



Resilience in the Face of the Ongoing Pandemic

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Today's Roadmap

- Well-Being
- Stress – Burnout – Health – Performance
- Resilience
- Making a Resilience Plan
- Strategies to Build Resilience

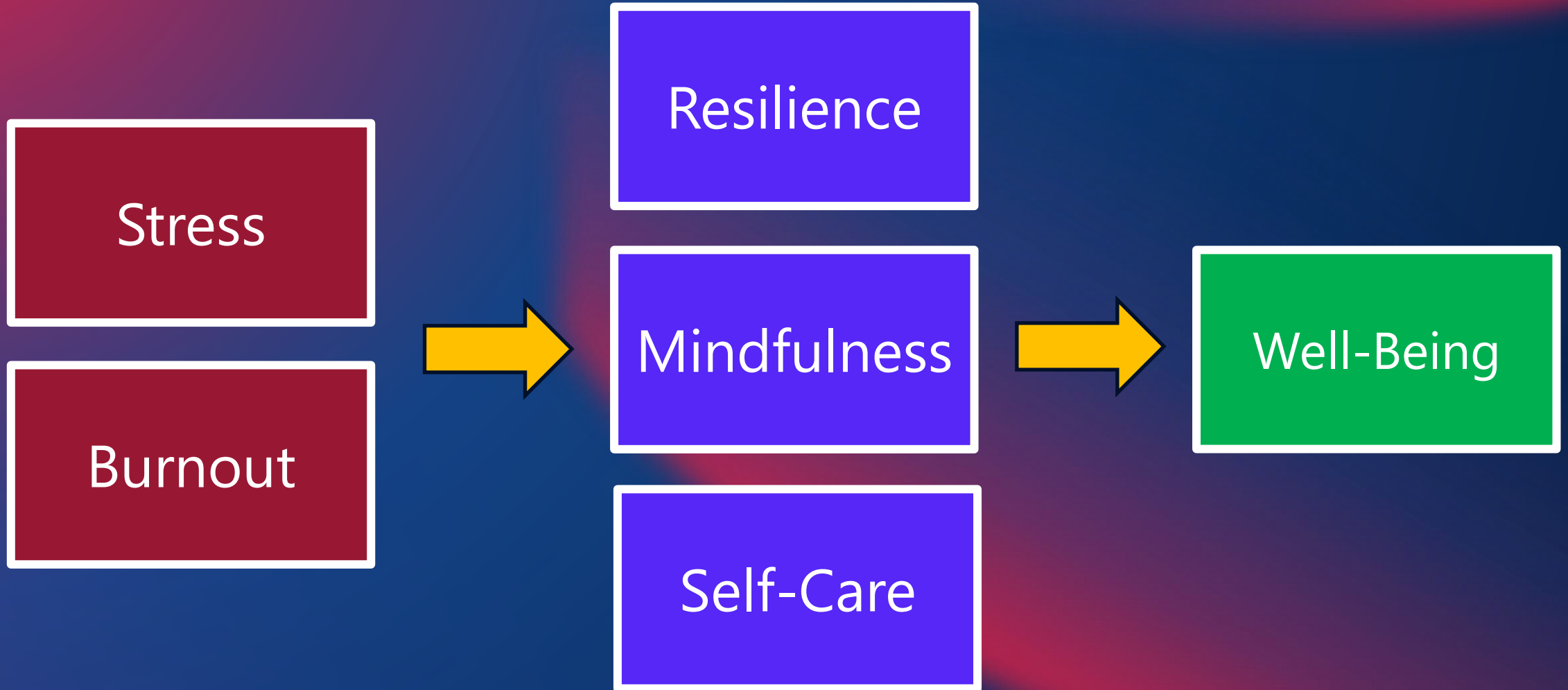
Throughout, think about
yourself and your colleagues

Dimensions of Well-Being

Well-Being = Overall **balance** and **interaction** of physical, social, spiritual, emotional, intellectual, environmental, and occupational dimensions

Movement	Nourishment: Food & Drink	Sleep, Rest, Energy	Stress: Balance and Self- Management
Family	Friends, Social Support	Partner, Significant Other	Purpose, Spirituality
Growth: Personal & Professional	Fun, Leisure, Recreation	Physical Environment	Other Individualized Dimensions

