Recognize components of resiliency, from flexibility to a positive outlook

Increase self-awareness about personal and work conditions that trigger stress in you

Learn new ways of thinking about changes in your life that will boost your resilience
"The ability to withstand adverse events and stressful situations without ‘falling apart,’ by actively and positively coping with stress"

*Steven Stein and Howard Book*

“Ability to adapt to adversity, roll with the punches and bounce back stronger, wiser and more determined.”

*Washington State Employee Assistance Program Resiliency Project*

“Resilience is a positive construct which enables individuals to ‘overcome stressors or withstand negative life events and, not only recover from such experiences, but also find personal meaning in them.’”

*Grant and Kinman (2014)*
**Instructions:** Use the following scale and choose one number for each statement to indicate how much you agree or disagree with each of the statements.

1 = Strongly Disagree  2 = Disagree  3 = Neutral  4 = Agree  5 = Strongly Agree

1. I tend to bounce back quickly after hard times.
2. I have a hard time making it through stressful events.
3. It does not take me long to recover from a stressful event.
4. It is hard for me to snap back when something bad happens.
5. I usually come through difficult times with little trouble.
6. I tend to take a long time to get over setbacks in my life.

Based on this initial overview, how would you rate your resilience at this time?

1. Not resilient
2. Somewhat resilient
3. Neutral
4. Resilient
5. Very resilient
ASSESSING OUR OWN RESILIENCY

Personal Resiliency Builders
(Individual Qualities that Facilitate Resilience)

Put a + by the top three or four resiliency builders you use most often. Ask yourself how you have used these in the past or currently use them. Think of how you can best apply these resiliency builders to current life problems, crises, or stressors.

(Optional) You can then put a ✷ by one or two resiliency builders you think you should add to your personal repertoire.

- **Relationships** — Sociability/ability to be a friend/ability to form positive relationships
- **Service** — Giving of yourself to help other people; animals; organizations; and/or social causes
- **Humor** — Having and using a good sense of humor
- **Inner Direction** — Basing choices/decisions on internal evaluation (internal locus of control)
- **Perceptiveness** — Insightful understanding of people and situations
- **Independence** — “Adaptive” distancing from unhealthy people and situations/autonomy
- **Positive View of Personal Future** — Optimism; expecting a positive future
- **Flexibility** — Can adjust to change; can bend as necessary to positively cope with situations

Excerpted from [http://www.resiliency.com/free-articles-resources/the-resiliency-quiz/](http://www.resiliency.com/free-articles-resources/the-resiliency-quiz/)
ASSESSING OUR OWN RESILIENCY

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★ Love of Learning — Capacity for and connection to learning
★ Self-motivation — Internal initiative and positive motivation from within
★ Competence — Being “good at something”/personal competence
★ Self-Worth — Feelings of self-worth and self-confidence
★ Spirituality — Personal faith in something greater
★ Perseverance — Keeping on despite difficulty; doesn’t give up
★ Creativity — Expressing yourself through artistic endeavor, or through other means of creativity

Excerpted from http://www.resiliency.com/free-articles-resources/the-resiliency-quiz/
See the situation as a challenge

Stressor event has more of an impact on you

You have more of an impact on stress than the stressor event
WHAT ABOUT SITUATIONS FARTHER FROM OUR CONTROL?

Chronic medical or mental health issues

Harassment or abuse

System dysfunction (family or workplace system issues, institutionalized oppression)
THE EFFECTS OF STRESS ON YOU

**Emotional**—Often impacts our mood, causing us to be easily agitated, feel depressed or emotionally depleted

**Cognitive**—Contributes to inability to concentrate on the task at hand, or forgetfulness

**Behavioral**—May cause us to change our behaviors; overeating, increasing caffeine intake or alcohol consumption, or neglecting our exercise routine

**Physiological**—May be associated with muscle tension, gastrointestinal concerns, or general fatigue
Practice letting go.
Breathe slowly and deeply.
Practice speaking more slowly than usual.
Use a time management technique.
Go outside for a quick break.
Drink plenty of water and eat small, healthful snacks.
Check your posture.
Plan a reward for the end of your day.

Source: Stoppler, 2014
IT'S TIME TO TRY RELAXING!

