

Building Resilience

How to Overcome Burnout and
Manage Priorities





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Training Objectives

- Identify why we feel overwhelmed
- How 'burn out' impacts us
- What is resiliency
- 5 steps to being resilient
- Equality vs Equity
- Benefits of being resilient
- Questions

Poll:

I have felt overwhelmed over the last month.

Agree

Disagree

No Vote

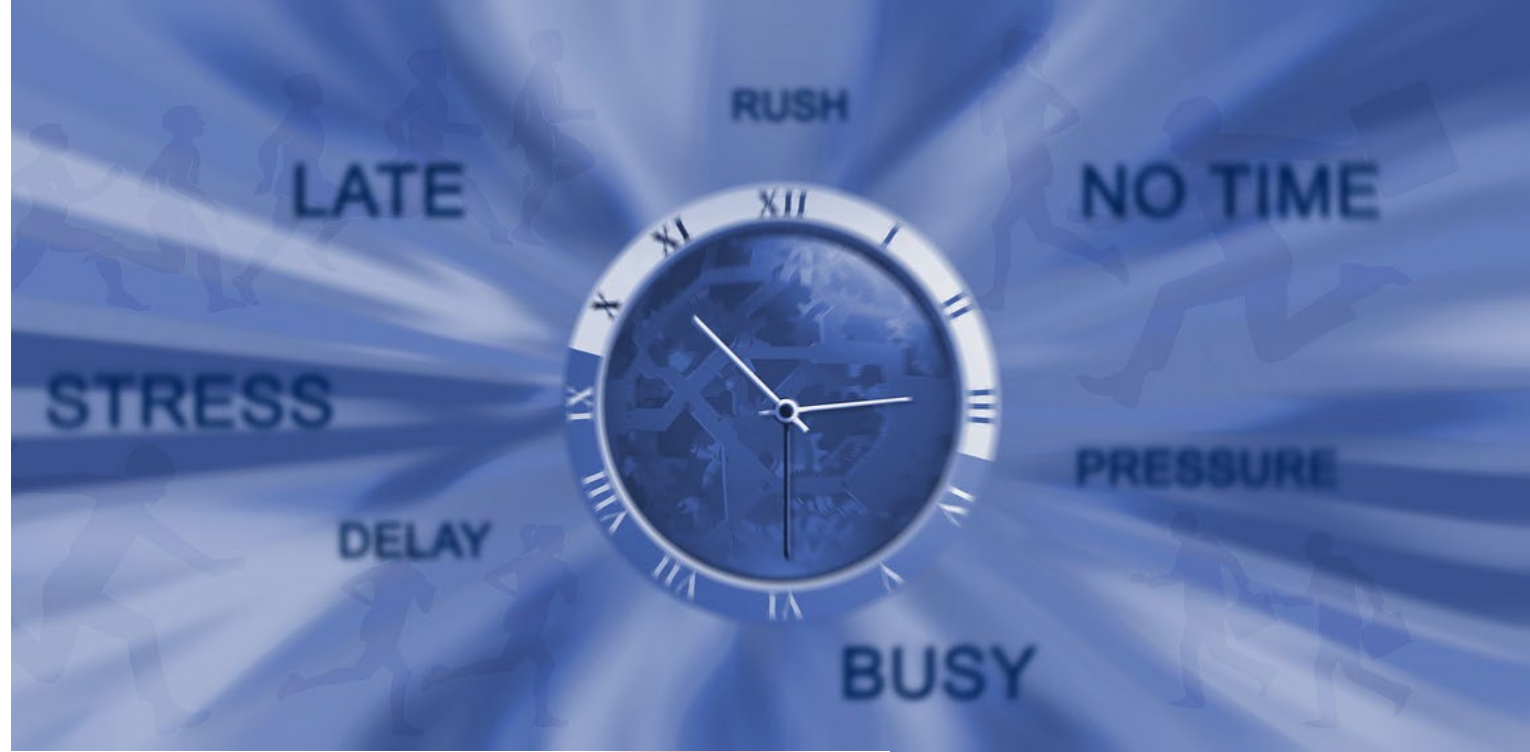
Why Now?

