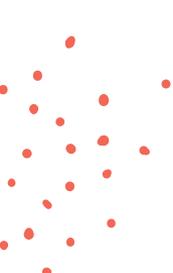


Building Resilience

In Times of Change & Transformation





Time to get up & Connect!

Find someone different for each circle & ask...

What is a risk
you're happy you
took?

**After completing this:
*High five your partner
& twirl!*



What is one thing
you're celebrating
right now?

**After completing this:
Make an animal noise!



If resilience were a
dance move, what
would it be?

**After completing this:
Do that dance move!

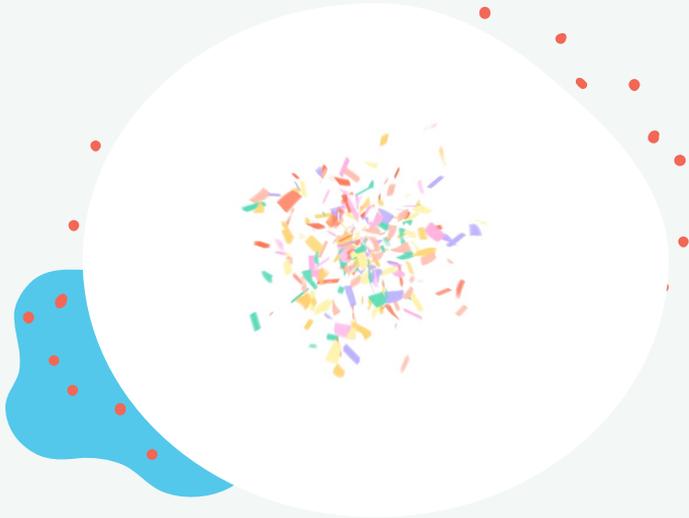


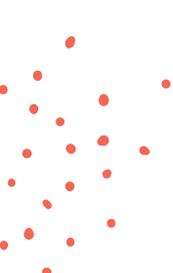
Ground Rules & Expectations

- Be **present**
 - Eliminate distractions as much as possible
- Be **engaged**
 - Ask questions & participate
- Be **open-minded**
 - Everyone has something to learn, everyone has something to teach.
- And last, but not least...



LET'S HAVE SOME FUN!





WHY are we here today?

To talk about RESILIENCE!

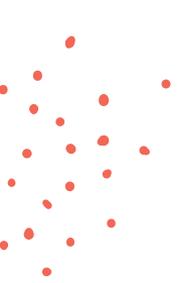
- What it is
- Why it's important
 - And especially during times of change!
- How to build it



4

Actionable
Strategies





Resilience Action Plan

Choose a change you're currently navigating:

Purpose

What gets you out of bed every day to do this work?
What's it all for you? What keeps you in the arena?

Mindset

What mantras, quotes, or personal insights help you feel empowered, inspired, comforted, & optimistic? What mindset will keep you in a resilient state?

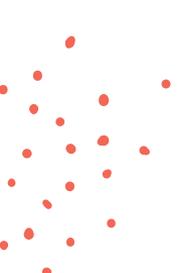
Your walk-up song: _____

Community

Identify your support circle. Who can you reach out to?
Who do you lean on? Who will be candid AND caring?

Recharge

Identify your well-being practices. What practices can you put into place for your physical and mental well-being? What will you do to take a break?



What is Resilience?

 Cy Wakeman

“

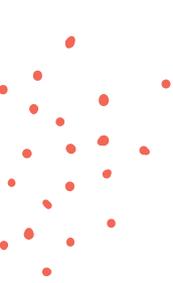
The ability to stay the course in the face of obstacles & setbacks. When you are resilient you feel **calm, purposeful, & confident** in your **ability** to produce results **regardless** of your circumstances.

You do not seriously consider throwing up your hands & quitting or resorting to excuses. If you say you have “tried” to do something, you did not try only one thing. You tried a dozen or more; **you** persisted, employed problem-solving & asked for help.

Resilience

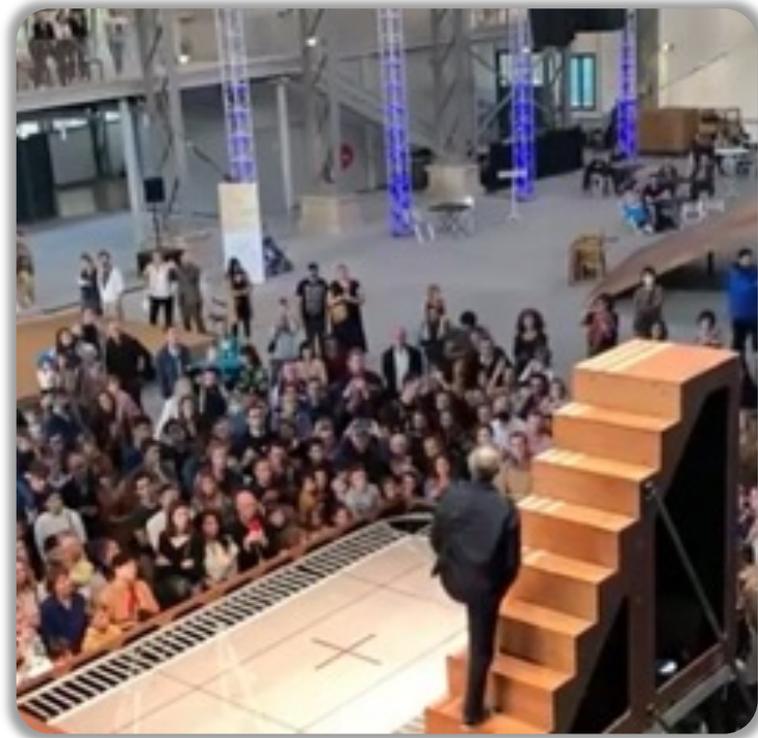
- The ability to **adapt** to stressors while maintaining **wellbeing**.
- The ability to “**bounce back/forward**” from difficult experiences.
- It’s a skill that can be **learned & developed**.





