



RESILIENCE IN TIMES OF CHANGE

A HUMAN APPROACH

ABOUT ME

Research identities
in Higher Education

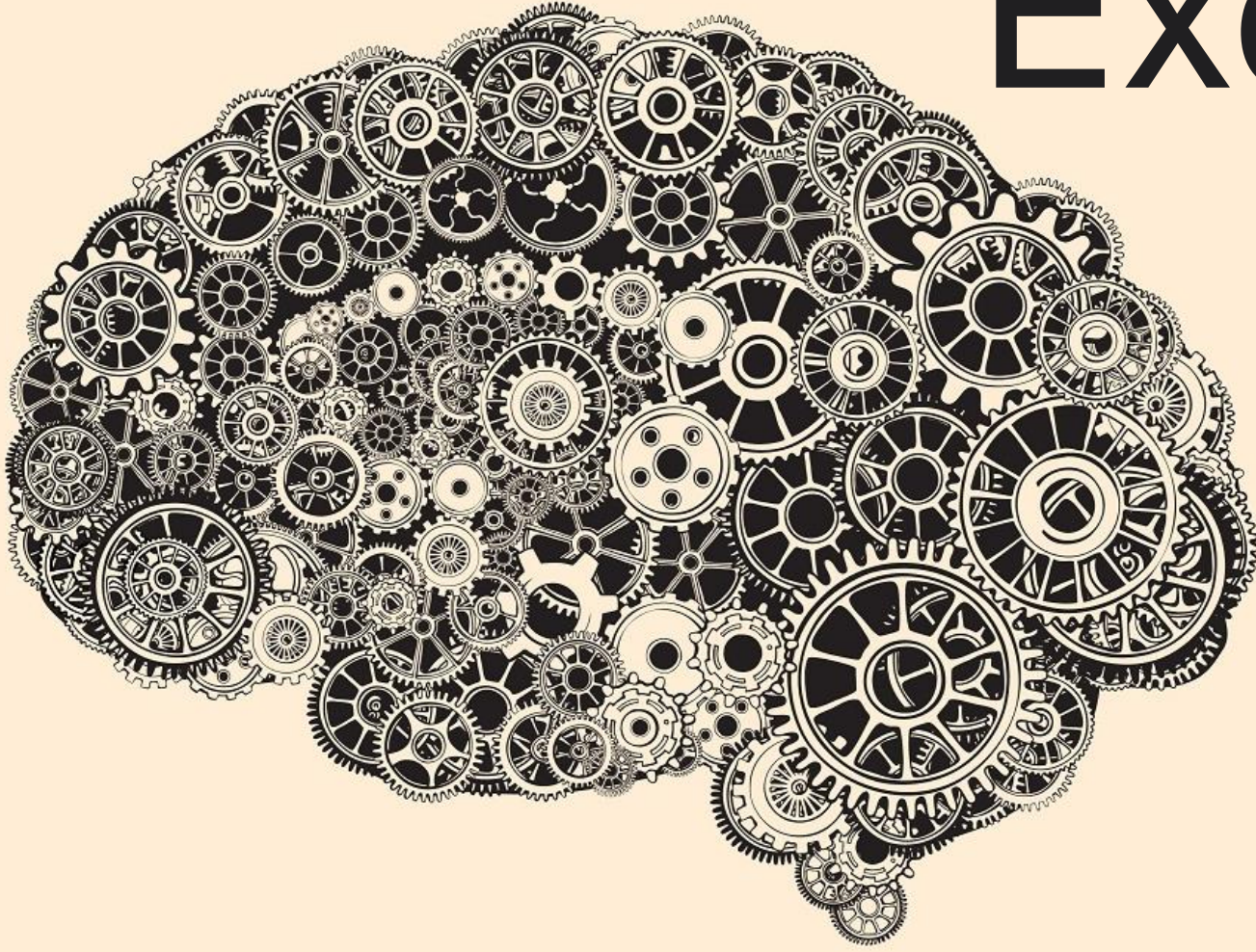
Coach &
Mediator



Worked in HE
since 1996

Staff Dev.
Consultant

Perspective Exercise



Good
news





~~Teacher~~

Reflective
learning



Managing self and personal skills

Being aware of own behaviour and mindful of how it impacts on others, enhancing personal skills to adapt professional practice accordingly.

