
Resilience: developing a toolkit for better bouncebackability

Sarah Rourke, Careers Coach and Trainer

Who am I?

Coach - specialising in careers

Helped countless students get through complex processes.

Trainer - focussing on resilience (and humour!)

Working with people to raise self-awareness, develop strategies and push the comfort envelope.





Objectives

→ **Where are you now?**

You will define the situations that create the need for resilience

→ You will understand where and why your lack of resilience shows up

→ **How to build a roadmap for change?**

You will have tools and techniques to build and develop resilience

→ You will leave with the start of an action plan to take forward

What does resilience mean?

With your neighbour, come up with a definition of resilience.

Definition of *resilience* in English:

resilience 

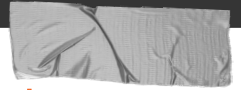
(also **resiliency**)

NOUN

[mass noun]

- 1 The capacity to recover quickly from difficulties; toughness.
‘the often remarkable resilience of so many British institutions’

What are the situations I am dealing with that create a greater need for resilience?



In Pairs

Talk to your neighbour to define and work out where you have a need for a greater sense of resilience.

Please write your answers
on the **Resilience**
Wall.



<http://bit.ly/resiliencemicrobiology>

Double click anywhere on the wall to
type!



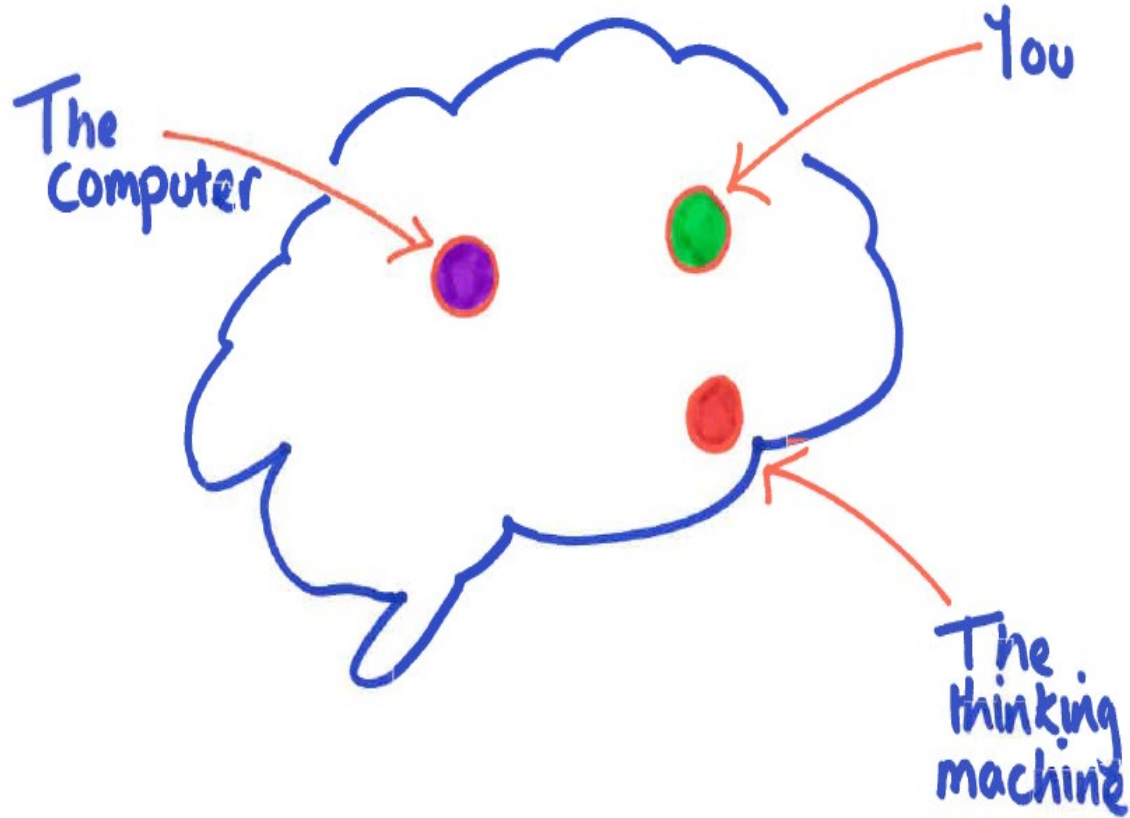
Image by [Simon](#) on Pixabay

The psychology of fear and stress



Image by [PublicDomainPictures](#) on Pixabay

YOUR TEAM LEADERS



Prof Steve
Peters

The Silent Guides

Toolkit: Mind





Meet your monkey!

