



Bartels

EXECUTIVE COACHING

Advancing Women Leaders

RESILIENCE

“Psychologists define Resilience as the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress... As much as resilience involves ‘bouncing back’ from these difficult experiences, it can also involve profound personal growth.”

Some of the core things that can help us be more resilient include:

- Build your connections
- Foster wellness
- Find purpose
- Embrace healthy thoughts
- Seek help when you need it

Source: Building Your Resilience. Online article (Feb 2020). <https://www.apa.org/topics/resilience>

Part of being resilient can also involve not expecting too much of yourself or others. For example, in these first few weeks, it just might be ok to focus on the basics, like food, family, friends and maybe fitness (especially getting outside if that helps you). And of course your paid job(s), if applicable.

SELF-COMPASSION

Self-Compassion (book by Kristin Neff Ph.D.) has these 3 components:

1. **Self-Kindness vs. Self-Judgment** – How can you be kind to yourself, with all of this going on?
2. **Common Humanity vs. Isolation** – We really are all in this together. How can we support one another?
3. **Mindfulness vs. Over-identification** – ‘be’ with painful feelings as they are, but don’t obsess.

“Instead of just ignoring your pain with a ‘stiff upper lip’ mentality, you stop to tell yourself ‘this is really difficult right now,’ how can I comfort and care for myself in this moment?”

Kristin Neff, PhD. <https://self-compassion.org/the-three-elements-of-self-compassion-2/>

Additional Sources: Kristin Neff, PhD. Self-Compassion: The Proven Power of Being Kind to Yourself. Harper Collins (2011).

Kristin Neff, PhD. The Three Components of Self-Compassion. Video (Oct 2014). <https://www.youtube.com/watch?v=11U0hODPu7k>

COPING STRATEGIES:

- Connecting with Others, Prioritizing Relationships
 - Communicating – frequency, listening deeply, showing empathy, expressing gratitude
 - Leadership and Team Building at work – There are pros and cons to leaders thinking we need *more meetings* to keep employees connected! What type of leader appeals to you now?
 - Other ways to show you care – Use of humor. Generosity. What else comes to mind?

COPING STRATEGIES (continued):

- Self-Care and Self-Kindness
 - Foster wellness – so many elements to this!
 - Basics of Self-Care: Sleep, Nutrition, Exercise, Personal hygiene, taking Medication
 - Fitness: Walking, Running, other activities with family; or revising routines to do by oneself (golf, tennis, lacrosse)
 - Meditation, Yoga, Gratitude Journaling, time in nature, other spiritual practices
 - Seeking help when you need it – therapy, coaching; asking for a shoulder massage
- Embracing Healthy Thoughts
 - Cognitive Psychology and Cognitive Behavioral approaches can be very helpful
 - Here-and-Now Awareness – A friend of mine came up with this mantra for herself: “Breath by breath, hour by hour, day by day” (from Jen E.)
 - Keeping things in perspective. Balancing tuning into vs. tuning out the news
 - Dealing with “not knowing” – How long this will last, what comes after, how to manage the children’s questions, etc.
 - Making the mental shift(s) you need to make, including embracing ‘the new normal’
- Finding Purpose
 - Career Decisions – consider the pros and cons of looking at this right now. Maybe take a longer-term view of this – You may or may not have more time than usual to examine your interests, strengths, preferences, etc.
 - Unemployment – When you have to find a new job ASAP. Seek unemployment benefits.
 - Volunteering – what can you do to make a difference right now?
 - Hobbies – revisiting old ones, picking up new ones; art, movies, reading, instructional videos
 - What about looking for your purpose in various life roles, not just your paid work? What examples do you have, of finding purpose in your other life roles?

CHALLENGES:

- Finding the time – for oneself, for you and your partner if there are suddenly children at home
- Taking turns – May need to take turns being the care-giver and the care-receiver
- How much to say about what’s going on – especially with children of various ages
- Being on the same page vs. not – What if your way of coping is different than a loved one’s?
- Being honest about what you need. Communicating *why* you do things that others may not understand

FINDING SOLUTIONS:

- Try different things, see what works – Does it help or hurt to have a schedule? A to-do list?
- Get creative and even bold – What are example ZOOM gatherings you have heard about?
- Be OK revising your list of coping strategies as you go – write them down. Which ones for which times of day? Or which solutions for which moods or needs you have?
- Communicate! – Talk things through, negotiate self-care time for each person, express gratitude
- Be gentle with yourself and others – Throw perfectionism out the window! ‘Bare minimum’ is OK!