am I, out of 10, that I'll do it ?

Less than 7/10 – make it easier !

Over to you



Pulling it all together - Choice point

Moving towards the outcome you want, acting effectively, like the person you want to be

HOOKS

Difficult TEAMS that show up in response to the challenge



Choice point

Moving towards the outcome you want, acting effectively, like the person you want to be

HELPERS

Values you live by
Skills and strengths you can use