



COMMUNITY  
HEALTH CARE  
ASSOCIATION  
of New York State

# Moving from Surviving to Thriving Leadership: *Building your Resiliency*

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# Learning Objectives

1. Examine the neuroscience principles that underpin resilience.
2. Develop and apply methodologies that strengthen leadership resilience.
3. Identify and leverage mindset shifts that enhance key resilience factors.

The number one enemy in organizations today is  
**CHRONIC STRESS**





## Chat In:

**When you are in a prolonged state of stress, what do you notice begins to happen to your thinking processes or your ability to manage relationships effectively?**



# During Times of Uncertainty The Brain Prepares for Survival

1. Self-preservation behaviors surface.
2. You may become attracted to "locking on" to your way of thinking...and "locking out" important information. We then "lock-up."
3. Negative and narrow-minded thinking can over-take your vision.

# The Brain-Body System - Launching Implosion

When we are in a prolonged stress state:

1. Brain cells begin to die out.
2. Brain circuits start to change.
3. Critical thinking begins to reduce.





# Recognizing What "Drives-Up" Emotional Energy

1. What gets your attention will get all of your focus and energy.
2. Feeding the fear/frustration monsters only creates more uncertainty.
3. Long-term emotional highjack steals your time, focus, and cognitive edge.

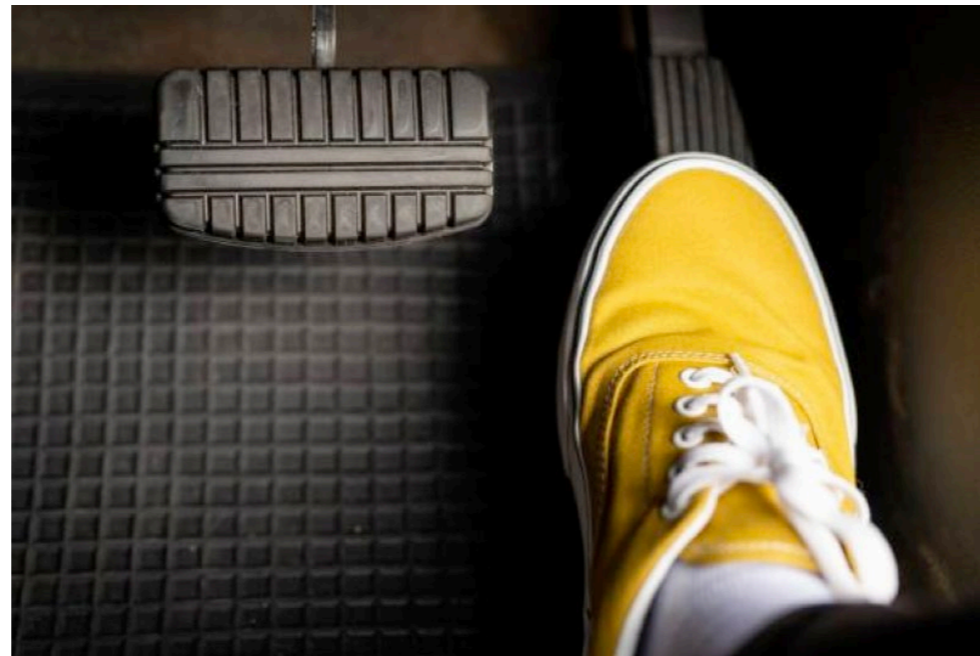
# Brain-Body Implosion Increases the potential of **BURNOUT**



# Resiliency Grows During Periods of REST

## Brake Pedal

- Uninterrupted reflection
- Exploration of new
- Environmental exposure
- Learning dialog
- Quieting the mind



## Gas Pedal

- Timelines/deadlines
- Group activities
- Life activities
- Scheduled routines
- Unscheduled events
- Real and perceived expectations
- Self view

Resiliency  
grows here

Burnout  
smolders here

# Where are your resiliency tank levels?

## Depleted

- Overwhelmed
- Frustrated
- Poor concentration
- Low energy
- Poor immunity
- Digestive or skin problems
- Negative outlook
- Comfort eating/drinking



## Topped up

- Feel positive
- High energy
- Sleep well
- Productive
- Able to deal with set backs
- Recover quickly from illness

# Cultivating the Thriving Environment

## Key Drivers:

1. Cognitive Agility - Mindset shifts
2. Emotional Regulation - tools to prevent emotional hijack
3. Self Compassion - social connections, relationships, hope, & locus of control
4. Optimism
5. Self-efficacy - having control over our lives





# Building Thriving Resiliency

Research has discovered three practices that can noticeably increase the feeling of resiliency, allow neural pathways to regenerate, and improve the overall brain-body health system.

## **MINDFUL PRACTICES:**

1. Mindfully practicing optimism can reduce chronic stress and increase goal-directedness.
2. Reducing negative intrusive thought patterns can also decrease chronic stress and improve self-worth.
3. Identifying your sense of belonging to a group can increase dopamine levels in the brain, improving motivation.

# Daily Mental Management Tactics

1. Reducing anxiety by controlling "Your Shark Music" (*intrusive thoughts and images*)
  - *Activating your life principles, your reminder mantra, and your focus on opportunity in the moment.*
  - *Creating internal narrative in which a perceived challenge is only a "fork in the road" moment*



# Daily Mental Management Tactics

## 2. 5-Minute Workout—Constructive self-examination:

Ask the "Code-Switching Questions"

*What don't I know?*

*What is really at stake for me?*



# Daily Mental Management Tactics

## 3. Building from WHAT'S RIGHT

*Be careful what gets your attention; it will get all your focus and energy*

*If your attention is on what is **WRONG**, you fail to **SOLVE** from the **POSSIBILITY** standpoint*



# Daily Mental Management Tactics

## 4. 30-Minute Workout—Constructive self-examination:

Directing your attention

*P = Push back & ask WHY*

*A = Adopt the neutral observer position*

*R = REconstruct the STORY, don't just re-live it!*





# New Tools To Create Resilient, Thriving Minds

## CHAT IN:

Of these practices and tools, which one resonates most with you right now?

1. Reducing your “shark music”
2. Code switching to “What don’t I know” and “what is really at stake for me”
3. Building from what is RIGHT not WRONG
4. PAR – Reconstructing our stories not reliving them.

***I can be changed by  
what happens to me.  
But I refuse to be  
reduced by it.***

Maya Angelou

