

How To: Be Resilient

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How To: Be Resilient

This webinar forms part of our new How To series for 2023! This is the sixth webinar in our series – you can catch up now on our Watch Again page!

Developing resilience is an essential skill. Knowing how to recognise the different stress factors and finding ways to cope with them improves your ability to bounce back after experiencing adversity. In this session, Hannah will discuss:

- What is resilience?
- Three-factor model of resilience
- What factors influence our ability to 'bounce back' when we face with adversity?
- The role of optimism!
- How to build your own resilience toolkit

Your Speaker

Hannah Pearsall

Hannah Pearsall, Head of Wellbeing, Hays UK & Ireland

Hannah Pearsall is the Head Of Wellbeing at Hays. Her career at Hays spans 21 years, where she has held numerous roles, all of which have contributed to her knowledge and expertise in the world of work. Since 2019 Hannah has been supporting employee wellbeing alongside her role as Client Engagement Director.



Questions and Answers

- We will have a short Q&A discussion session at the end of the presentations.
- Send in your questions as we go through today's webinar.

Webinar slides and recording

This webinar is being recorded and will be made available for members on the watch again section of IEMA website

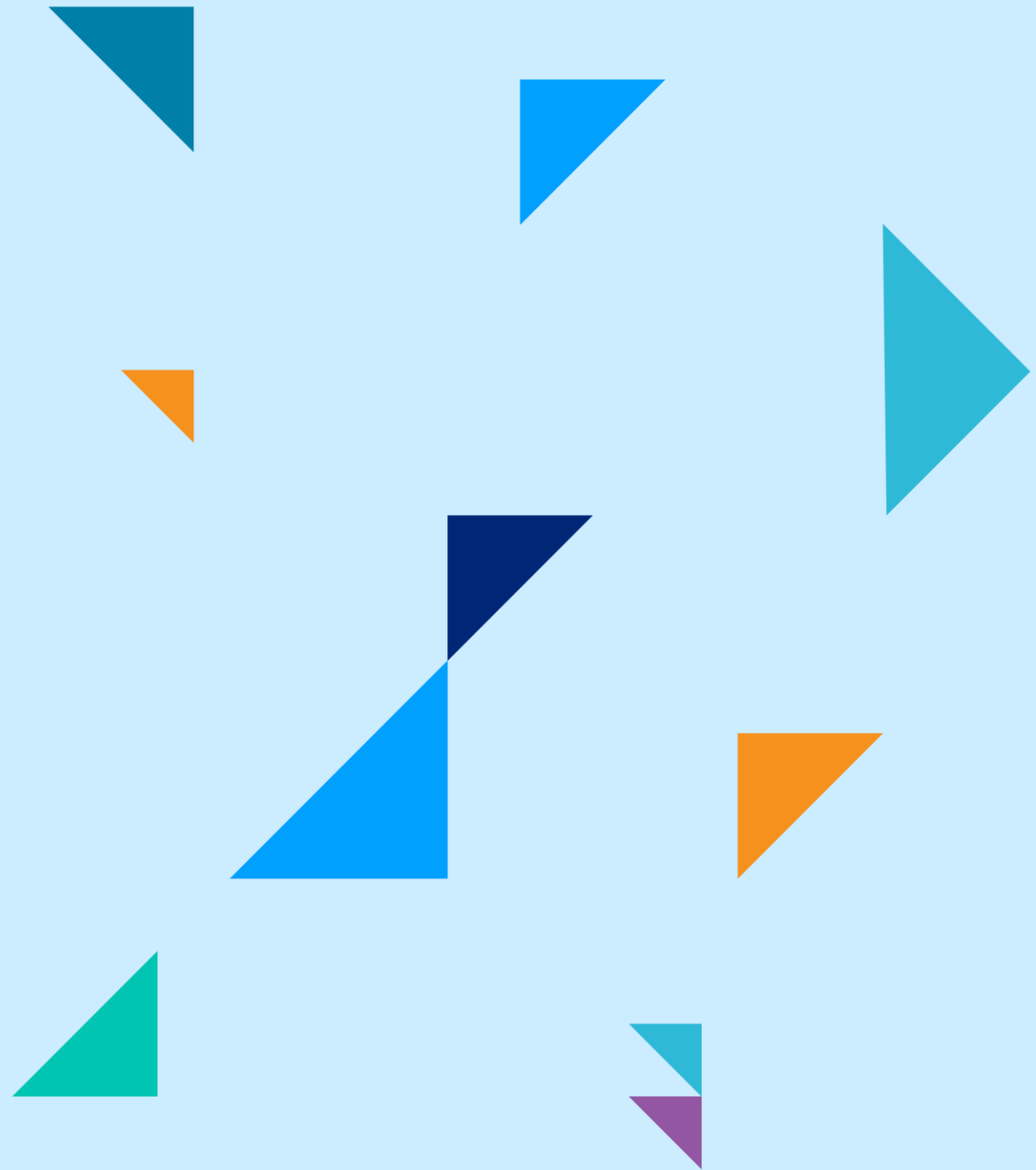


RESILIENCE

Hannah Pearsall
Head of Wellbeing



INTRODUCTION



AGENDA



What is resilience?



What's your coping style?