- Current economic climate
- Greater expectations - more for less
- Technology
- Stress & burnout on the increase
- Mental health challenges are more prevalent
- Pace of change
- Increase in sick days. In the US, 1 million people report sick EVERY WEEK.*
 - 3000 of them will remain sick after 6 months
 - 2400 will not work again in the next 5 years
 - After a sickness absence of 6 months, fewer than 50% will return to the workplace

*Source: Dame Carol Black's Review: Working for a Healthier Tomorrow

What is the Impact?

- Mentally?
- Emotionally?
- Physically?
- Socially?



ANXIETY

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Poll:

What are your top 3 highest stressors?

1. Kids
2. Spouse/Partner
3. Health & Wellness
4. Social Media
5. Career
6. Family & Friends
7. Finances
8. Education
9. Other - please specify in chat box

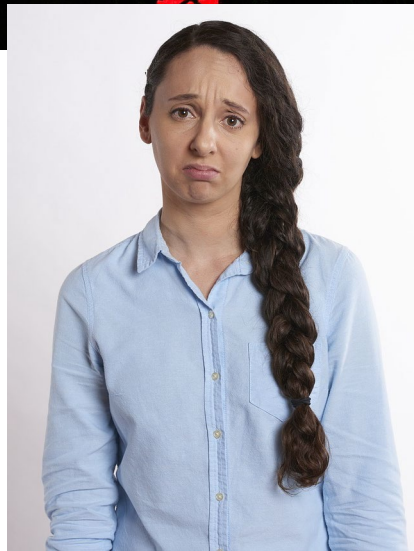
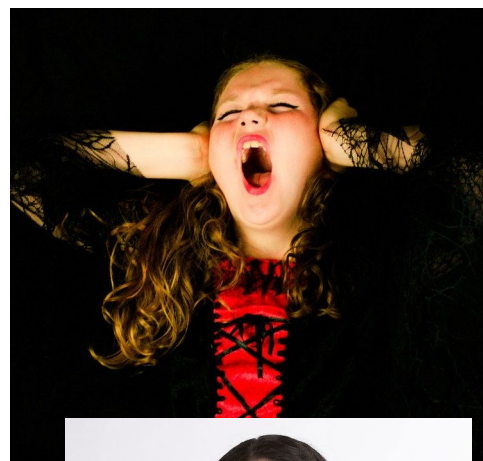
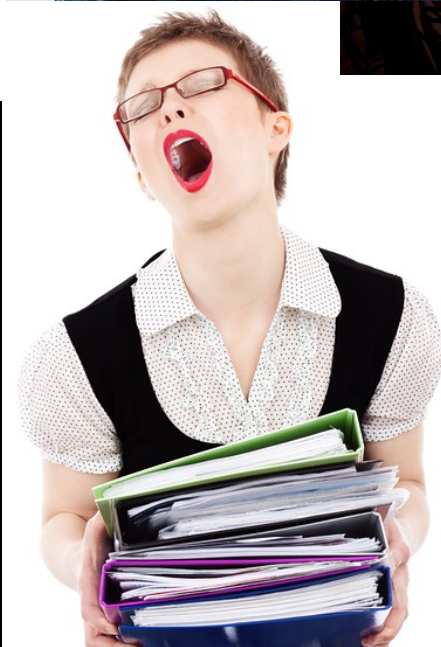
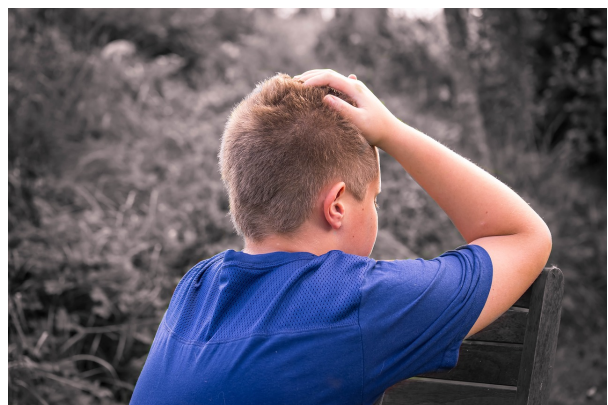


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What is resiliency?