Well-Being in the Face of the Pandemic



Recognizing Stress

Stress

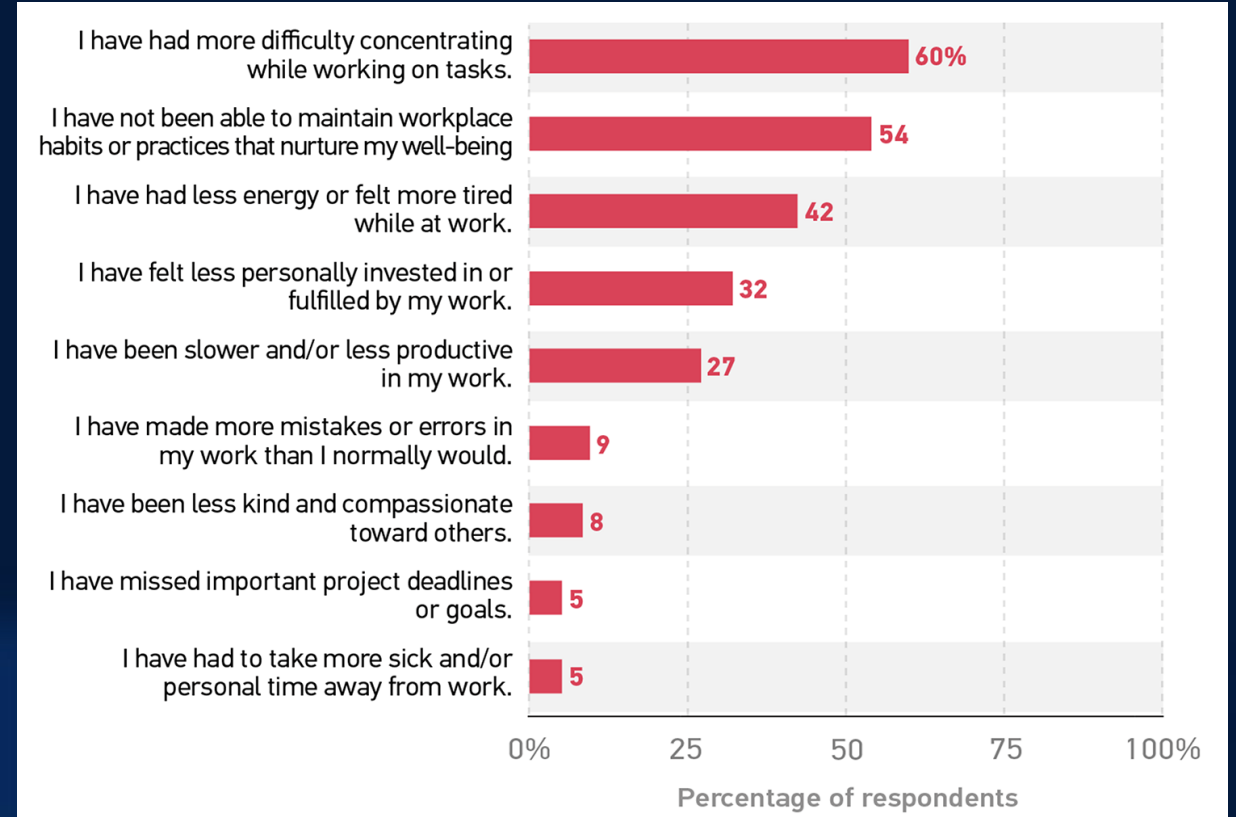
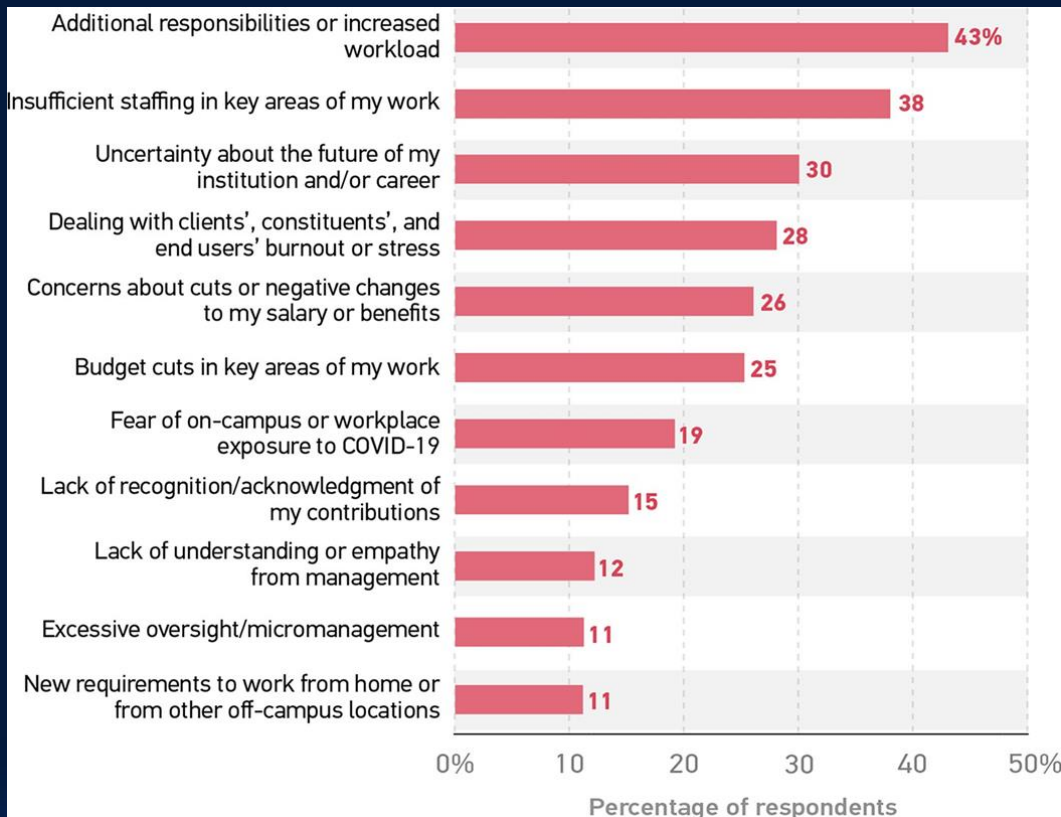
Everyone encounters stress.
Everyone's stressors are different.
Everyone reacts to stress differently.
No one way to deal with stress.
What are your stressors and how do you react to stress?