Helps you to avoid becoming overly stressed

Helps you to calm your thoughts and productively work through a stressful event

Enables you to end your day in a relaxing way
DIAPHRAGMATIC BREATHING

Changing your breathing will allow you to think more clearly.
Changing your thinking will allow your breathing to slow and become deeper.

Steps

1. Sit back in your seat.
2. Make your hands comfortable.
3. Close your eyes.
4. Take a deep breath, inhaling through your nose and exhaling through your mouth.
5. Breathe again.
6. Repeat until you feel calm and settled.
PROGRESSIVE MUSCLE RELAXATION

1. Find a quiet place.
2. Find a comfortable position that supports your head and neck.
3. Close your eyes and take deep breaths.
4. Tighten the muscles in your hands (clench your fists) for 4 seconds, and then release.
5. Repeat this process with other muscles in your body.
6. Focus on letting go of the tension in that muscle area.
7. Finish with slow and even breathing.
Which statement best describes your reaction when you are faced with stress or a change?

A. I take a deep breath and move ahead.
B. I smile and think, "Oh well."
C. I get angry and vent to anyone who will listen.
D. I cry and want to run and hide.
THE THREE PHASES OF CHANGE

Final Healthy Reaction (Acceptance)

Intermediate Reaction (Intellectual)

Initial Reaction (Emotional)
WHY WE DISLIKE CHANGE

Fear of the unknown

Perceived risks

Lack of control

Loss of structure or schedule

Perceived losses, such as a loss of
  - Security
  - Relationships
  - Trust
  - Competence
INITIAL REACTION: EMOTIONAL PHASE

Shock and disbelief

Change in trust level

Anger

Confused thoughts

Sadness, grief, and loss

Fatigue

Guilt

Resistance

Anxiety and uncertainty
INTERMEDIATE REACTION: INTELLECTUAL PHASE

Voicing your thoughts

Making a conscious decision to let go of the past

Seeking balance in your life

Defining the new situation

Continuing to learn
FINAL HEALTHY REACTION: ACCEPTANCE PHASE

Establishing clear objectives
Being proactive
Looking for opportunities
Reframing the situation
Focusing on the positive
Taking care of yourself and others
TIPS FOR RESPONDING TO CHANGE

Seek support from friends and family.

Take steps toward a more hopeful attitude.

Try not to get caught up in rumors.

Find opportunity in change.

Learn about the new situation.
Acknowledging your feelings—Stress and change are normal occurrences in life; how they affect you is determined by how you prepare for and respond to both.

Reduce stress—Take time out every day to engage in stress management; challenge mental barriers to successful stress management and embracing change.

Take steps to care for yourself—A balanced lifestyle is essential to successful navigation of both stress and change; remember, balance is key.

Seek professional help if needed—Working with a mental health professional or a counselor through the Employee Assistance Program (EAP) may assist you in developing and sticking to a plan.
Your EAP Services at a Glance

- Telephone and crisis counseling 24-7, 365
- Face-to-face or telephone based short term counseling
- Professional referrals to community resources as needed
- Legal and financial services and referrals
- Eldercare/Childcare assistance and referrals
- Take the Highroad Program - $45 max reimbursement
- Employee and supervisor training seminars
- Crisis Intervention Services (CISD)
- Enhanced website with interactive will preparation, savings center, monthly newsletters, and more..

Toll-Free: 1-888-993-7650
Website: www.deeroakseap.com
Questions?


Stretching Exercises

This article provides information on stretching exercises that are useful in conjunction with regular exercise. Some of these stretches may also be useful in an office setting as they may be completed while sitting at a desk. As well as enhancing a regular exercise regimen, these stretches may assist in relieving the stresses and strains put on the body when a person spends much of the day sitting at a desk.

Side of Your Neck

Stretching the side of your neck (upper trapezius) eases soreness from reading or working at a computer too long. Done daily, this stretch can help prevent more serious problems in the neck, upper back and shoulder.

1. Tilt your head to one side
2. Grasp your head with the arm your head is tilted toward and gently pull
3. Hold for 10-20 seconds, and repeat three to five times
4. Repeat the sequence, tilting your head toward the other side

Back of Your Neck

Tension can often form in the back of your neck (levator scapulae muscle), sometimes to the point that small spasms occur. This stretch can help ease a stiff neck.

