

Building and Protecting Personal Resilience

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- For professional mental health services, you are encouraged to make a personal and private appointment through employee assistance programs that may be offered through your organization, or an appropriate licensed mental health professional.

Resilience and Burnout

Objectives

- Define resilience
- Identify best practices to address burnout
- Discover ways to build personal resilience
- Discuss the importance of support systems
- Explore available resources

Resilience Definition

“The ability to withstand, recover, and grow in the face of stressors and changing demands”

*ADM Michael Mullen, Chairman of the Joint
Chiefs of Staff Instruction, 2011
Chairman’s Total Force Fitness Framework*



Why is Resilience Important?

Allows us to enhance our *internal* resources and identify mechanisms that can assist us when dealing with potentially overwhelming experiences

- Helps people better function in change and unexpected circumstances
- Helps people better cope with stressors
- Helps to maintain balance
- Mitigates burnout and compassion fatigue
- Enhances growth

What is Burnout?

“Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

Common signs:

- Exhaustion
- Mental Distance
- Reduced performance



How to Reduce the Effects of Burnout

- Know your breaking point / be aware
- Fully unplug from work or electronics
- Schedule free time
- Pursue your passion / interest
- Take self-care seriously



Building Personal Resilience

Building Personal Resilience: Wellness Wheel



Personal Resilience Development

Level 1 - Optimize your health and well-being

- Emotional
- Environmental
- Financial
- Intellectual
- Occupational
- Physical
- Social
- Spiritual

Level 2 - Develop good problem-solving skills using three kinds of human intelligence:

- Analytical
- Creative
- Practical

Personal Resilience Development (Continued)

- Level 3 - Develop strong inner gatekeepers
 - Strong self-esteem, self-confidence, and self-concept based on moral values
- Level 4 - Develop high-level resiliency skills
 - Childlike curiosity and self-managed learning lead to advanced resiliency skills
- Level 5 - Discover your talent for serendipity
 - The ability to convert accidents and misfortune into good fortune

Resiliency: Keys and Characteristics

Key Factors to Maintain Resiliency

- Self-assessment
- Self-care
- Coping mechanisms
- A strong support network



Creating a Support Network

- Identify who is in your support network
 - Who specifically would you contact if you are experiencing distress?
 - If that outreach isn't successful, who would you contact next?
- Be proactive and allow your support network to support you

“He who conceals his disease cannot expect to be cured”

– Ethiopian proverb

Highly Resilient People...

- Expect to bounce back and feel confident they will
- Are flexible & adapt to new circumstances quickly
- Thrive in constant change
- Create good out of circumstances others see as bad
- Avoid the victim thinking
 - Victim thinking keeps people feeling helpless and places responsibility on others for making life better
- Handle their feelings in healthy ways
 - Allow feelings of grief, anger, loss and confusion when hurt and distressed, but they don't let it become a permanent feeling state

Protecting Personal Resilience

10 Practices to Protect Resiliency

1. Connection
2. Laughter
3. Gratitude
4. Use what you know has worked for you before – build on this
5. Movement

10 Practices to Protect Resiliency (cont.)

6. Hunt the good stuff in people and circumstances
7. Boundaries: Preserve your mental and emotional health and well-being
8. Seek new learning opportunities – both *for you* and *from you for others*
9. Prioritize wellness: sleep, nutrition and light exercise
10. Meditation and mindfulness

Available Resources

Resources

- MentalHealth.gov – provides U.S. government information and resources on mental health.
 - Website: <https://www.mentalhealth.gov/>
- Mental Health Treatment Facility Locator - a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories.
 - Website: <https://findtreatment.samhsa.gov/>

Resilience Resources

SAMHSA Disaster App <https://store.samhsa.gov/apps/disaster/>

PFA Mobile™ App

<http://www.nctsn.org/content/pfa-mobile>



Breathe2Relax App

[Breathe2Relax on the App Store \(apple.com\)](https://apple.com)



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Thank you!

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