Mapping resilience factors



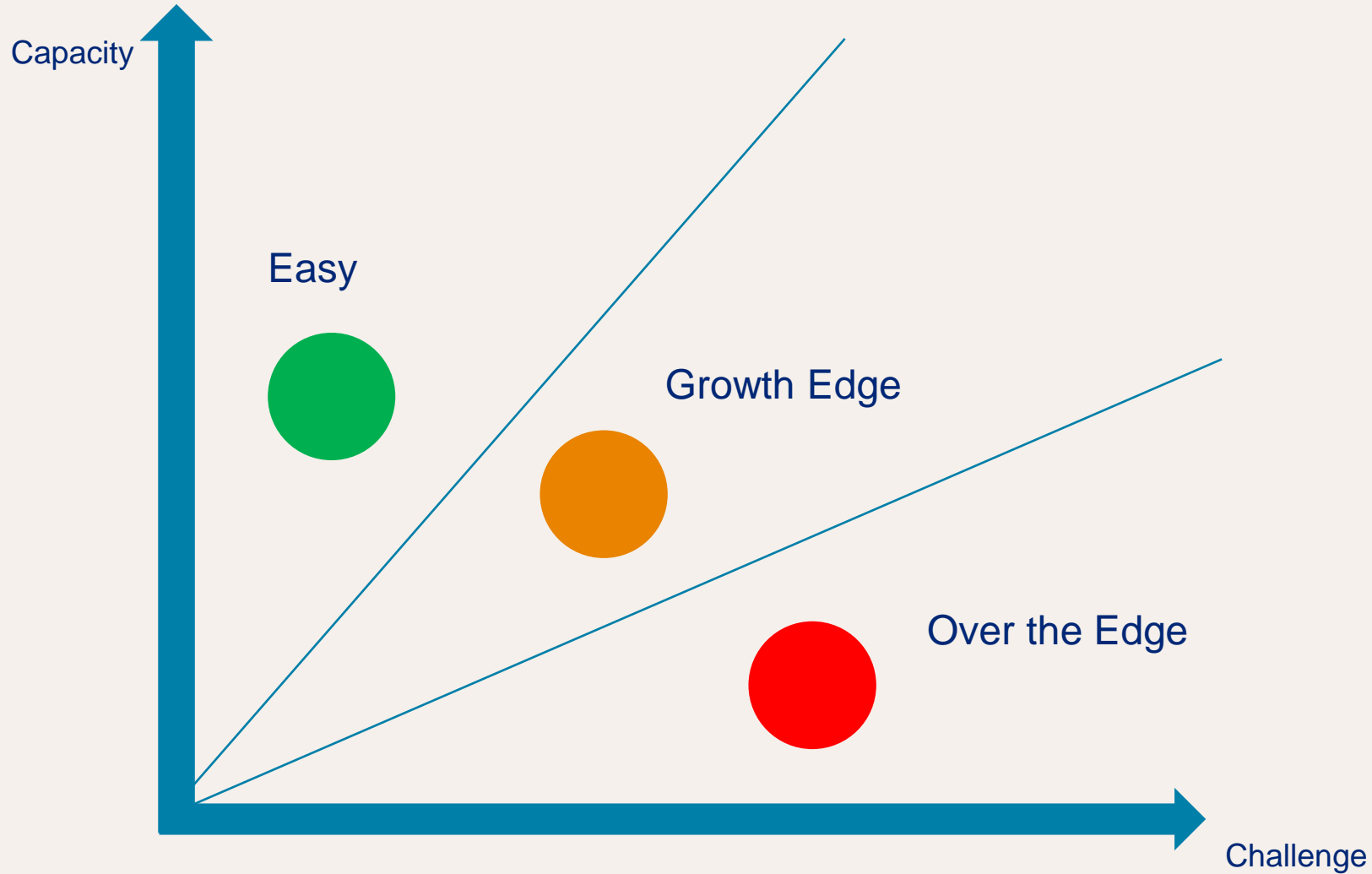
Creating your SSRI toolbox



WHICH IMAGE SAYS RESILIENCE TO YOU?