Resilience:

The beauty of getting up & having the courage to try again



What is Resilience NOT?

- “Suck it up & do it.”
- “Grin & bear it.”
- Resilience does not mean you push forward & persevere no matter what.



When to Persevere & When to Quit

Perseverance can be a valuable trait but can cause harm when the right action would be to change direction or quit.

Resilience involves knowing when to persevere & when to quit.



Redefining Resilience



Favored to win & withdrew from the 2020 Tokyo Olympics to prioritize her mental health.

Redefining Resilience

Resilience involves knowing when to persevere & when to quit.



In 2024 she made an inspiring comeback, winning four medals (3 gold).



Redefining Resilience



adamgrant ✓



Adam Grant ✓

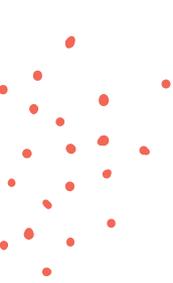
@AdamMGrant

Simone Biles taught a valuable lesson at the Olympics:

Overcoming adversity takes time. Resilience is not about how quickly you bounce back—it's about how fully you recover.

You can't judge people's strength when they fall. Their fortitude is visible when they rise again.

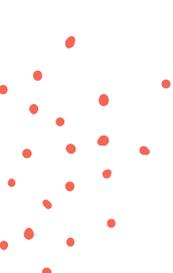




Your Resiliency Story

Think of a time in your life when you overcame a challenge.





Your Resiliency Story

Think of a time in your life when you overcame a challenge.

- What did you **struggle** with?
- What did it **feel** like **before** you overcame it?
- What did it feel like **after**?
- What was your **mindset**?
- **Who** helped you overcome the challenge?
- What did you **learn** from this experience?



Why is Resilience important?

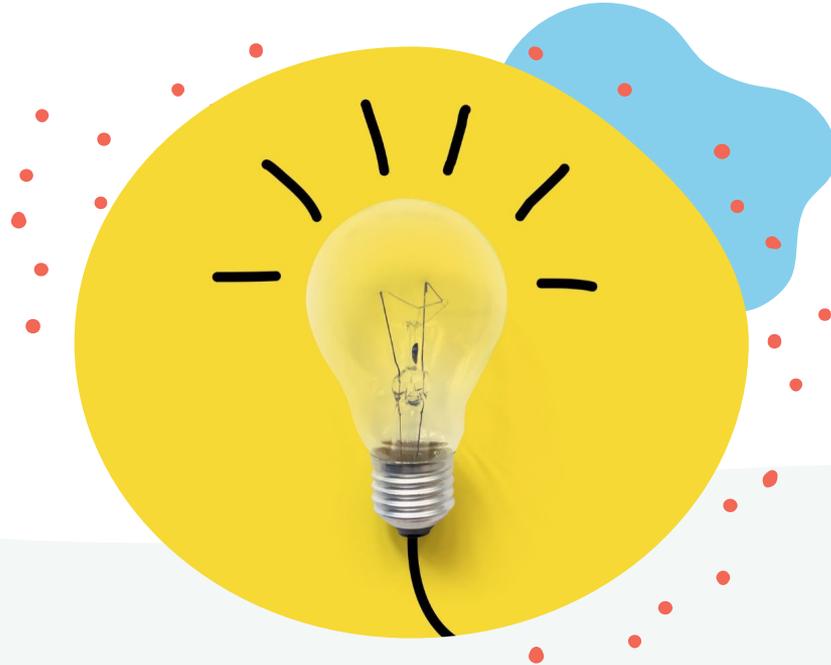


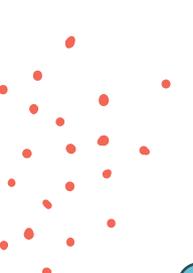
Why Resilience is Important

- The **ability** to bounce back from setbacks is often described as the difference between **successful** & unsuccessful people.
- Research shows that resilience:
 - Promotes physical & mental wellbeing.
 - Has a positive influence on work satisfaction & engagement.



Why is Resilience important during times of Change & Transformation?