Stress Defined...
A "physical, mental, or emotional strain or tension," or "a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize."¹



Stress in Higher Ed

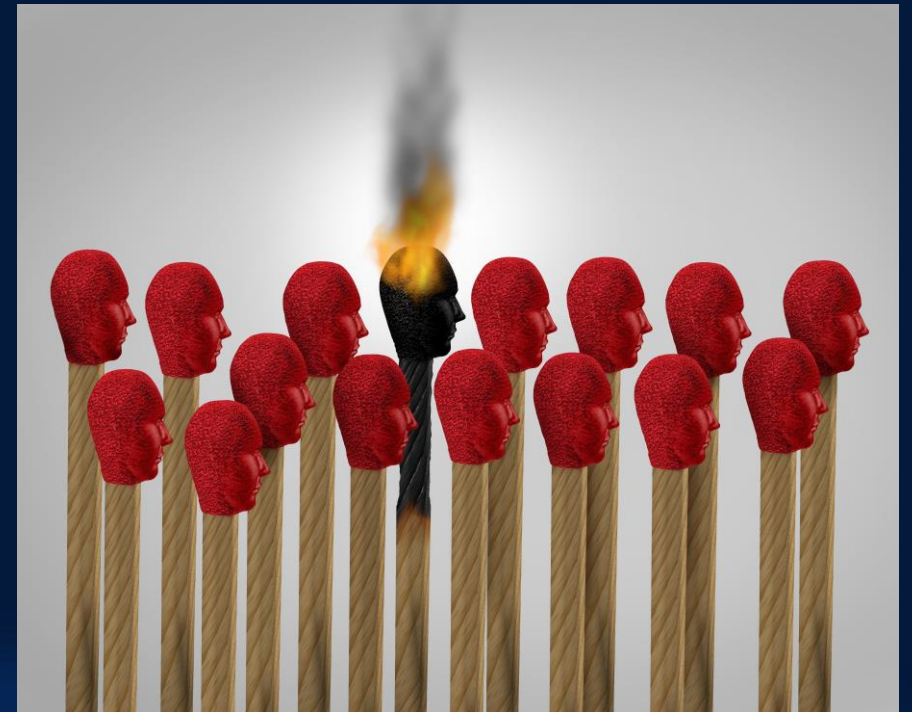
76% of higher ed professionals reported increased workplace stress since beginning of pandemic (n=1,500; EDUCAUSE, 2021)