WHAT IS RESILIENCE



Resilience helps us when we are outside our comfort zone

TYPES OF BOUNCE IN RESPONSE TO RESILIENCE



BOUNCE BACK
RECOVERY RESILIENCE



BOUNCE FORWARD
TRANSFORMATIVE RESILIENCE



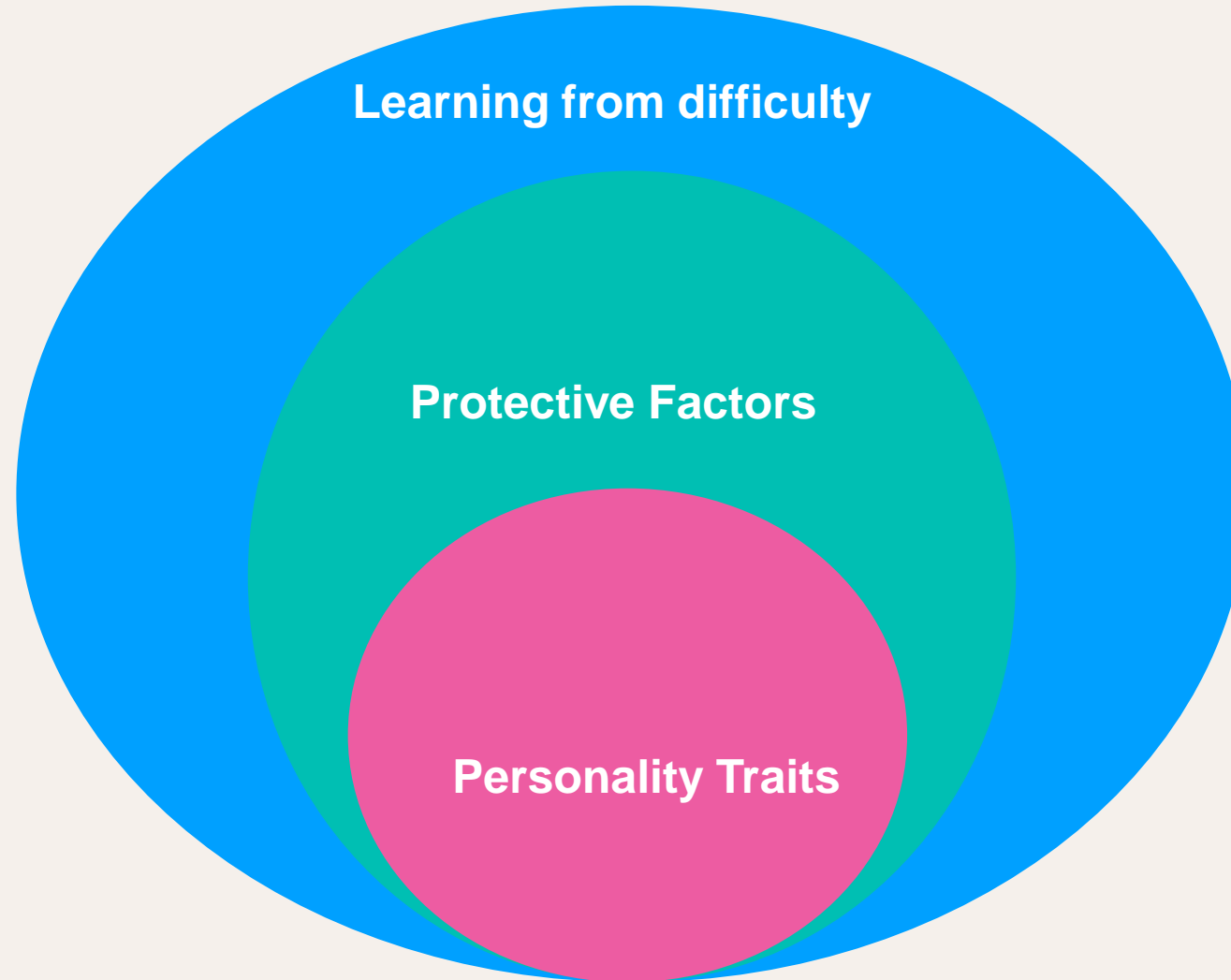
BOUNCE WITH
ADAPTIVE RESILIENCE



BOUNCE OUTWARDS
SPREADING RESILIENCE



3 FACTOR MODEL OF RESILIENCE