What is the human brain designed for?



A. To make us happy.

B. To keep us alive.

C. To make us forget people's names right after they tell us.

What is the human brain designed for?



A. To make us happy.

B. To keep us alive.

Our brains are designed to conserve energy & keep us alive!

C. To make us forget people's names right after they tell us.

Our Brain Loves what's Familiar

- What's familiar is **safe** & conserves energy.
- Change & uncertainty threaten our brain.
 - Doing something different from the norm is the same as telling our brain that something is wrong.



The Brain on Change



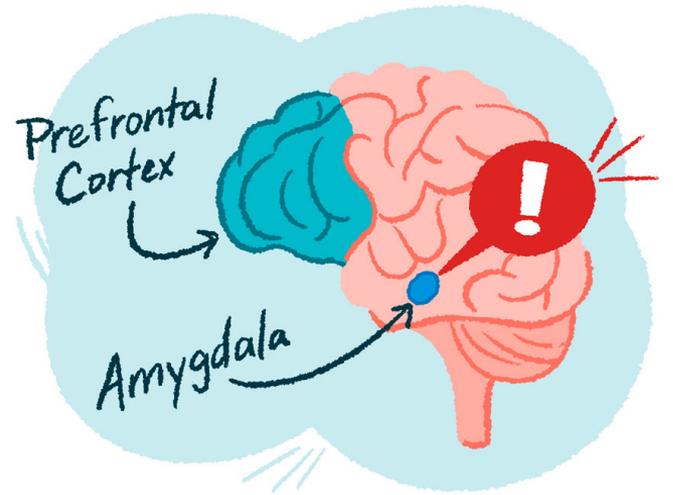
Change is a Brain Punch



*Change creates a painful
experience in the brain.
Much like being punched or
breaking a bone.*

The Exhausting Battle in our Brain

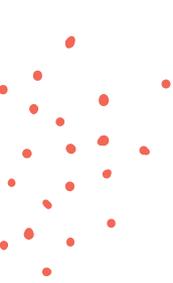
- Change activates the emotional center of our brain (the amygdala)
 - Fight, flight, or freeze response
 - The new behavior is registered as a potential threat in the brain.
- Our prefrontal cortex can override our primitive emotional center
 - But it takes a lot of extra energy & we become fatigued.



Resilience is Crucial

- Change is hard.
- Your brain is using extra energy, & you are physically & emotionally fatigued.
- Strengthening your resilience is key to thriving during change.





So how do we do it?

How do we build our resilience to thrive during change?



How to Build Resilience



- 1 Purpose
- 2 Mindset
- 3 Community
- 4 Recharge

Choose a
change to
focus on
today

Resilience Action Plan

Choose a change you're currently navigating:

Purpose

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Mindset

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How to Build Resilience



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Purpose



- To build resilience, get clear on your personal connection to the challenge or change you're facing.
- **Remember:** You will get knocked off the stairs.
 - On those hard days, it's important to remember what it's all for & why it matters to you.

Tap into your Purpose: Reflection Questions



- What's important about this challenge?
 - *Why does it matter to YOU?*
- What gets you out of bed every morning to work on overcoming this challenge?
 - *What's it all for?*
- How will the world be different as a result of overcoming this challenge?
 - *What's important to you about this?*

Resilience Action Plan

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How to Build Resilience



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Why Mindset Matters



- Research shows that your mindset plays a significant role in **determining the outcomes** of your life.
- Your mindset directly impacts whether you **succeed or fail**.
 - Your mind (aka thoughts) can be your best friend or your worst enemy.

Dr. Blaslotto's study

- Study done at University of Chicago in 1996.
- 3 groups of randomly selected students were asked to shoot a series of free throws.
- Then each group was given a different task over the next 30 days.



Over the next 30 days...



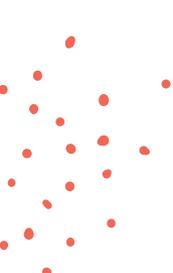
Do not touch a
basketball.



Practice free throws
for 30-min/day.

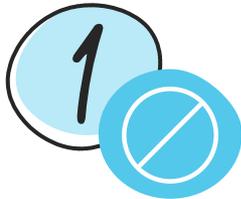


Come to the gym every day,
spend 30-min with your eyes
closed & **visualize** hitting
every free throw.



30 days later

2



No practice.



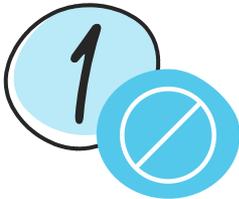
Practice everyday.



Visualize everyday.

30 days later

2



No practice.

0%

Improvement



Practice everyday.

24%

Improvement



Visualize everyday.

23%

Improvement

Your Brain is SO Powerful



- Visualization & Neuroscience

“

The brain has the same activity when it visualizes doing an action as it does when it is physically performing the action.

- Elite athletes work with sports psychologists to incorporate visualization into their training as part of their winning strategy.