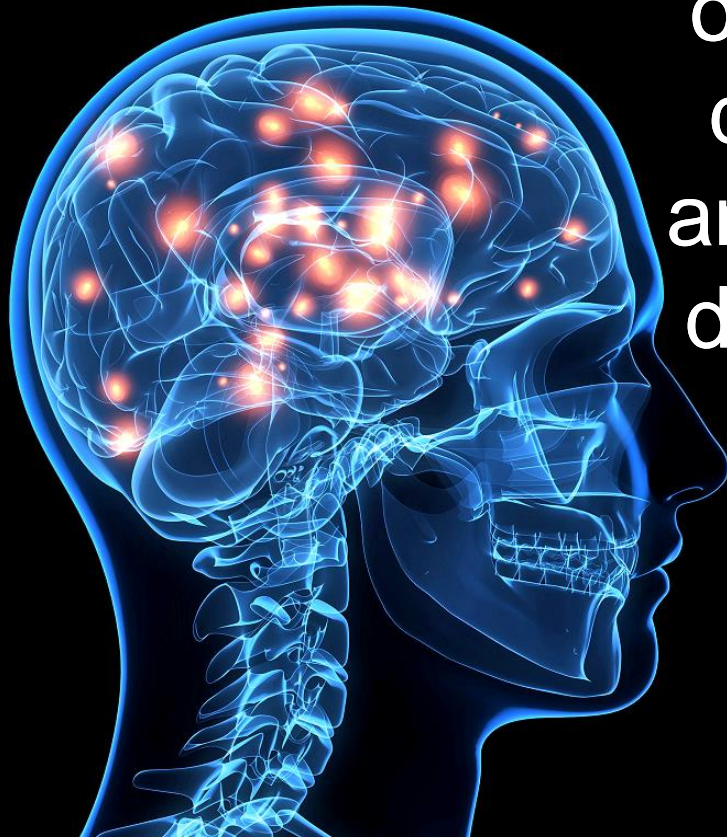


Embracing change

Being open to and engaging with new ideas and ways of working.
Adjusting to unfamiliar situations, shifting demands and changing roles.



Developing self and others



Showing commitment to own ongoing professional development. Supporting and encouraging others to develop their professional knowledge, skills and behaviours to enable them to reach their full potential.



Already
highly
resilient



Resilience

A small green seedling with four leaves growing out of a crack in dry, cracked earth. The background is a blurred, textured surface of dry soil.

**An individual's ability
to adapt to stress
and/or anxiety**

Resilience

A photograph of a small green seedling with four leaves growing out of a crack in dry, cracked earth. The background is a blurred, textured surface of dry soil.

