

RESILIENCE

PART 2

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7 Characteristics of Resilient People



EMOTIONAL
REGULATION



IMPULSE
CONTROL



OPTIMISM



CAUSAL
ANALYSIS



EMPATHY



SELF-
EFFICACY



REACHING
OUT

Resilience

Under stress

Bounce Back



Give Up

“Resilience is the capacity of a system, enterprise or a person to maintain its core purpose and integrity in the face of dramatically changed circumstances.”

– Andrew Zolli,

7 Skills for Resiliency

- Avoiding Thinking Traps
- Detecting Icebergs
- Challenging Beliefs
- Putting it in Perspective
- Calming and Focusing

Vital Skills for Resiliency

a) Awareness: Understanding how thinking affects your state of mind

- Identify critical situations that lead to negative reactions
- Identify beliefs you hold that lead to negative feelings
- Recognize that feelings are the consequences of how we think about what happens to us

b) Avoid thinking Traps – jumping to conclusions, tunnel vision, exaggerating/minimizing, over generalizing, etc

c) Detecting Icebergs in thinking – achievement (I should achieve at everything); acceptance (I deserve to be praised for what I do)

Vital Skills for Resiliency

- d) Calming and focusing – finding ways to step back from adversity, create a breathing space
- e) Challenging beliefs – a process by which the breadth and accuracy of our understanding of events can be enhanced leading to more effective problem-solving behaviors
- f) Putting it in perspective – learning to stop the spiraling of catastrophic thinking and turn it into realistic thinking
- g) Real-time resilience – putting it all into practice

Resilience Is Us

*“The great surprise of resilience research
is the ordinariness of the phenomenon.
Resilience appears to be a common
phenomenon that results in most cases
from the human adaptation system.”*

– Ann Masters

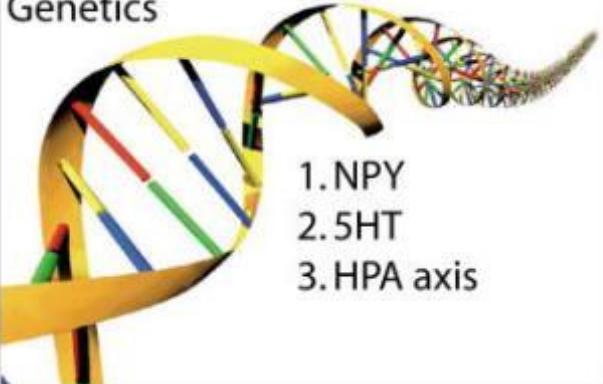
Research: Designed for Resilience

- Optimism and positive outlook
- Inner resiliency – overcome, steer through and bounce back
- Sense of control – flexible, adjust and respond
- Turn lemons into lemonade – reappraise, reframe, transform
- Social support = 50% to 80% buffer
- Better with age

Stress Inoculation- SI

- Behavioral strategies using SI interact with an individual's genes to modulate expression of key genes—via epigenetic processes
 - The brain's limbic regions to mount active, adaptive molecular and cellular changes that mediate resilience.