Mindset

Why Mindset is Important: The Thought Model



**The Thought Model is derived from Cognitive Behavioral Psychology*



Mindset

Why Mindset is Important: The Thought Model

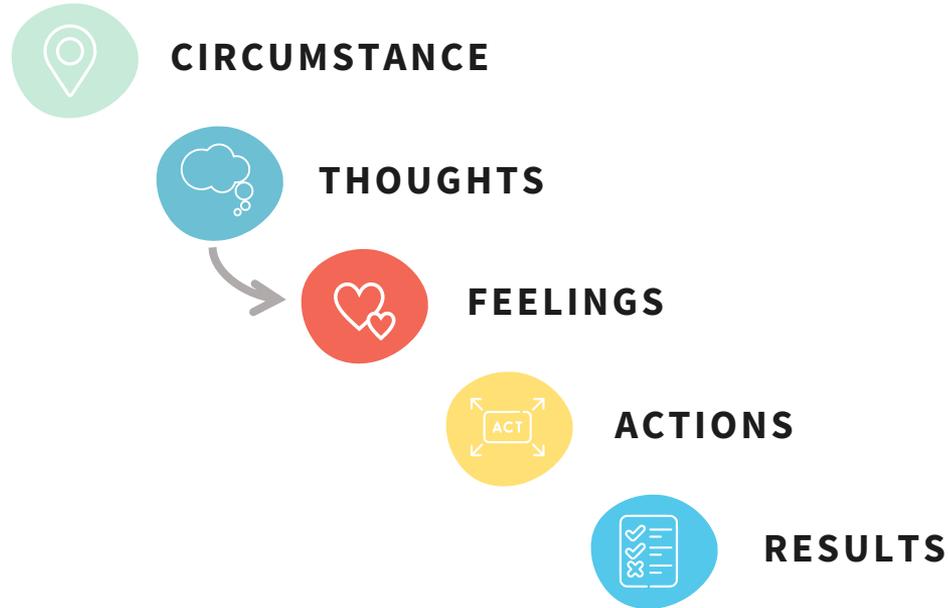


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Mindset

Why Mindset is Important: The Thought Model



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Mindset

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Why Mindset is Important: The Thought Model

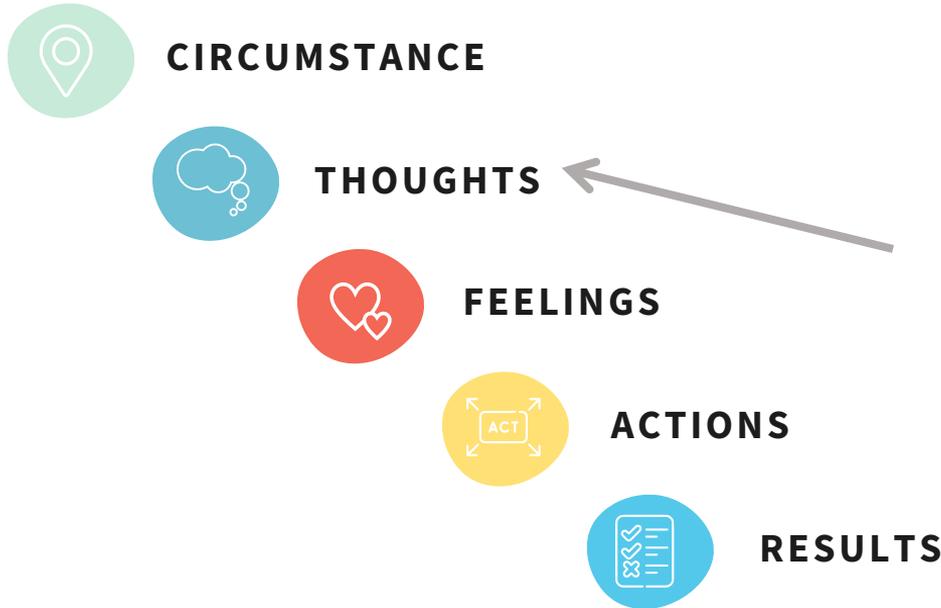


**The Thought Model is derived from Cognitive Behavioral Psychology*





The Thought Model



- If you don't like the way you **FEEL**, pull it back to your **THOUGHTS**.

- If you don't like your **RESULTS**, pull it back to your **THOUGHTS**.



Mindset

The Thought Model



CIRCUMSTANCE



You are NOT in control of the Circumstance.