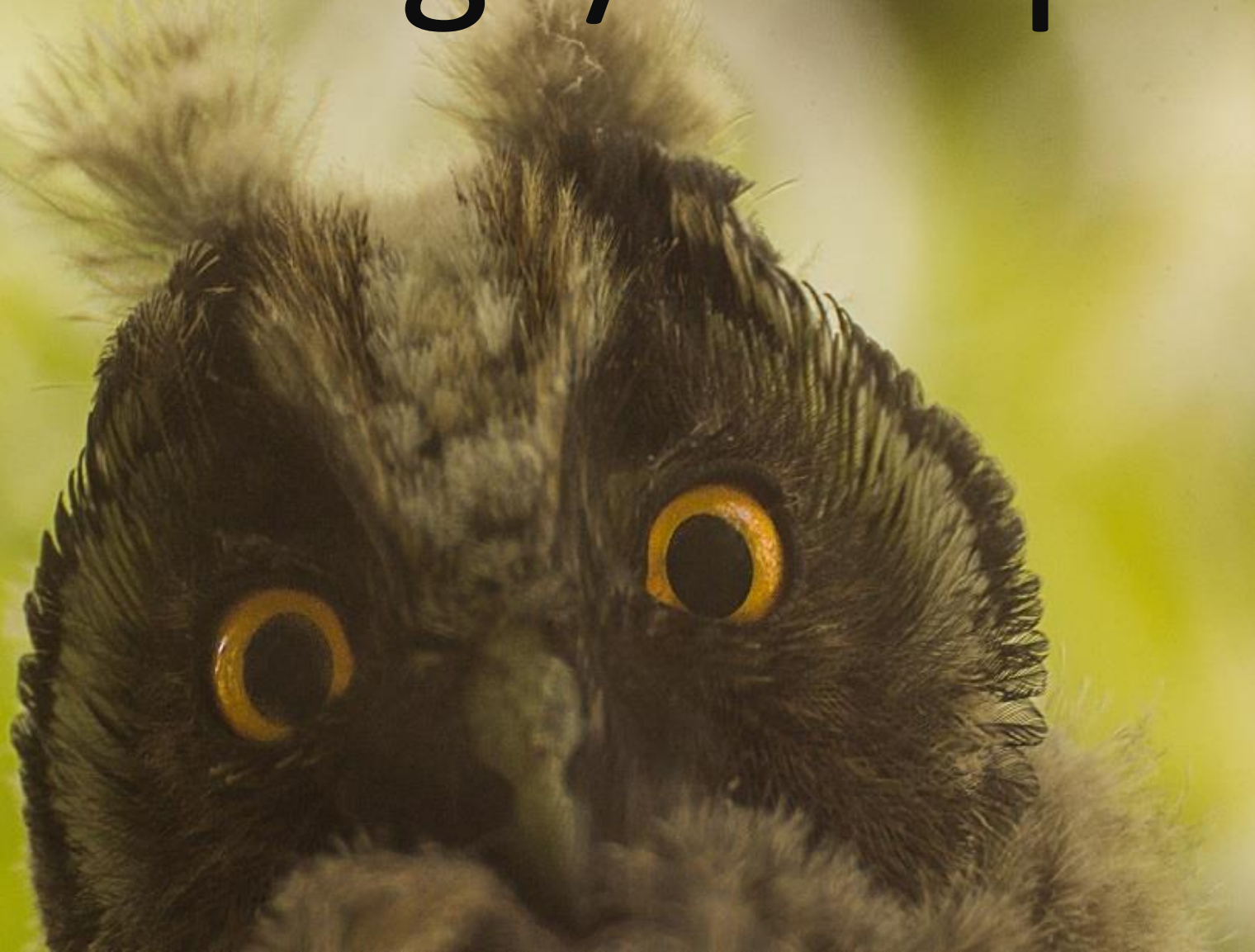
**The effective balancing
of negative emotions
with positive ones**

Resilience

A small green seedling with four leaves growing out of a crack in dry, cracked earth. The background is a close-up of the cracked soil, with a deep shadow cast by the plant.

The ability to return to the original form after being bent, compressed or stretched

Challenge/critique





The ability to return to the original form after being bent, compressed or stretched

An individual's ability to adapt to stress and/or anxiety

The effective balancing of negative emotions with positive ones

A serene sunset scene over a vast ocean. The sun is a bright orange orb on the horizon, casting a shimmering path of light across the water. The sky is filled with soft, golden light and scattered clouds. In the foreground, several dark, jagged rocks protrude from the water, their surfaces reflecting the ambient light. The overall mood is peaceful and contemplative.

Well being

**The state of being
comfortable,
healthy or happy**

A scenic photograph of a sunset over the ocean. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. In the foreground, several large, dark, jagged rocks are scattered along the shoreline. The overall mood is peaceful and serene.