Burnout

Syndrome resulting from chronic workplace stress that has not been successfully managed

- feelings of energy depletion or exhaustion
- increased mental distance from job
- feelings of negativism or cynicism related to job
- reduced professional efficacy





Three Types of Burnout



Wear-Out / Brown-Out: Someone gives up, having had too much stress and/or too little reward.

Classic / Frenetic Burnout: Someone works harder and harder, trying to resolve the stressful situation and/or seek suitable reward for their work.

Underchallenged Burnout: Someone has low stress, but the work is unrewarding.



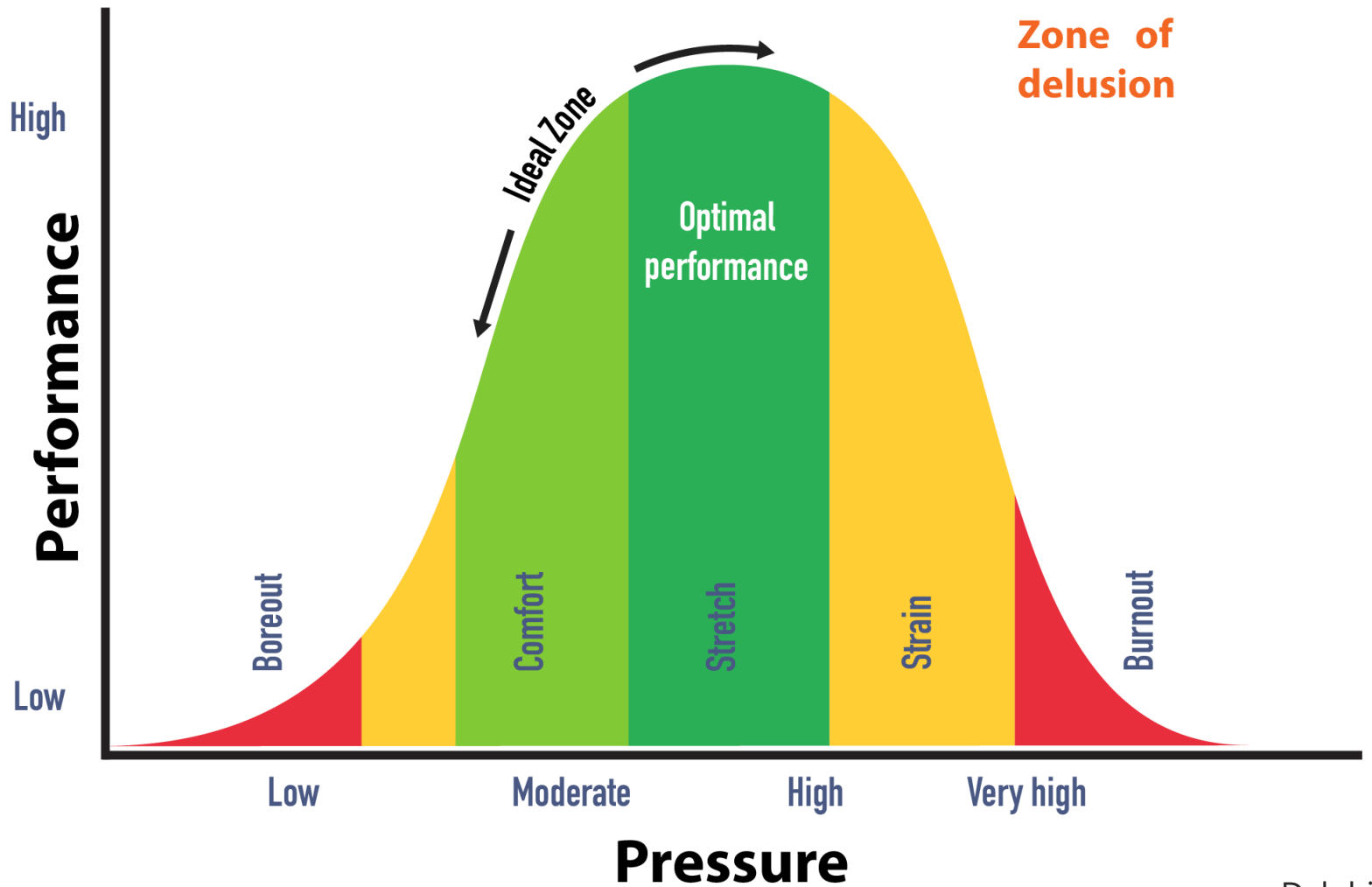
(Farber, 1991)



