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REDUCE STRESS BY IMPROVING RESILIENCY
What is Resiliency?

• Resiliency:
  • The ability to overcome challenges of all kinds and bounce back stronger, wiser and more personally powerful.
  • It compromises several attitudes, skills and behaviors that can be \textbf{LEARNED}.
  • The key to resiliency:
    • Development of skills to manage stress in an optimal way
    • NOT the elimination of stress
CRISIS
危机
Danger Opportunity
Resilient People

- Remain **optimistic** in challenges
- Have **confidence** in their ability to make the best of difficult situations
- Understand that their **efforts** make a difference in their ability to cope with stresses that confront them
- Believe there is something to be **learned** from every situation
- Recognize that having **support of others:**
  - Makes stressful situations **more tolerable** AND
  - Increases the likelihood of finding a **positive solution** to challenges that confront them
Let’s Take a Moment to Evaluate

• Do you have conditions in your life that research shows help people be more resilient?

• People bounce back from tragedy, trauma, risks, and stress by having “protective” conditions in their lives.

• In the following questions:
  • The more times you answer “yes”, the greater the chances you can bounce back from life’s problems “with more power and smarts.”
  • Answer yes or no to the questions.
  • Celebrate “yes” answers.
  • Decide how you can also answer “sometimes” if that is more accurate than just “yes” or “no”
Resiliency Evaluation - Part One (Q1)

1. Caring and Support
   - I have several people in my life who give me unconditional love, non-judgmental listening, and who I know are “there for me.”
   - I am involved in a school, work, faith or other group where I feel cared about and valued.
   - I treat myself with kindness and compassion, and take time to nurture myself (including eating right, getting enough sleep and exercise).

Call it a clan, call it a network, call it a tribe, call it a family. Whatever you call it, whoever you are, you need one.

--Jane Howard
Resiliency Evaluation - Part One (Q2)

2. High Expectations for Success

- I have several people in my life who let me know they believe in my ability to succeed.
- I get the message “You can succeed,” at my work or school.
- I believe in myself most of the time, and generally give myself positive messages about my ability to accomplish my goals – even when I encounter difficulties.
Resiliency Evaluation - Part One (Q3)

• 3. Opportunities for Meaningful Participation
  • My voice (opinion) and choice (what I want) is heard and valued in my close personal relationships.
  • My opinions and ideas are listened to and respected at my work or school.
  • I volunteer to help others or a cause in my community, faith organization or school.

The two most important days in your life are the day you are born and the day you find out why.

  -Mark Twain
Resiliency Evaluation - Part One (Q4)

• 4. Positive Bonds

  • I am involved in one or more positive after-work or after-school hobbies or activities.
  • I participate in one or more groups (such as a club, faith community, or sports team) outside of work or school.
  • I feel “close to” most people at my work or school.
Resiliency Evaluation - Part One (Q5)

5. Clear and Consistent Boundaries

- Most of my relationships with friends and family members have clear, healthy boundaries (which include mutual respect, personal autonomy, and each person in the relationship both giving and receiving).
- I experience clear, consistent expectations and rules at my work or in my school.
- I set and maintain healthy boundaries for myself by standing up for myself, not letting others take advantage of me, and saying “no” when I need to.
Resiliency Evaluation - Part One (Q6)

• 6. Life Skills
  • I have (and use) good listening, honest communication, and healthy conflict results skills.
  • I have the training and skills I need to do my job well, or all the skills I need to do well in school.
  • I know how to set a goal and take steps to achieve it.
How did you do?

- There were 6 areas with 3 questions each.
  - That’s a possible 18 “yes” or “sometimes” or “no”

Remember:

- The more times you answer “yes”, the greater the chances you can bounce back from life’s problems “with more power and smarts.”

Want to improve your resiliency?
The Resiliency Wheel

- Provide Opportunities for Meaningful Participation
- Increase Prosocial Bonding
- Set Clear, Consistent Boundaries
- Provide Caring & Support
- Set and Communicate High Expectations
- Teach "Life Skills"
Personal Resiliency Builders

- Individual qualities that facilitate resiliency
- You probably have 3-4 of these qualities that you use most naturally and most often.
Personal Resiliency Builders

• Relationships
  • Sociability
  • Ability to be a friend
  • Ability to form positive relationships

• Service
  • Giving of yourself to help 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
Personal Resiliency Builders

- 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
- Love of Learning
  - Capacity for and connection to learning
- Self-motivation
  - Internal initiative and positive motivation from within
Personal Resiliency Builders

• 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 difficult circumstances
  • Doesn’t give up

• Creativity
  • Expressing yourself through artistic endeavor or through other means of creativity
Building Resiliency

1. **Giving ourselves and others credit** for all we have overcome, all the ways we have demonstrated resiliency. And naming these accomplishments and the strengths we used in securing them as specifically as possible.
   - How are you winning today?

2. **Spending time focusing on “how we (or others) have done as well as we’ve done”**, suspending the common obsession with what hasn’t yet been accomplished.
A few more steps and we'll be safe in the Fire Swamp.

BUTTERCUP: We'll never survive.

WESTLEY: Nonsense. You're only saying that because no one ever has.
Building Resiliency

3. **Identifying other strengths** as important lessons learned, virtues, talents, skills and capabilities, how we help or serve others, and all the best things about being who we are.

4. **Maximizing these strengths** as the best path to success, and using them to solve current life problems.
Last Step

• Find ways to live your strengths and to use them to the utmost as much as possible.

• “Become an expert at finding and describing and applying and practicing and refining our strengths.”
  • – Buckingham and Clifton, 2001
Questions to Ask for Right Mindset and to Boost Resiliency (1 of 2)

1. Why did I come to work today?
2. How can I make someone else’s day better?
3. What am I going to do to improve myself today?
4. What are we going to do to improve our team today?
5. Am I in the right shape, mentally and physically, to face the challenges I will face today?
Questions to Ask for Right Mindset and to Boost Resiliency (2 of 2)

6. Do my co-workers/supervisors believe they can count on me today?

7. What I expect from my co-workers/supervisors today?

8. What is the potential for us to be presented with a regularly encountered (high frequency) challenge today?

9. What is the potential for us to be presented with a unique, rare (low frequency) challenge today?

10. What do I anticipate will be my biggest challenge today?

   How will I approach it?
Questions?

Thank you for taking time to invest in yourself!

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