Well being

**Undertaking activities
which are meaningful
& engaging**



Well being

Feeling competent
& autonomous

Challenge/critique



The state of being
comfortable,
healthy or happy

Undertaking activities
which are meaningful
& engaging

Feeling competent
& autonomous



Well being

MENTAL
CAPITAL

**A stock of inner resources
helping one be resilient to
changes beyond our
immediate control**

Personal responsibility



Choosing and owning
our actions – ‘agency’



“I am
responsible
for what
I say...”

...and **ALSO**
responsible
For what
I hear.”



RESILIENT TRAITS

**“I have not failed. I’ve just found
10,000 ways that don’t work.”**

Thomas Edison

See the challenge



Not a paralysing event

Committed

To: life; goals;
work; friends;
relationships;
causes etc.

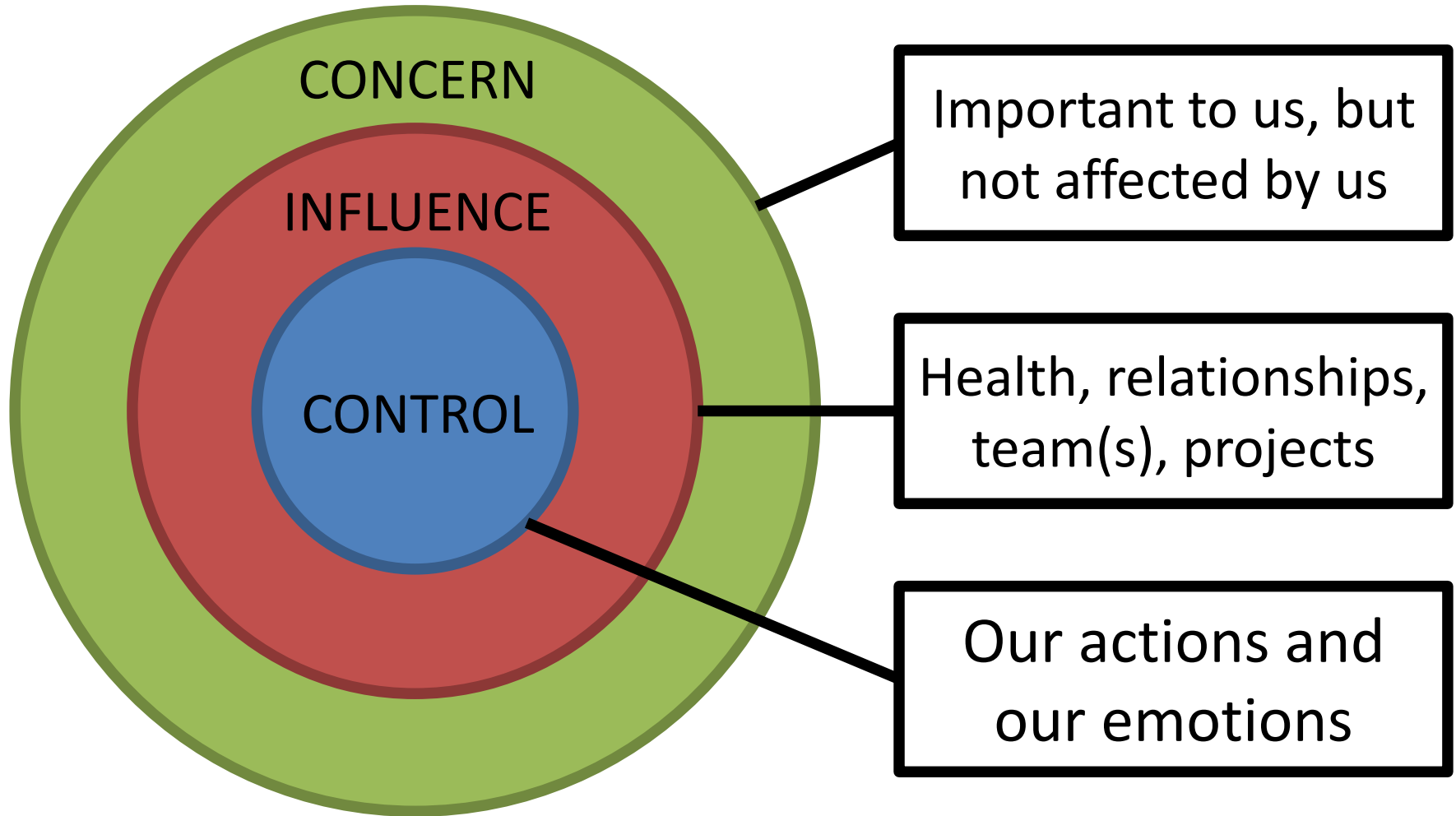


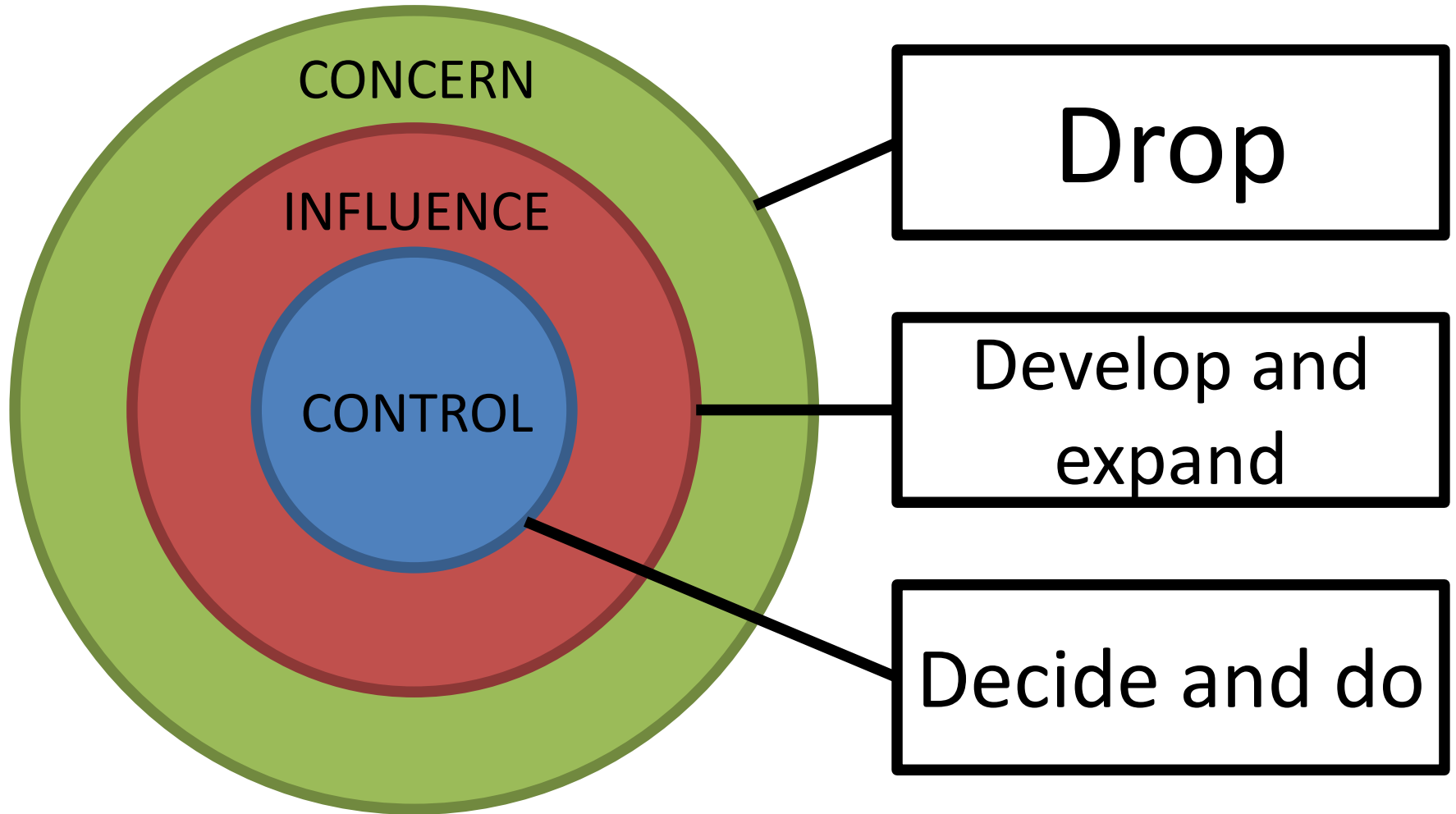
A person with long dark hair, wearing a grey knit sweater, is holding a lit sparkler. The sparkler is bright and glowing, with many sparks flying out. The background is a solid, muted blue color. The text is overlaid on the image in white, sans-serif font.