YOUR HABITUAL COPING STYLE



Emotion Focussed Coping this focusses on the emotions of the problem. More appropriate for stressors out of your control

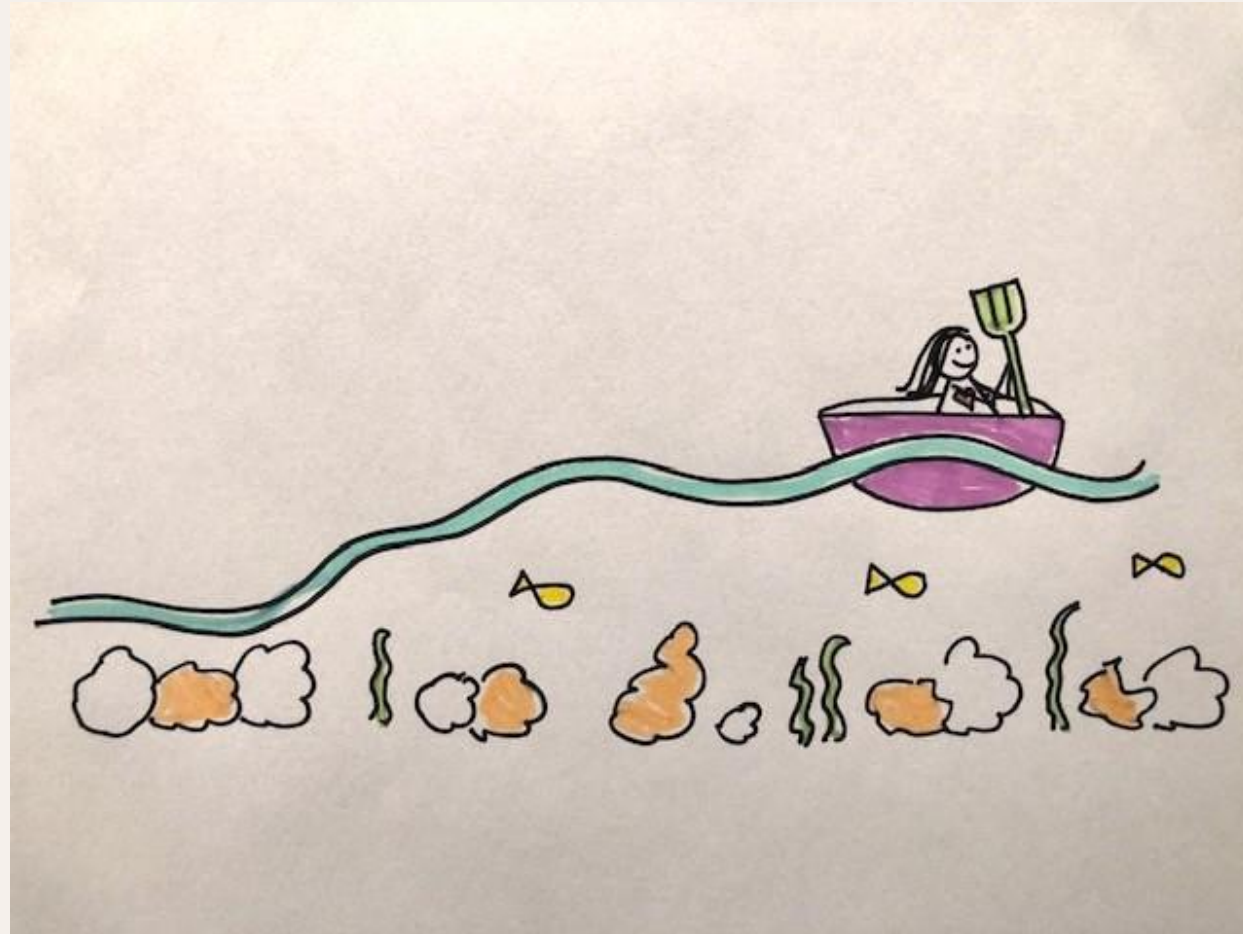


Problem Focussed Coping identifying the problem and taking steps to resolve it. Aims to modify the source of stress directly