1. Tilt and turn your head to one side
2. Using the arm your head is tilted toward, reach over and gently pull the head down and to the side
3. Keep the opposite arm behind your back
4. Hold for 10-20 seconds, and repeat three to five times
5. Repeat the sequence for the other side

Chest

The chest, or pectoral, stretch is good for posture. It's also a good exercise after weightlifting and bench pressing. Stretching your pectoral muscles regularly can prevent shoulder and arm problems. When you do this exercise, you'll feel stretching across the chest.

1. Stand facing a corner about one to two feet from the walls, with your hands on the walls
2. Lean into the corner until you feel stretching across your chest
3. Hold for 10-20 seconds, and repeat three to five times
4. Vary the stretch by raising or lowering your arms
Lower Back

The lower back stretch (or cat stretch) is for the upper and lower back muscles that help move your spine. When you do this stretch, go slowly enough to feel each part of your spine move. As you arch, feel your shoulder blades move away from your spine. You should feel your shoulder blades come together as you return to the starting position.

1. Get on your hands and knees
2. Tighten your tummy muscles, squeeze your buttocks and tuck your tailbone
3. Hold for 10-20 seconds, then flatten your back to the starting position
4. Repeat three to five times

Buttocks

The piriformis muscle courses through your buttock. Tightening of this muscle can irritate a major leg nerve called the sciatic nerve, and cause pain to shoot down the leg. This type of pain is associated with the condition known as sciatica. Good flexibility in this area is important to prevent more problems.

1. Lie on your back
2. Flatten your lower back against the floor
3. Cross one knee over the other and pull it toward your chest
4. Hold the position for 10-20 seconds, and repeat three to five times
5. Reverse legs and repeat the sequence

Back of Your Legs

Flexible hamstrings help prevent injuries during activity and relieve stress from your lower back. Hamstrings attach to your pelvis, so when they tighten, they pull the pelvis back and strain your lumbar, or lower back, area. People who sit a lot and athletes who don’t warm up properly tend to have tight hamstrings.

1. Sit on the floor or on a chair with one leg propped up
2. Keep your back straight, lean forward toward the extended leg until you feel a stretch
3. For a more intense stretch, pull your foot back toward your forehead as you lean forward
4. Hold for 10-20 seconds, and repeat three to five times
5. Switch legs and repeat the sequence
Front of Your Legs

Your quadriceps attach to the front of your pelvis, so when they tighten, they pull your pelvis forward, causing stress on the back. If you’re sedentary, or have had hip surgery, these muscles gradually shorten. When your quads are tight, you may find it difficult to stand erect, and painful to lie on your stomach.

1. Stand near a wall or other support
2. Bend one knee and grasp the ankle of that leg behind you
3. Bend the knee further by pulling the ankle toward your buttocks
4. Keep your back straight, and keep the bent knee in line with your supporting leg
5. Hold for 10-20 seconds, and repeat three to five times
6. Repeat the sequence with other leg

Inner Thighs

Regular stretching of your inner and outer thighs can relieve knee strain.

1. Sit on the floor with the bottoms of your feet touching each other
2. Grasp your feet
3. Gently push your knees toward the floor with a slow, steady motion
4. Feel the stretching in your inner thigh
5. Hold for 10-20 seconds, and repeat three to five times

Outer Thighs

1. Stand with your legs crossed
2. Slowly bend to the side and push out your hip in the opposite direction
3. You should feel a stretch in the outer thigh of the side you’re bending away from
4. Hold for 10-20 seconds, and repeat three to five times
5. Reverse legs and repeat the sequence

Calves

The calf (gastrocnemius) stretch can prevent a charley horse, or muscle strain. This stretch maintains the health of your calf muscle and Achilles tendon. It’s important to stretch your calf muscle before and after a run or vigorous walk. (This stretch can also help ease strain from wearing high heels.)

1. Stand facing a wall about three feet away, with your back straight
2. Move one foot to within a few inches of the wall, then press the heel of your back foot into the floor as you lean toward the wall
3. Feel a stretch behind your knee and hold for 10-20 seconds
4. Repeat three to five times
Sources


Disclaimer: This document is intended for general information only. It does not provide the reader with specific direction, advice, or recommendations. You may wish to contact an appropriate professional for questions concerning your particular situation.