THOUGHTS



FEELINGS



ACTIONS



RESULTS

**The Thought Model is derived from Cognitive Behavioral Psychology*



Mindset

The Thought Model



CIRCUMSTANCE



THOUGHTS



FEELINGS



ACTIONS



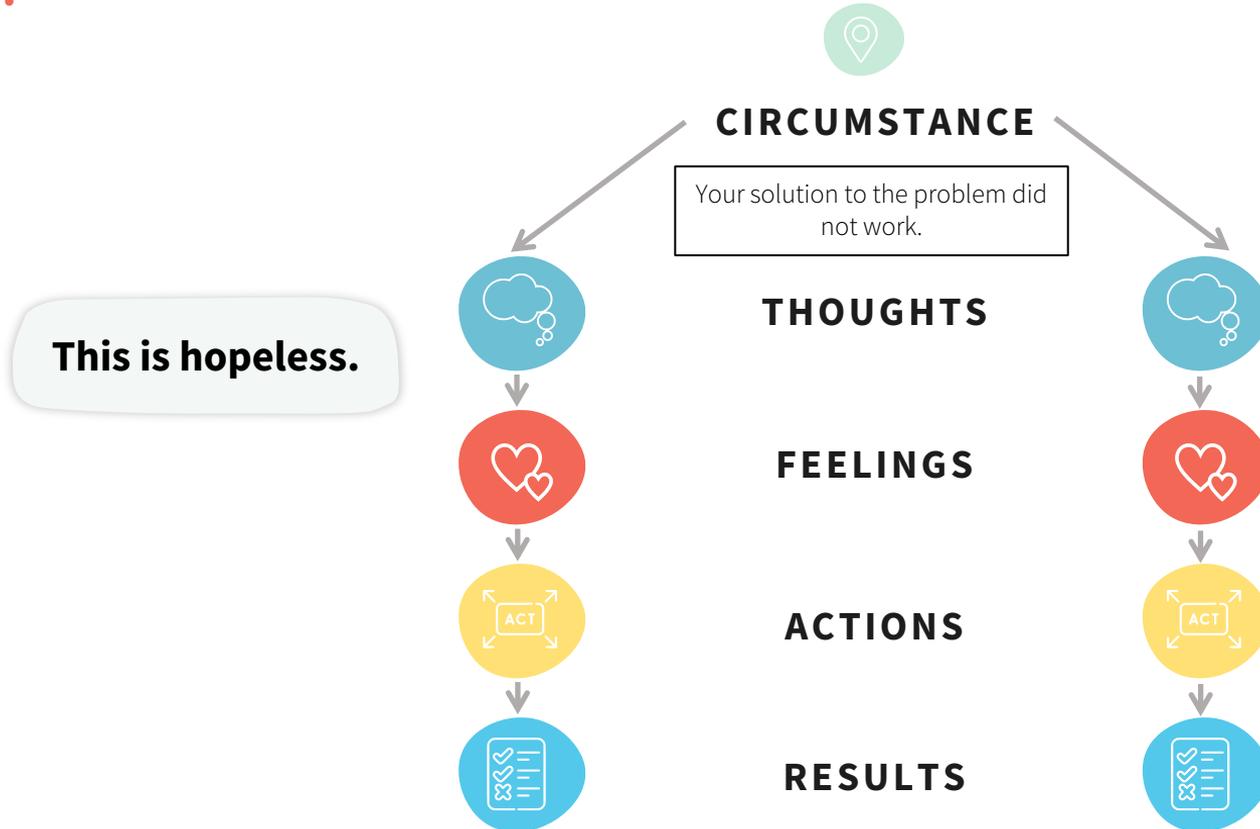
RESULTS

You ARE in control of your Thoughts.