Avoidance Coping this is disengaging to block or avoid the problem.

MAPPING RESILIENCE FACTORS



WE ARE MORE LIKELY TO **CRASH** WHEN THE WATER LEVEL IS **LOW**



What pushes the water level down? What factors decrease your resilience?

“I tend to cope less well when.....”

ATTRIBUTIONAL OPTIMISM

IT'S NOT.....

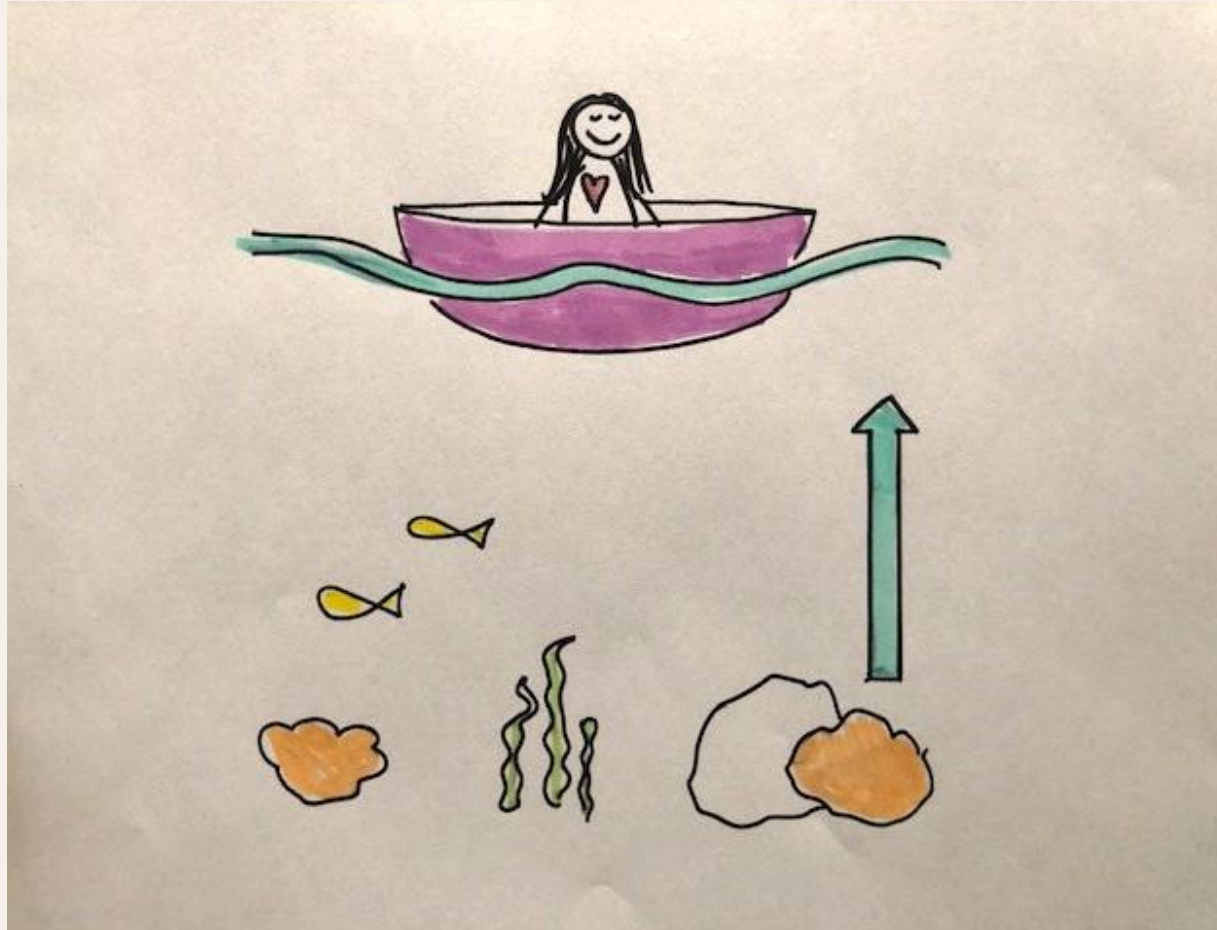
PERSONAL
It's not your fault!

