

Slide 1: Resilience Isn't Just for Students! We Need It, Too. Elizabeth Harrison, University of Dayton. elizabeth.harrison@udayton.edu

Slide 2: Agenda

1. On work-life balance and resilience
2. Transformative resilience
3. How can we grow our resilience?
4. How can we build a work environment that fosters resilience?

Slide 3: On work-life balance. What is "work-life balance"? Let's model it using the handout. Keep the strip flat. Join and hold the two ends together to make a ring. Book: *A Hidden Wholeness*.

Slide 4: On work-life balance. What do you see? What does this model say about the relationship between "work" and "life"? How does this mirror your experience?

Slide 5: On work-life balance. A different model: Hold the strip by one end, let it hang down. At the bottom end, twist the strip 180° (a half twist). Join and hold the two ends to make a ring with a difference.

Slide 6: Image of a Mobius strip (what you've just made).

Slide 7: Same image. What do you see? What does this model say about the relationship between work and life?

Slide 8: On work-life balance. "Work" & "Life" = Two aspects of the same person's experience. Resilience at work and resilience in one's life are inextricably connected.

Slide 9: On work-life balance. Balance: Keep or put (something) in a steady position. Different elements are equal or in the correct proportions. Goal is stasis.

Slide 10: What is "resilience"? Ability to bounce back from adversity, challenge: recovery. Ability to adjust to changes in circumstances: continuity. Goal: is maintenance, get back to where we were.

Slide 11: On resilience & work-life balance. Recognize and maintain continuous relationship of life with work, work with life in proper proportion using ability to recover from adversity. Do you see any problem with this?

Slide 12: Transformative resilience. "The ability to learn, grow, and spring forward" (Marston & Marston). Change, improve, transform from struggle with change, stressful life events. Embrace imbalance, unbalance because "uncertainty is a condition of life." Image of book: *Type R: Transformative Resilience for Thriving in a Turbulent World*.

Slide 13: Transformative resilience. Positive reframing of the stories we tell ourselves. Examples: post-traumatic growth. Dweck's growth mindset. Image of book: *Type R: Transformative Resilience for Thriving in a Turbulent World*.

Slide 14: A shoe factory sends two marketing scouts to a region of Africa to study the prospects for expanding business. One sends back a telegram saying, SITUATION HOPELESS STOP NO ONE WEARS SHOES. The other writes back triumphantly, GLORIOUS BUSINESS OPPORTUNITY STOP THEY HAVE NO SHOES. (from Zander & Zander)

Slide 15: How can we grow our resilience? Dr. Amit Sood, Mayo Clinic. Resilience leads to stress-free living. Our brains/minds are: Restless (mind-wandering), Sticky (rumination on "open files"), Storytellers (narratives). Image of book: *The Mayo Clinic Guide to Stress-free Living*.

Slide 16: How can we grow our resilience? Sood's solution: Focus on training our attention and interpretations.

Slide 17: How can we grow our resilience? Attention. Trained attention = focused, relaxed, nonjudgmental, compassionate, sustained, deep, intentional. Choose what you attend to vs. letting thinking just happen. This is mindfulness.

Slide 18: How can we grow our resilience? Attention training: Start the day with gratitude. Journal: 5 things in the past week that you're grateful for. Kind attention (compassion).

Slide 19: How can we grow our resilience? Interpretation. Notice the stories you tell yourself. Intervene. Image of book: *The Art of Possibility*.

Slide 20: How can we grow our resilience? Interpretation training: Change your inner dialogue (= positive reframing): Acceptance. Higher meaning. Forgiveness. Celebration. Reflection/prayer. This is positive reframing.

Slide 21: How can we build a work environment that fosters resilience? Sood: Attention. Interpretation. Marston and Marston: Adaptability. Healthy relationship to control. Sense of purpose. Continual learning. Leveraging support. Active engagement.

Slide 22: Some ideas: Practice gratitude, mindfulness, mindful collaboration, positive reframing, Creativity (inspiration, deliberate risk, discovery)

Slide 23: Resources: (1) Marston, A., & Marston, S. (2018). *Type R: Transformative resilience for thriving in a turbulent world*. New York: PublicAffairs. (2) Palmer, Parker (2004). *A hidden wholeness: The journey toward an undivided life*. San Francisco, CA: Jossey-Bass. (3) Sood, A. (2013). *The Mayo Clinic guide to stress-free living*. Boston, MA: Da Capo Press/Lifelong Books.

Slide 24: Resources: (4) Zander, R. S., & Zander, B. (2002). *The art of possibility: Transforming personal and professional life*. New York: Penguin. (5) Zolli, A., & Healy, A. M. (2012). *Resilience: Why Things Bounce Back*. New York: Simon and Schuster.