**The Thought Model is derived from Cognitive Behavioral Psychology*



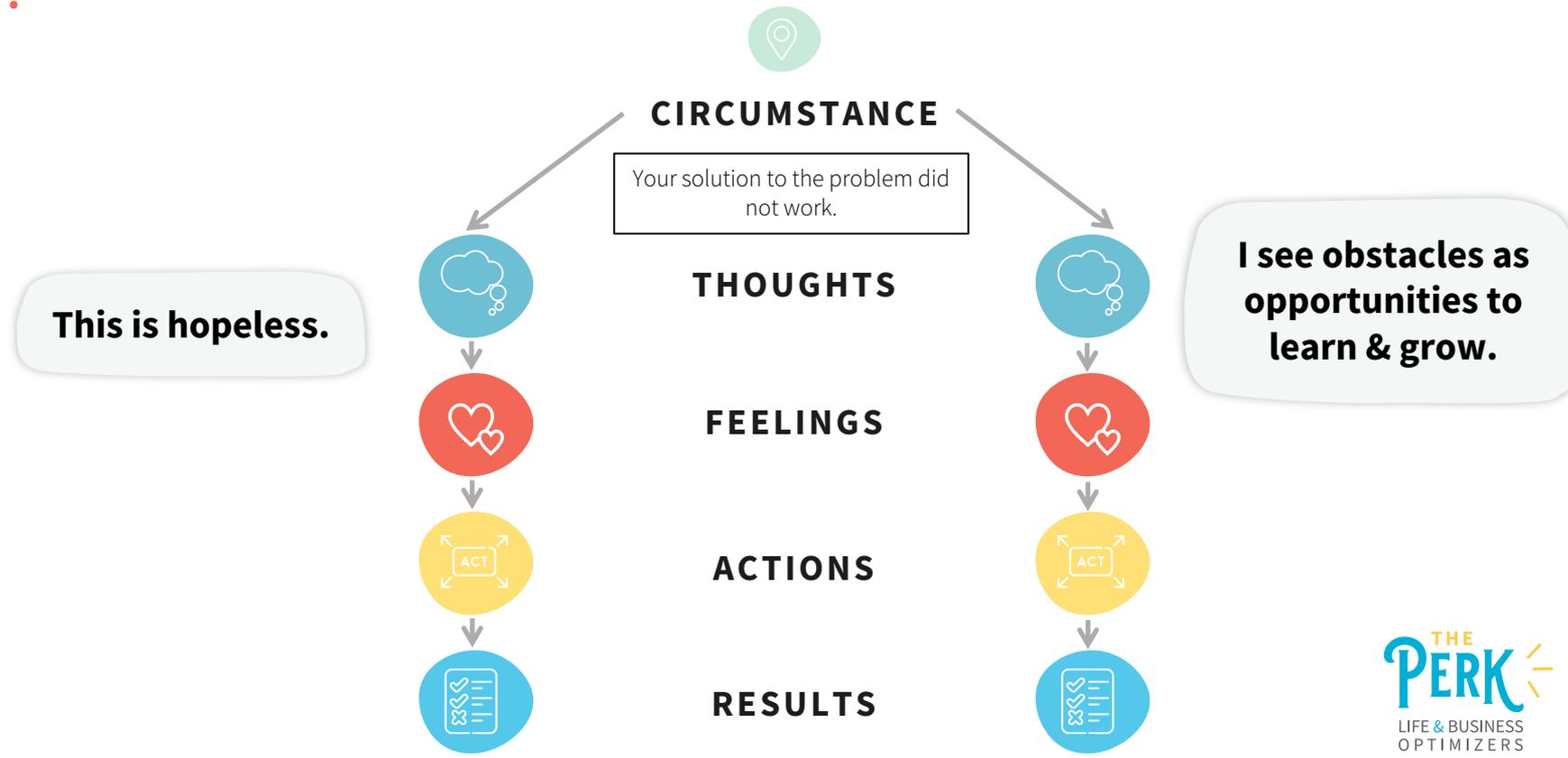
The Thought Model





Mindset

The Thought Model





The Thought Model



CIRCUMSTANCE

Your board/council tells you there's going to be a change in priorities.

THOUGHTS

FEELINGS

ACTIONS

RESULTS



Here we go again.

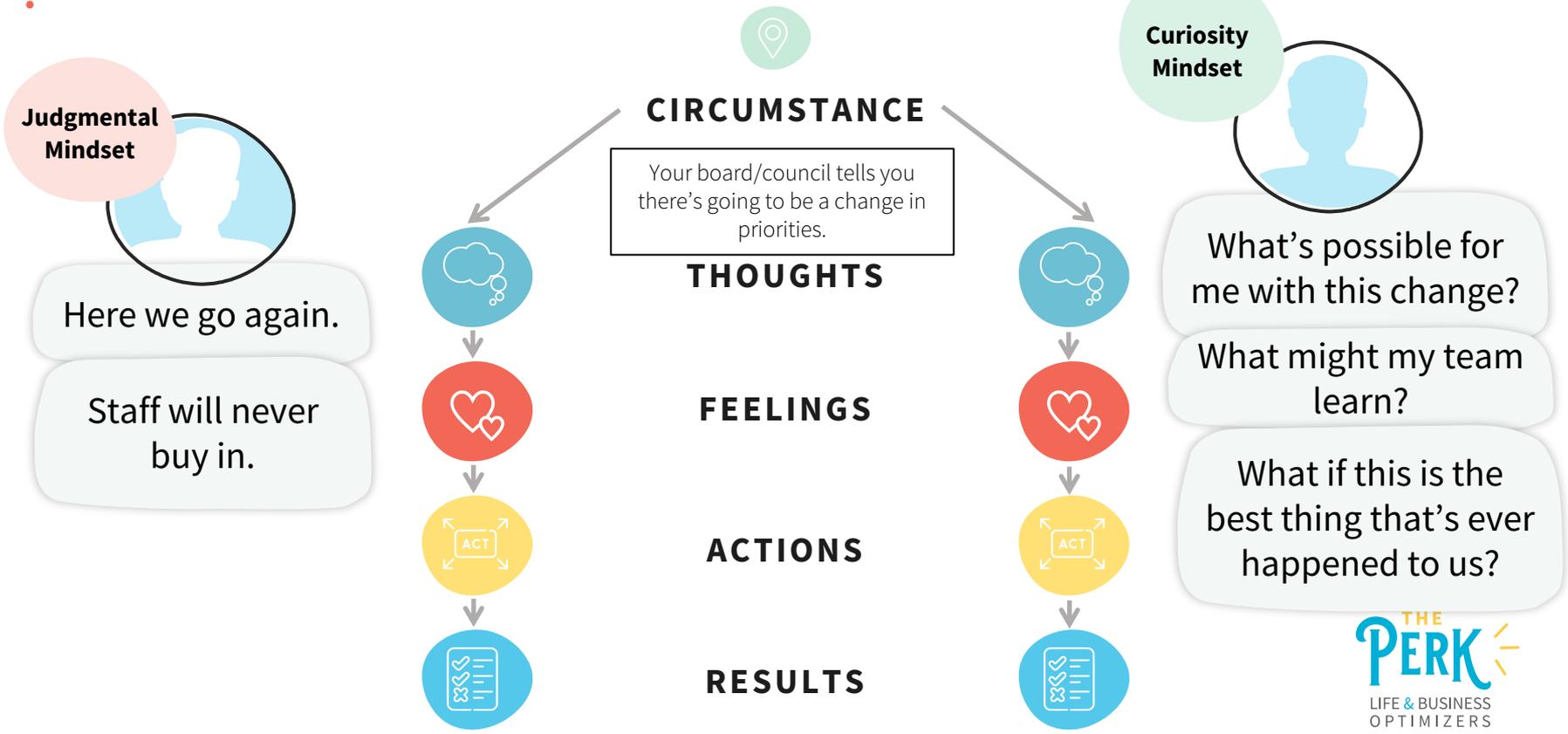
Staff will never buy in.