The capacity to recover quickly from difficulties or disruptive change without being overwhelmed.

How would you describe someone who is resilient?

Enter in chat box



5 Tips to Being Resilient



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1. Acceptance

- ▶ Accept that change is a part of living
- ▶ Certain goals may no longer be attainable due to uncontrollable or adverse situations
- ▶ Accepting circumstances can help you keep things in perspective and focus on your goals, actions, positivity and self-discovery

*Find your sense of
purpose in life and
enjoy the journey*

2. Confidence

- ▶ Being optimistic allow good things to happen in your life
- ▶ Visualize what you want, rather than worrying about what you fear
- ▶ To help build confidence, nurture relationships with family, friends or others. Accept support from those who care.

*You may not be able to change your situation,
but you can change how you interpret and
respond to your circumstance*



Photo credit: pixabay.com

3. Kindness

- ▶ Assisting others in their time of need can also benefit our own well being
- ▶ Research shows that the one way to ensure we are able to confront challenges or adversity is by getting involved in your community, volunteering or helping someone*
- ▶ You can strengthen your own resilience by building more compassion

#BeAwareBeKind

**Author, Jill Hayhurst, Postdoctoral -
University of Otago*



4. Control

- ▶ People often learn something about themselves and may grow as individuals in their times of struggles or loss
- ▶ Being in control may help to have stronger relationships, an increase of self-worth, and a higher appreciation for life
- ▶ Avoid self-blame when you have a setback in the event of a major loss or other traumatic event. Focus on overcoming the adversities.



Building Mental Resilience

Say the **COLOUR**, not the word

YELLOW **BLUE** **ORANGE**
BLACK **RED** **GREEN**
PURPLE **YELLOW** **RED**
ORANGE **GREEN** **BLACK**
BLUE **RED** **PURPLE**
GREEN **BLUE** **ORANGE**

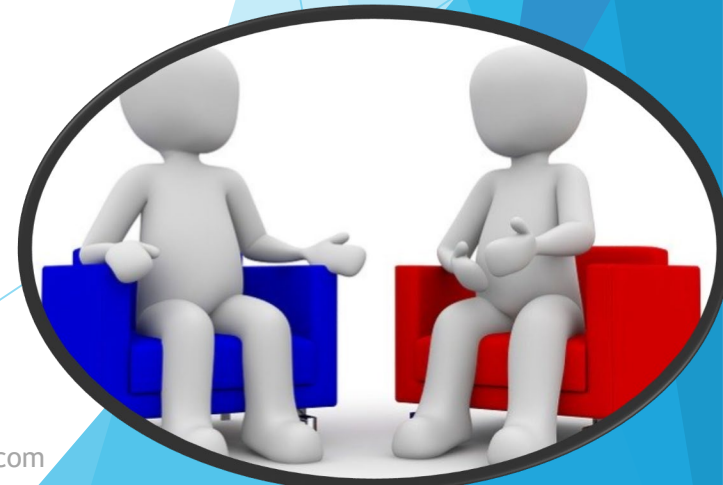
Left – Right Conflict

Your right brain tries to say the colour but
your left brain insists on reading the word.

5. Take Action

- ▶ Look for help (online resources, support groups, medical professionals, etc.)
- ▶ Focus on building your self-nurturance skills
- ▶ Develop goals. Brainstorm solutions and break them down into manageable steps

Focus on progress and planning your next steps rather than being discouraged.





Equality



Equity

Equality = Sameness

Giving everyone the same thing.
It only works if everyone starts from
the same place.



Equity = Fairness

Access to same opportunities.
We must first ensure equity before we
can enjoy equality.







Poll:

What are the benefits of being resilient?

Choose all that apply:

- An increase in self-worth, confidence and personal credibility
- Develop communication skills
- Improve morale and motivation
- Greater ability to build relationships
- An improved ability to manage and respond positively to pressure and stress
- Decrease in sickness
- High performing employee, student, parent

Benefits of Being Resilient

An increase in self-worth, confidence and personal credibility

Develop communication skills

Improve morale and motivation

Greater ability to build relationships

An improved ability to manage and respond positively to pressure and stress

Decrease in sickness

High performing employee, student, parent

Questions?



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