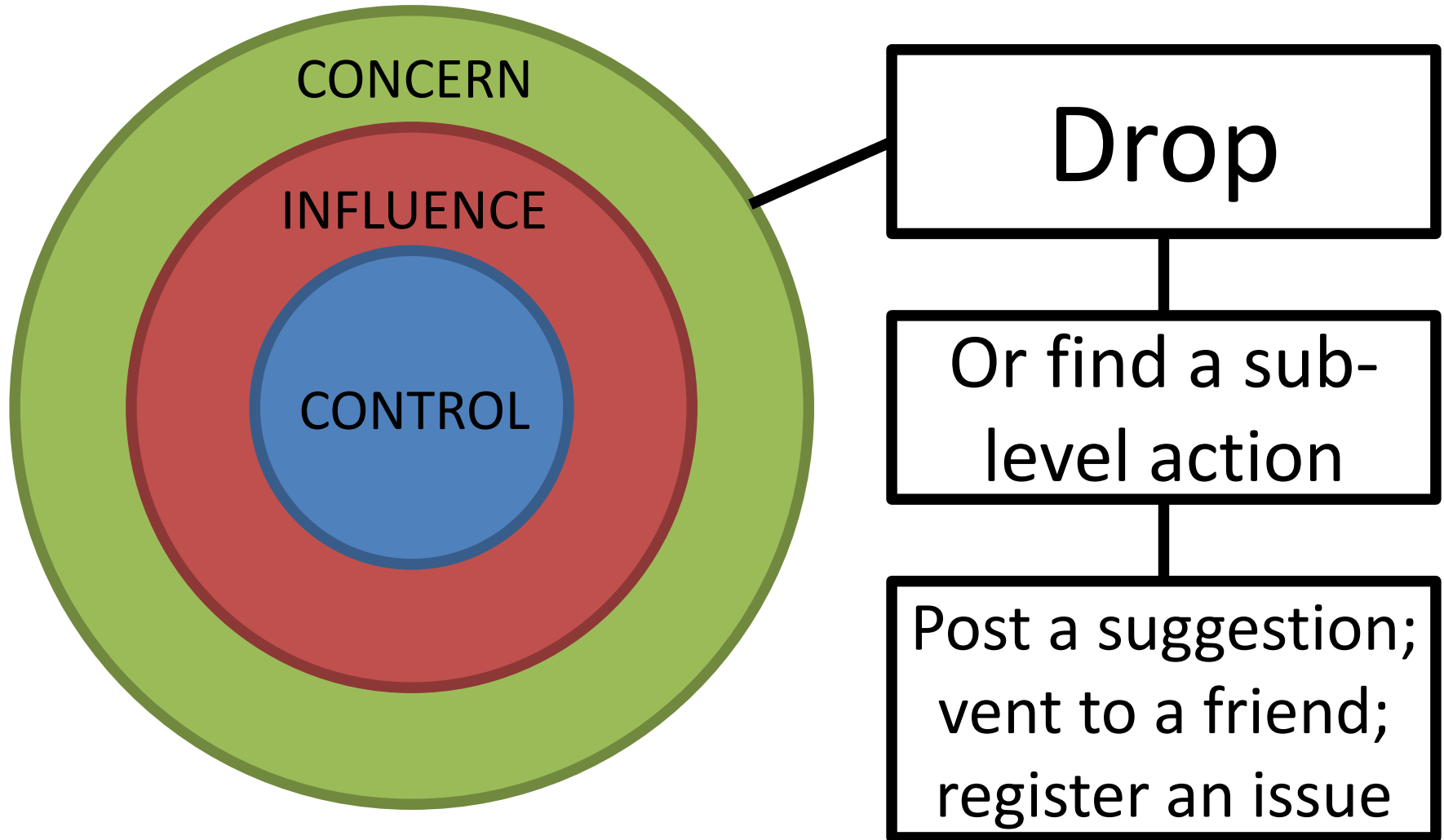
Personal control

Not worrying about the
uncontrollable

Focussing on the controllable







Positive image
of the future



Set

positive

goals



A FIRM FOUNDATION



Actually doing the things you
tell yourself you ought to do!

Diet, sleep, exercise,
rest, focus etc.

High levels of sleep deprivation in society

Deprivation leads to:

- Poor memory
- Poor judgement
- Impulsiveness
- Weight gain
- Lowered immunity
- Stimulant cravings

Needed for: Restoration; brain processing; and memory conservation

Good sleep:

Increases

- Concentration
- Attention
- Decision Making
- Creativity
- Social Skills
- Health

Decreases

- Mood swings
- Stress
- Anger
- Impulsiveness
- Drinking/smoking/drug use

Three fold increase!



How much do I need?

Indicators:

- Alarm clock
- Irritability
- Time taken to rise
- Craving stimulants



Professional identity

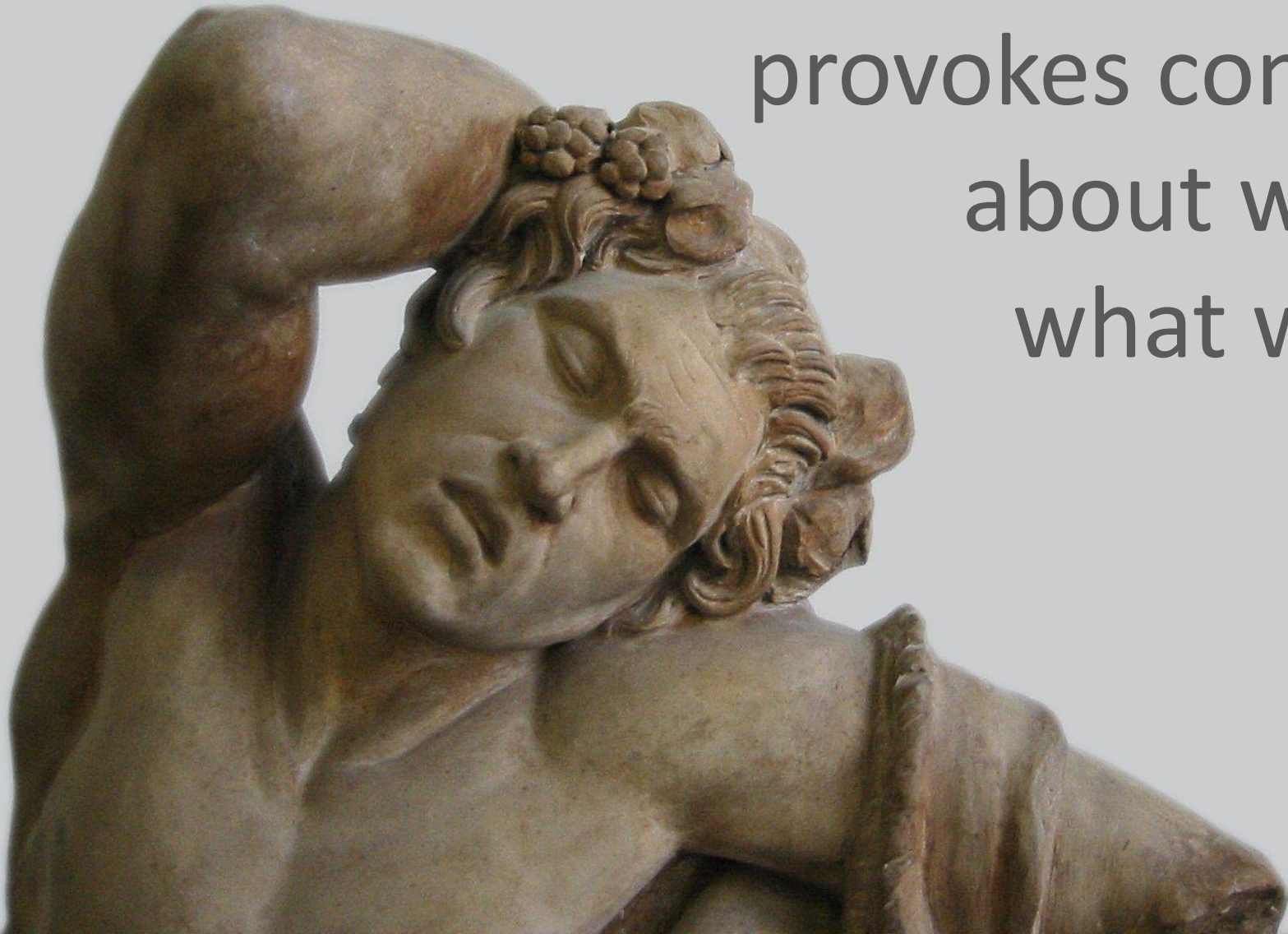
Sameness

Verb to
identify

Social
construct



Actuality, expectation
or threat of change
provokes concerns
about who or
what we are



Managing critique

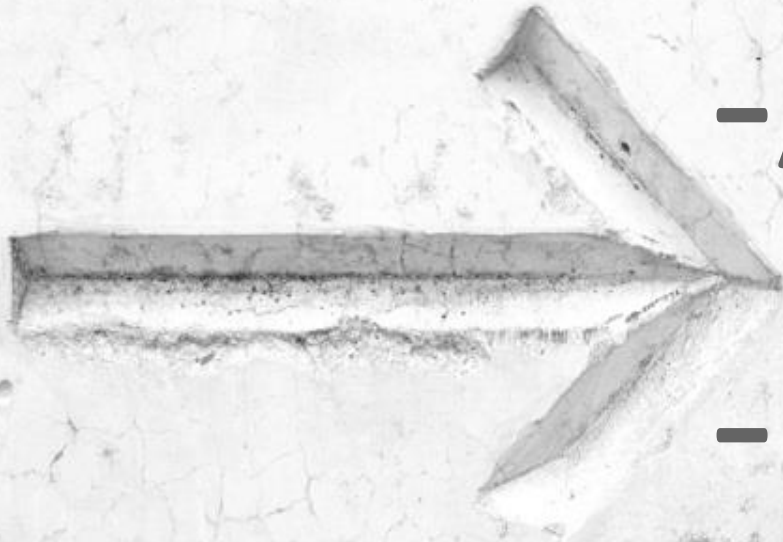


-Welcome it

-Ask for it

-Call it out

-LISTEN!



Defend your message,
not yourself



Perfectionism



Perfectionist	Healthy striver
Sets standards beyond reach and reason	Sets high, but achievable, standards
Never satisfied with anything less than perfection	Enjoys process as well as outcome
Dysfunctionally depressed when experiences failure/disappointment	Bounces back (learns) from failure and disappointment quickly & with energy
Preoccupied with fear of failure – depletes energy	Balanced view on anxiety and fear of failure – provides energy
Sees mistakes as evidence of unworthiness	Sees mistakes as opportunities for growth and learning
Becomes overly defensive when criticised	Reacts positively to constructive critique/criticism

Engage with what they're
trying to say



If being destructive:
Consider their motives and
find the 'grain
of truth'



I COMMIT TO...

A chance to confirm
personal actions and
affirmations that have
come out of this session.



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