What does it say?

Is it helpful?

Who's voice is it?

M

How do we influence it?

Invite him in for
coffee... but don't
let him stay the
night!

Listen and thank - know he's
just THOUGHT

Locate

Turn him up, turn him down

Give him a funny voice

Send him elsewhere



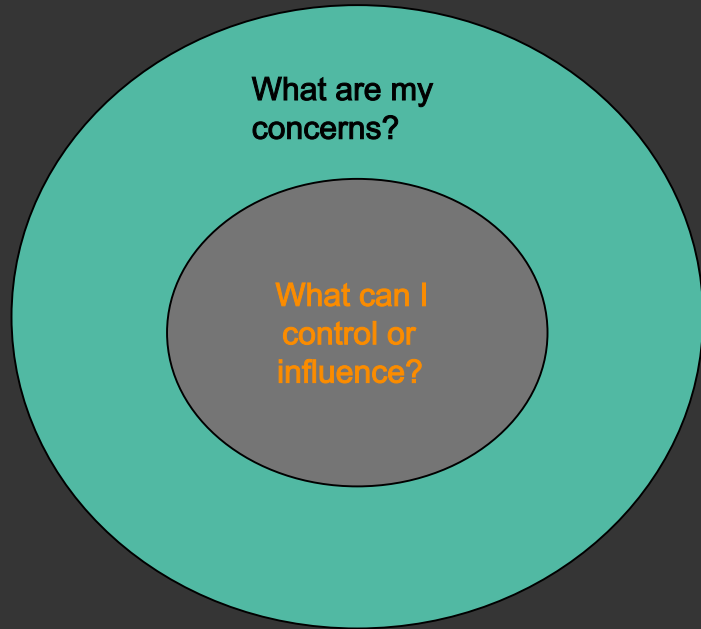
Toolkit: Influencing Outcomes



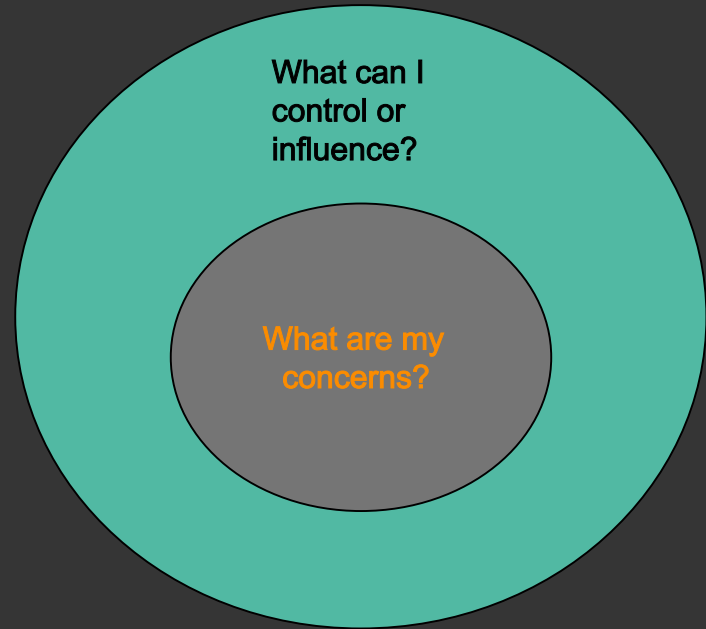


Circle of Influence vs.

Circle of Concern.