What's possible for me with this change?

What might my team learn?

What if this is the best thing that's ever happened to us?

The Thought Model





Mindset

Resilient Mindsets

"I am **resilient** and capable of overcoming any obstacle that comes my way."

CELEBRATE EVERYTHING



Every obstacle is a gift, every problem is an opportunity for growth.
Robert Burrey



I SEE OBSTACLES AS OPPORTUNITIES TO LEARN AND GROW.



dream

TURN IT UP A NOTCH

YOUR GREATEST BATTLE COMES RIGHT BEFORE YOUR GREATEST BREAKTHROUGH

IF YOU WERE ABLE TO BELIEVE IN SANTA CLAUS FOR LIKE 8 YEARS, YOU CAN BELIEVE IN YOURSELF FOR LIKE 5 MINUTES.

YOU'RE AMAZING





Mindset

Your Resilience Action Plan

<p>Purpose</p> <p>What gets you out of bed every day to do this work? What's it all for you? What keeps you in the arena?</p>	<p>Mindset</p> <p>What mantras, quotes, or personal insights help you feel empowered, inspired, comforted, & optimistic? What mindset will keep you in a resilient state?</p> <p>Your walk-up song: _____</p>
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How to Build Resilience



- 1 Purpose
- 2 Mindset
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Community



- Building resilience is not something we need to find deep down inside ourselves.
- We become more resilient in the process of connecting with others in our most challenging times.

Community



- To build resiliency, you **need** connection & healthy relationships.
- People in our support systems can provide **empathy, levity, & laughter**.
 - They can bolster our resilience by sharing a **perspective** we might not have considered.
- Our community reminds us we are **not alone** in our struggles.

Community



- To build resiliency, you **need** connection & healthy relationships.
- People in our support systems can provide **empathy, levity, & laughter**.
 - They can bolster our resilience by sharing a **perspective** we might not have considered.
- Our community reminds us we are **not alone** in our struggles.

We need people who help us:

- Shift work or manage surges
- Make sense of people or politics in a given situation
- Find the **confidence** to push back & self-advocate
- See a path forward
- Feel empathic support so we can **release negative emotions**
- **Laugh** at ourselves & the situation
- **Remind us of the purpose** or meaning in our work
- Shift or maintain **perspective**



Community

Looks like
THIS



NOT this



Your Resilience Action Plan

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How to Build Resilience

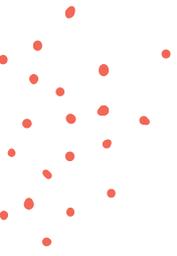


- 1 Purpose
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Recharge

*Resilience is how you **recharge**, not how you **endure**. The key to resilience is trying really hard, then stopping, recovering, & then trying again.*





Recharge



Recharge



- You have to take your wheels completely off to win the race.
- Our brains are like sponges
 - They can only soak up so much information before they need to be dried out a bit.

Recharge



- Even when we take a break, our brains aren't totally checked out.
- When we take a break, our Default Mode Network (DMN) activates.
- DMN plays a significant role in our:
 - Memory making
 - Envisioning of the future
 - Creativity
 - Connection of facts & events to make meaning



- Taking a break looks different for everyone.
- To let your mind wander & activate your DMN, neuroscientists suggest doing something that doesn't require your brain to do a lot of work:
 - Take a walk (in nature!).
 - Vacuum.
 - Garden.
 - Shower.
 - Daydream.
 - Close your eyes.

Rest & Recharge in a Brain Friendly Way



Let tension out

The most effective forms of stress relief involve getting something out of your body or your mind - sweat, words, thoughts, breath.