Impact of Chronic Stress


- Anxiety
- Depression
- Fatigue
- Difficulty concentrating
- Poor decision-making
- Poor health choices
- Sleep disruptions
- Change in appetite
- Weight gain or loss
- Emotional instability
- Digestive issues
- Diabetes
- High blood pressure
- Cardiovascular disease
- Hormonal imbalances
- Autoimmune conditions
- Compromised immunity
- Compromised relationships

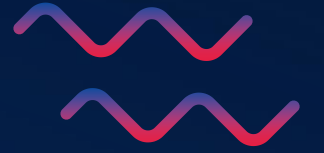
Stress Burnout & Performance





How do you rate your current level of stress / burnout?

- Extremely High
 - High
 - Moderate
 - Low
 - Very Low
- 



Resilience





Resilience



Resilience is ...

- ability to positively cope with adversity and stress
- capacity to recover quickly and “bounce back” from difficulties



Less Resilient

More Resilient

Have a harder time dealing with stress, adversity, and life changes

Have an ability to adapt to stressful situations and change; “roll with the punches”

Resilience

“Resilient people do not let adversity define them. They find resilience by moving towards a goal beyond themselves, transcending pain and grief by perceiving bad times as a temporary state of affairs.”

(Psychology Today, 2013)



Resilient people are like bamboo in the wind ...



Holistic View of Resilience



Cognitive	How events are interpreted. How daily stressors and life circumstances are negotiated (i.e., coping).
Behavioral	Habits of persistence and endurance in face of obstacles and failures.
Motivational	Clear sense of life purpose and commitment.
Existential/ Spiritual	Sense of larger purpose and meaning of human life.
Relational	Sense of social connectedness, engagement, and altruism.
Emotional	Ability to tolerate negative emotions and rejection and maintain emotional confidence and hopefulness.



Traits of Resilient People




1. Cultivate self-awareness
2. Engage in self-care habits
3. Practice mindfulness
4. Reach out for help
5. Know their boundaries
6. Consider other perspectives
7. Practice acceptance
8. Don't have all the answers
9. Willing to sit in silence
10. Keep supportive company



Resilience Myths



- Resilience is something you either have or don't
- Resilience is a fixed state
- Resilient people don't have problems, stress, or difficult emotions
- Resilient people don't let things bother them
- Resilience is managing negative emotions
- Resilient people power through stress and illness
- Resilient people are so tough and self-reliant they don't need help or other people
- Resilience is built in only one way



Reflect on a time when you faced adversity or a
challenging time at work.

How did you overcome it?

What did that experience teach you?



Making a Resilience Plan

Becoming Resilient

Cultivate



Time, patience, intentionality, practice

Force





Making a Successful Plan

- Building resilience shouldn't be stressful !!!
- Choose the practices that make sense for you
 - Which ones resonate?
 - How are you wired?
 - Where do you lose yourself?
 - How much time do you have?

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Making a Successful Plan

- Be intentional
- Be realistic and practical
- Be patient and flexible

- Shift from reactive to proactive
- Shift from sporadic to sustainable



Create Your Resilience Plan

- Do a self-assessment
 - Educator Resilience and Self-Care: Self-Assessment and Planning Tool, Teaching and Leading in the Time of COVID-19 Webinar series, American Institutes for Research, April 2020
<https://gtlcenter.org/sites/default/files/Educator-Resilience-Trauma-Informed-Self-Care-Self-Assessment.pdf>
- Identify your goals
- Identify your personal & professional stressors
- Experiment with some strategies
- Observe your thoughts, feelings, body, energy levels
- Document / journal them
- Adjust and evolve

Strategies to Build Resilience

Strategies to Build Resilience

1. Self-awareness and self-care
2. Attention, focus, and mindfulness
3. Social engagement
4. Purpose and meaning
5. Growth mindset

Align Stressors, Strategy, and YOU



Choose the
strategies that
match YOU!