Genetics



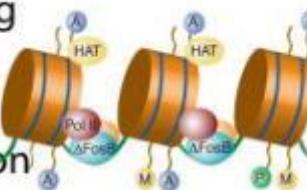
Stress innervation

1. resilience training therapy
2. early life experience



Epigenetics

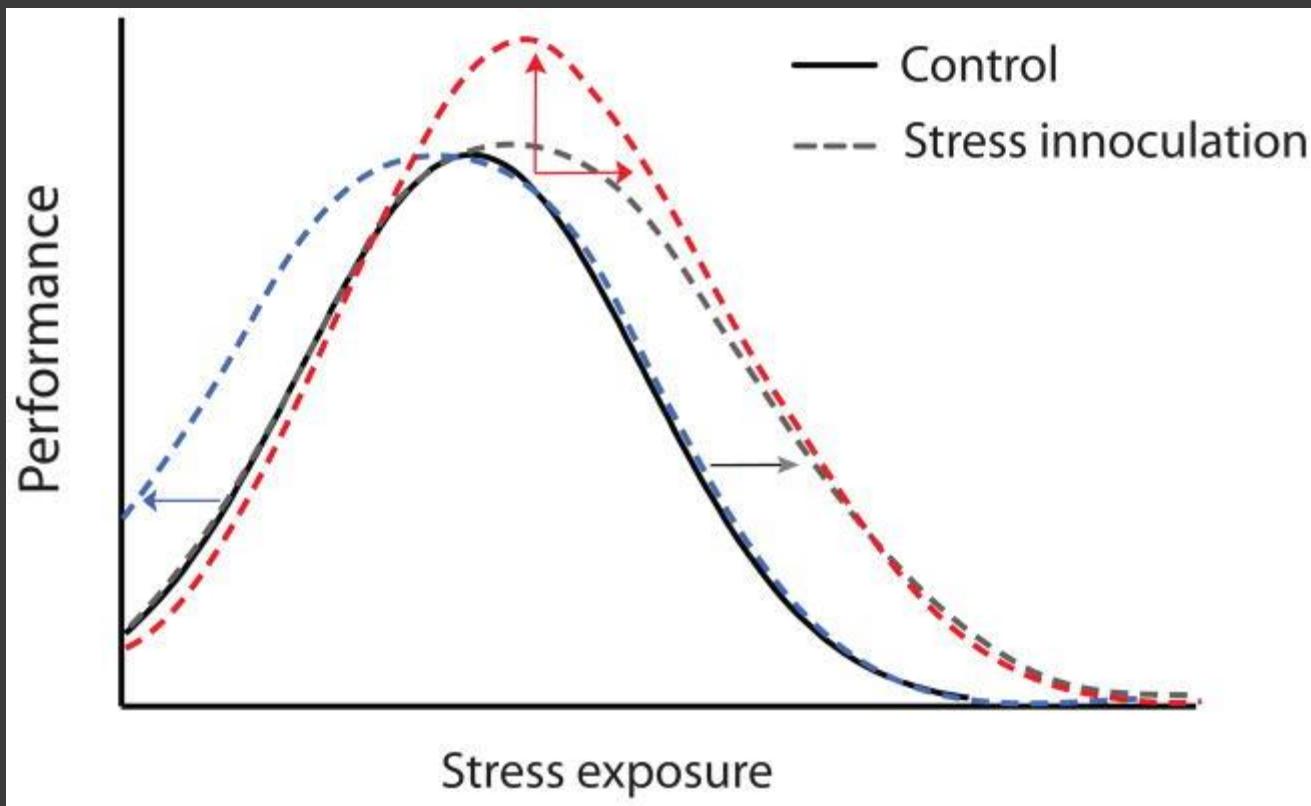
1. K^+ channel induction and neuronal silencing
2. $\Delta FosB$ mediated GluA2 transcription
3. *Crh* gene methylation and suppression