Limit information in

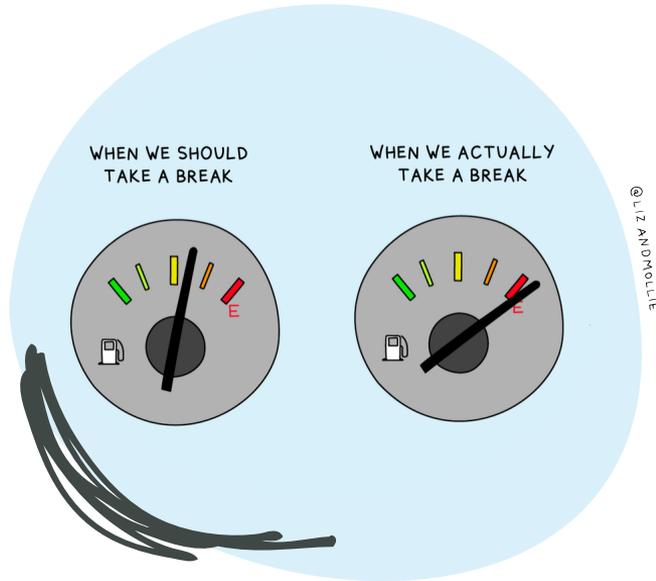
Give yourself space to stop processing new information. Put down your phone, books, and podcasts for a moment. Guided practices and familiar music are fine provided they don't add more pressure for you.



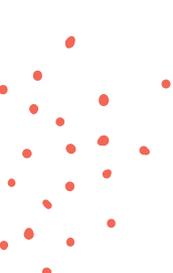
Lower the barrier to entry

The best form of stress relief is whatever you will actually do! Scale back the intensity and duration until you feel your chosen activity is accessible.

Recharge

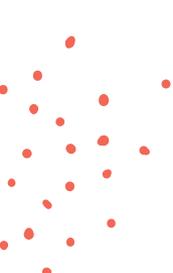


- Shift your mindset
 - Rest & breaks are **productive**.
 - They are an **investment** in your wellbeing, resiliency, & productivity.
- Let your DMN solve the problem for you, or give you insight you wouldn't have gained otherwise.



Your Resilience Action Plan

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Which one are you best at?

1

Purpose

What gets you out of bed every day to do this work?
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2

Mindset

What mantras, quotes, or personal insights help you feel empowered, inspired, comforted, & optimistic? What mindset will keep you in a resilient state?

Your walk-up song: _____

3

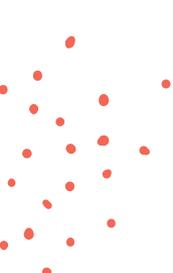
Community

Identify your support circle. Who can you reach out to?
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4

Recharge

Identify your well-being practices. What practices can you put into place for your physical and mental well-being? What will you do to take a break?



Which one, if mastered, would have the greatest impact on your life this year?

1

Purpose

What gets you out of bed every day to do this work?
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2

Mindset

What mantras, quotes, or personal insights help you feel empowered, inspired, comforted, & optimistic? What mindset will keep you in a resilient state?

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4

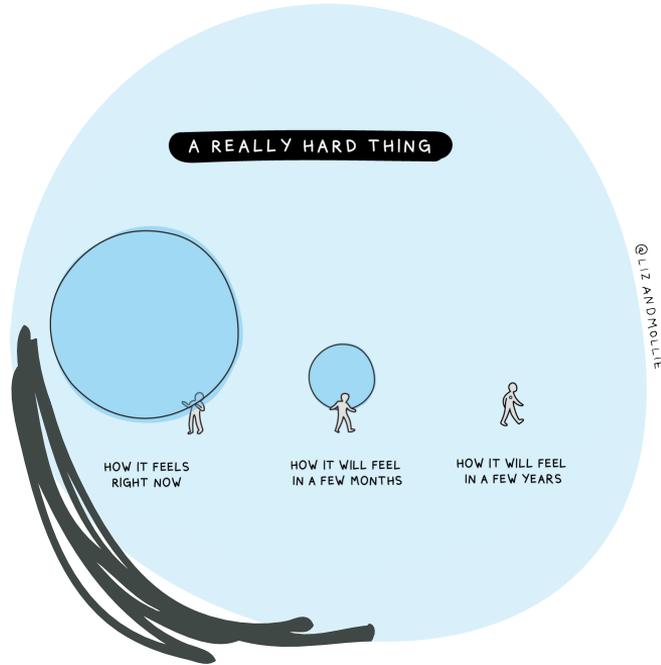
Recharge

Identify your well-being practices. What practices can you put into place for your physical and mental well-being? What will you do to take a break?

CONGRATULATIONS! YOU MADE IT!



Commitments!



- What was your biggest learning today?
- What is **one thing** you commit to putting into action from today's workshop?

YOU'RE
AMAZING



Leah Roe, CPA, PCC, CPCC

Founder | Leadership Coach |
Culture Consultant



[linkedin.com/in/leah-roe/](https://www.linkedin.com/in/leah-roe/)

Keep the Learning Going!

**Culture
Community**

Building Next Level Leaders

Live (& free!) monthly
leadership training &
connection events.



choosetheperk.com/cc

HEY LEADER

Our thoughtfully curated
monthly email series
crafted with the intention
to help you lead better.



choosetheperk.com/join

YOU'RE
AMAZING 