1. Self-Awareness and Self-Care

- Self-awareness: capacity to clearly understand your own strengths, weaknesses, emotions, values, natural inclinations, tendencies, and motivation
- Self-care: proactively taking care of yourself; behaviors, thoughts, and attitudes that support your emotional well-being and physical health

1. Self-Awareness and Self-Care

- Eat well, eat lunch away from your desk
- Move your body, adopt walking meetings
- Take a stretch break
- Get enough sleep
- Manage stress
- Practice self-compassion
- Play and have fun!

Choose
1-2 that
resonate
with
YOU

1. SELF-AWARENESS AND SELF-CARE

- Ask for help
- Delegate tasks to others, when possible
- Outsource routine tasks
- Cultivate opportunities for personal & professional growth
 - Develop interests outside of your field
- Make time for quiet reflection
 - Meditation, journaling, yoga, time in nature, practice gratitude, prayer

Choose
1-2 that
resonate
with
YOU

2. Attention, Focus, Mindfulness

- Attention: tune out information, sensations, and perceptions not relevant at the moment
- Focus: energy dedicated to the information that is important
- Mindfulness: awareness of present moment; acceptance & non-judgement of thoughts, feelings, bodily sensations, environment
- When combined, increased likelihood of flow state

2. Attention, Focus, Mindfulness

- Meditation
- Visualization
- Deep breathing exercises
- Thought-stopping exercises
- Focus on one thing at a time
- Avoid multi-tasking

Choose
1-2 that
resonate
with
YOU

2. Attention, Focus, Mindfulness

- Rethink productivity
 - Make a shorter and realistic to-do list
- Practice essentialism
 - Give yourself permission to stop trying to do it all
 - Stop saying yes to everyone
 - “It’s not how to get more things done but getting the right things done. It is about making the wisest possible investment of your time and energy in order to operate at our highest point of contribution by doing only what is essential.”
(Essentialism, Greg McKeown)

Choose
1-2 that
resonate
with
YOU

2. Attention, Focus, Mindfulness

- Unplug
 - Turn off the email notices
 - Take a break from checking your phone
 - Turn off your phone or sound
- Listen to music without lyrics
- Listen to natural soundscapes
 - Ocean waves, wind, birdsongs

Choose
1-2 that
resonate
with
YOU

3. Social Engagement

- Cultivate social connections
- Avoid social isolation
- Supportive interaction with family and friends
- Positive peer and colleague relationships
- Join a group, organization, or team
- Volunteer

Choose
1-2 that
resonate
with
YOU

3. Social Engagement

- Express gratitude and appreciation
- Practice random acts of kindness
- Start conversations, ask questions and be an active listener

Choose
1-2 that
resonate
with
YOU

4. Purpose and Meaning

- Understand your purpose
 - Recognize purpose, contribution, dignity in all work
 - Examine your strengths and talents
 - Develop skills you want
 - Recognize your values, interests, passions
 - Live your own unique combination of these
- Develop realistic goals and work toward them
- Reflect on what's going well and what's not
- Adopt an observer's mind

Choose
1-2 that
resonate
with
YOU

4. Purpose and Meaning

- Embrace change
- Find ways to help others
- Keep long-term perspective
- Consider stressors in broader context
- Explore spiritual/religious practices that fit your world view and values
- Strive to accept what you cannot change
- Take action where you can influence

Choose
1-2 that
resonate
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YOU

5. Growth Mindset

- View challenges and set-backs as opportunities to grow and learn something new
- Acknowledge and embrace your imperfections
- Applaud your effort, not just your inherent skill
- Leave the “genius myth” behind
 - Achievement requires hard work, not just natural talent
- Avoid comparing yourself to others
 - We all have different strengths and learn differently

Choose
1-2 that
resonate
with
YOU

5. Growth Mindset

- Try different learning tactics
- Focus on “brain training”
 - Your brain is like a muscle that needs to work to get stronger
- Prioritize learning over approval
- Invest in your professional development
- Prioritize process over the end result

Choose
1-2 that
resonate
with
YOU



Questions?

Thank You!

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