PERMANENT
It's just now, not forever!

PERVASIVE
It's not everything!



WE FEEL **LESS IMPACT** FROM THE ROCKS WHEN THE WATER LEVEL IS **HIGH**



What pushes the water level up? Which factors increase your resilience?

“I tend to cope better when....”

DEVELOP YOUR SSRI TOOLKIT

STRATEGIES

Practical things we do

Storyboarding, mindfulness, going for a walk, using problem solving tools, writing, mindful colouring

STRENGTHS

We draw upon within ourselves

Future mindedness, courage, sense of humour, kindness, patience, good judgement, optimism, perseverance

RESOURCES

We turn to for nourishment, inspiration, guidance & support

Beautiful places in nature, friends, pets, places we feel safe, music, people we trust, telephone helplines, websites, books

INSIGHTS

Ideas, perspectives or sayings we find useful, things we know

The growth mindset, “I can’t we can”
When I think this way I know I....
This is temporary, post-traumatic growth

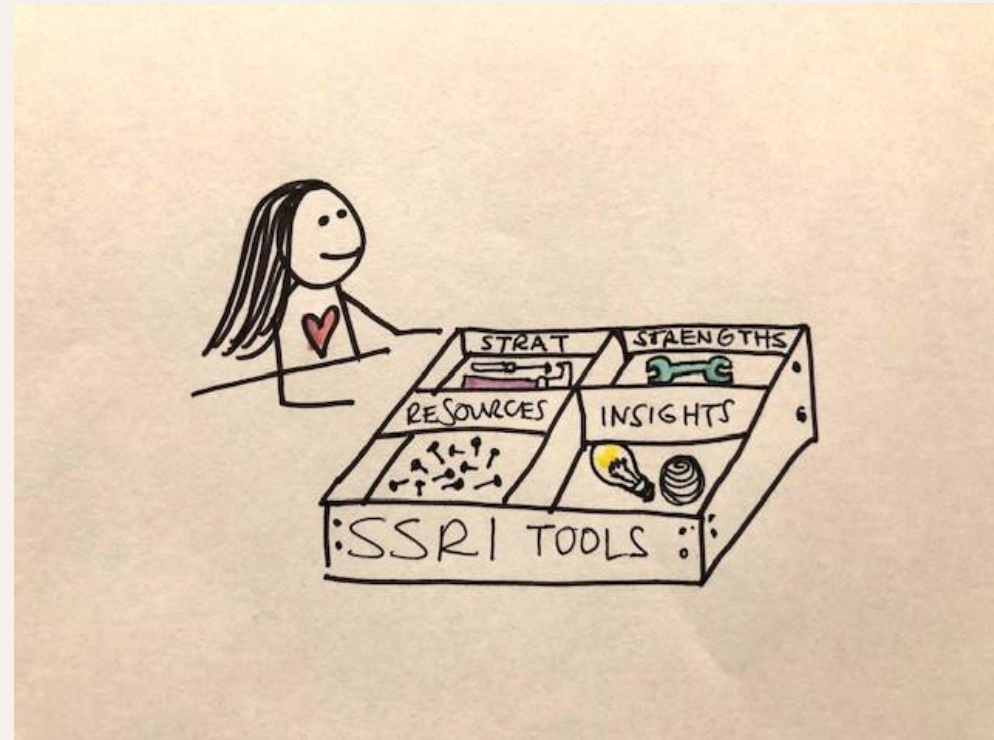


CREATE YOUR OWN SSRI TOOLKIT

Remember a time when you were faced with a difficult situation, and you got through it in a way you now feel pleased about.

What helped you do that?

- **STRATEGIES**
- **STRENGTHS**
- **RESOURCES**
- **INSIGHTS**





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Questions

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Online

Wednesday 20th September - Thursday
21st September

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Thank you

See you next time!