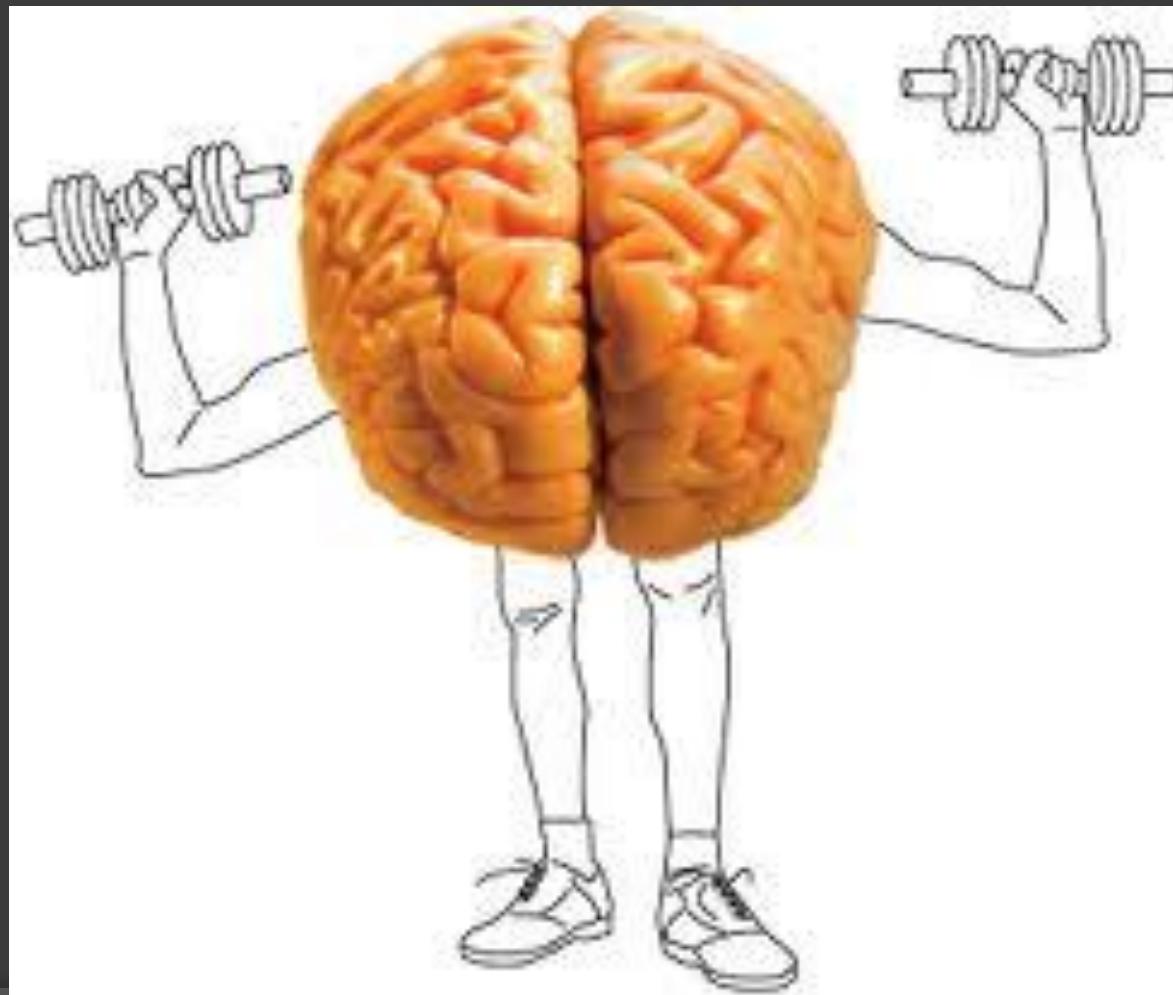
Stess Resilience

1. active coping
2. increased fitness





Develop A Resilient Mind



7 Common Mind Traps

1. Closed mind
2. Overconfidence
3. Diving in
4. Solve wrong problem perfectly
5. Catastrophizing
6. Busy spinning wheels
7. Mindlessness



Victim Mindset

- Not responsible
- Focus on conditions
- Fix bad
- Focus on past



Resilience Mindset

- Take responsibility
- Focus on actions
- Leverage good
- Focus on future



Mindset

- “Thinking style is like a lens through which we view the world. Everyone has such a lens and it colors the way we interpret the events in our lives. Your thinking style is what causes you to respond emotionally to events, so it’s your thinking style that determines your level of resilience – your ability to overcome, steer through and bounce back when adversity occurs.” - Karen Revich

Mindfulness as a Power Tool

- Focused Attention
 - Focus on your breath - thoughts and feelings come and go
- Open Monitoring
- Compassionate or loving kindness meditation



Impact of Meditation Studies

- Increased self awareness and control 
- Increased compassion 
- Reduced fear 
- Reduced anxiety and stress 
- Increased resilience 

A Great Resilience Framework

1. Describe a key stressful situation
2. Think out how it could be worse
3. Think out how it could be better
4. Make up a story – how worse could go bad
5. Make up a story – how better could go well
6. Plot out what specifically you will do to prevent worse and achieve the better result
 - *Salvatore Maddi and Suzanne Kobasa*

“Resilience in the face of adversity is the greatest long-term predictor of success for individuals and organizations. And persistence, in the process of experimentation, when desired or expected results are elusive, is the way resilience is expressed.”

- Michael Gelb, *Innovate Like Edison*

Summary: Resilience

1. Is the bounce back from adversity
2. Is built into most of us – ability to adapt
3. Can be strengthened and developed
4. Diversity in team is a key success factor
5. Is sustained effort and deliberate practice
6. Drives success and achievement in all life domains – “grit”

Good Books on Resilience

- *Resilience at Work* - Salvatore Maddi and Deborah Khosaba
- *Resilience: 7 Essential Skills for Overcoming Life's Inevitable Obstacles* - Karen Revich and Andrew Shatte
- *Flourish* - Martin Seligman