Reactive



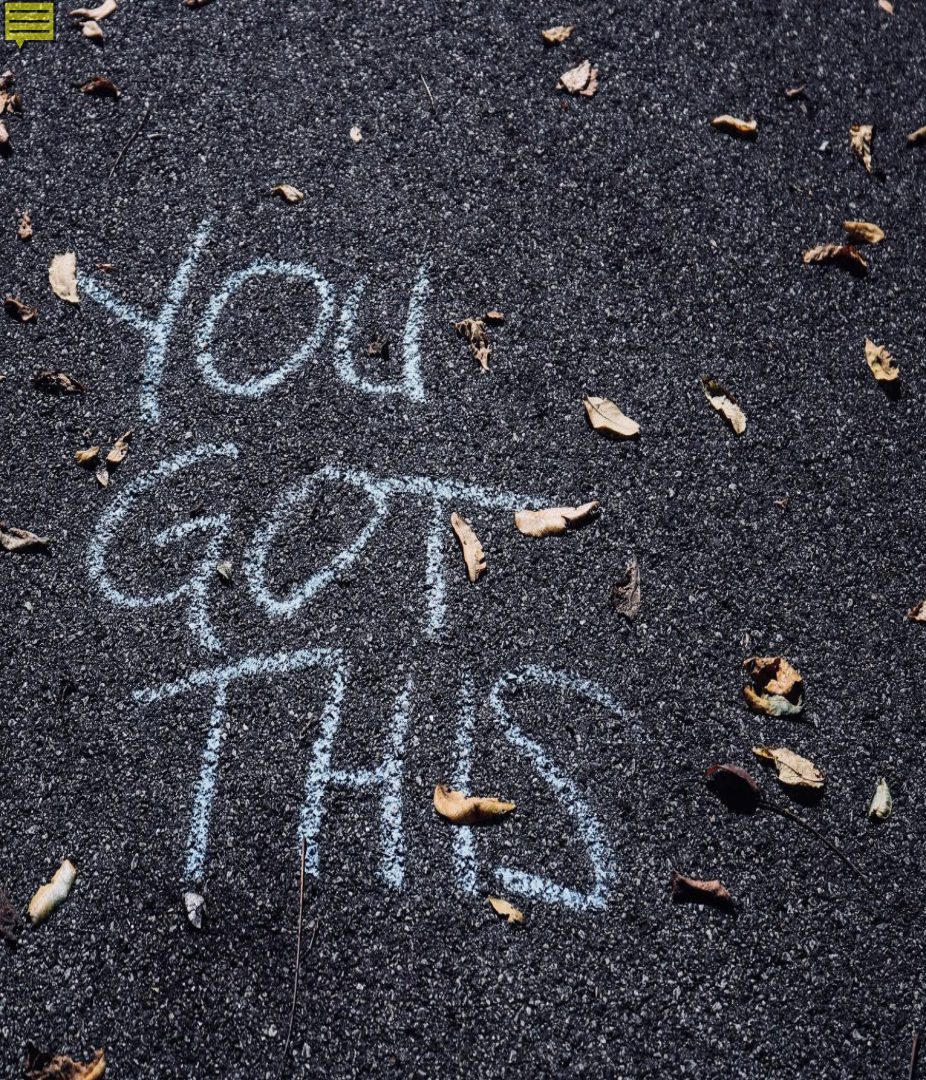
Proactive



Control

Influence

No control or
influence



Action

SMARTen it!

Toolkit: Creating Options





Creating options





Creating options

The Options Wall



<http://bit.ly/optionsmicrobiology>



Meet Alberto. Battling the world.

Frustrated - multiple funding applications, multiple rejections. Not sure he even wants this!

Various other commitments - no time.



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What have **you not** **achieved** YET?

Carol Dweck - growth mindset

Rewards effort

Acknowledges progress and learning not just outcome

Alberto. Developing a Growth Mindset.

Paying attention to feedback and *acting* on it

Acknowledging achievements so far and how this helps

Developed a roadmap through options - included potentially changing direction!

Accepting (and embracing) the things he couldn't change





What have we done?

Identified our own situations where resilience is required and understood the causes.

Looked at practical tools to start to deal with this situation differently.

So what will you do next?

ANY MORE ACTIONS?