

CHANGE YOUR STORY

The Power of Resilience in Cultivating Healthy Leaders and a Healthy Team

Dr. Sandra Dalton-Smith



**A
Look
At
Change**

Change is
INEVITABLE.

Progress is
OPTIONAL.

~ Tony Robbins

What's Your Attitude About Change?

A

**Negative
Pessimistic
Resistant
Resentful
Pouting
Fear-driven**

B

**Positive
Optimistic
Flexible
Empowered
Pursing
Purpose-driven**

Embracing Change Can Help You:

- **Reduce the status quo mentality**
- **Identify outdated Policies and Procedures**
- **Create a platform for positive and creative thinking**
- **Resist “resting” on the current achievements and successes**
- **Be ready at any moment for uncertainty**

Make Change Work For You

- Take advantage of the inevitable change to create your opportunities.
- In order to progress you need to improve, and improvement means change.
- View transitions as a benefit, rather than a deficit.



**The secret of change is to
focus all of your energy,
not on fighting the old,
but on building the new.**

~ Way of the Peaceful Warrior
by Dan Millman

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- 4. Create a positive work environment**
- 5. Cultivate resilience within the team**

How Resilient Are You?

Rate yourself from 1 to 5 (1 = strongly disagree; 5 = strongly agree):

1. I'm usually optimistic. I see difficulties as temporary and expect to overcome them.
2. Feelings of anger, loss and discouragement don't last long.
3. I can tolerate high levels of ambiguity and uncertainty about situations.
4. I adapt quickly to new developments. I'm curious. I ask questions.
5. I'm playful. I find the humor in rough situations, and can laugh at myself.
6. I learn valuable lessons from my experiences and from the experiences of others.
7. I'm good at solving problems. I'm good at making things work well.
8. I'm strong and durable. I hold up well during tough times.
9. I've converted misfortune into good luck and found benefits in bad experiences.

Source: The *Resiliency Advantage* (Berrett-Koehler) by Al Siebert, PhD

Your Resilience Score

Less than 20: Low Resilience — You may have trouble handling pressure or setbacks, and may feel deeply hurt by any criticism. When things don't go well, you may feel helpless and without hope. Consider seeking some professional counsel or support in developing your resiliency skills. Connect with others who share your developmental goals.

20–30: Some Resilience — You have some valuable pro-resiliency skills, but also plenty of room for improvement. Strive to strengthen the characteristics you already have and to cultivate the characteristics you lack. You may also wish to seek some outside coaching or support.

30–35: Adequate Resilience — You are a self-motivated learner who recovers well from most challenges. Learning more about resilience, and consciously building your resiliency skills, will empower you to find more joy in life, even in the face of adversity.

35–45: Highly Resilient — You bounce back well from life's setbacks and can thrive even under pressure. You could be of service to others who are trying to cope better with adversity.

Stress And Resilience

“The key is to recognize that you will never eliminate stress from your life. Instead create regular opportunities for the body to recover from stress — just as you would rest your muscles between weight lifting repetitions. Stress is the stimulus for growth, and recovery is when the growth occurs. That’s how we build the resilience muscle.”

Dr. Jack Groppel
*Johnson & Johnson Human
Performance Institute*

Build Your Resilience in the Workplace

- How you view adversity and stress strongly affects how you succeed.
- Practice thought awareness and recognize when negative self-talk is threatening to derail you.
- Practice reflection to learn from your past mistakes and failures.
- Choose how you will respond and to just react to a situation.
- Practice cognitive restructuring to change the way that you think about change and difficult situation.
- Maintain perspective to avoid blowing events out of proportion.
- Establish a personal strategy for stress and burnout management

A Look At Burnout

Burnout is what happens when you try to avoid being human for too long.

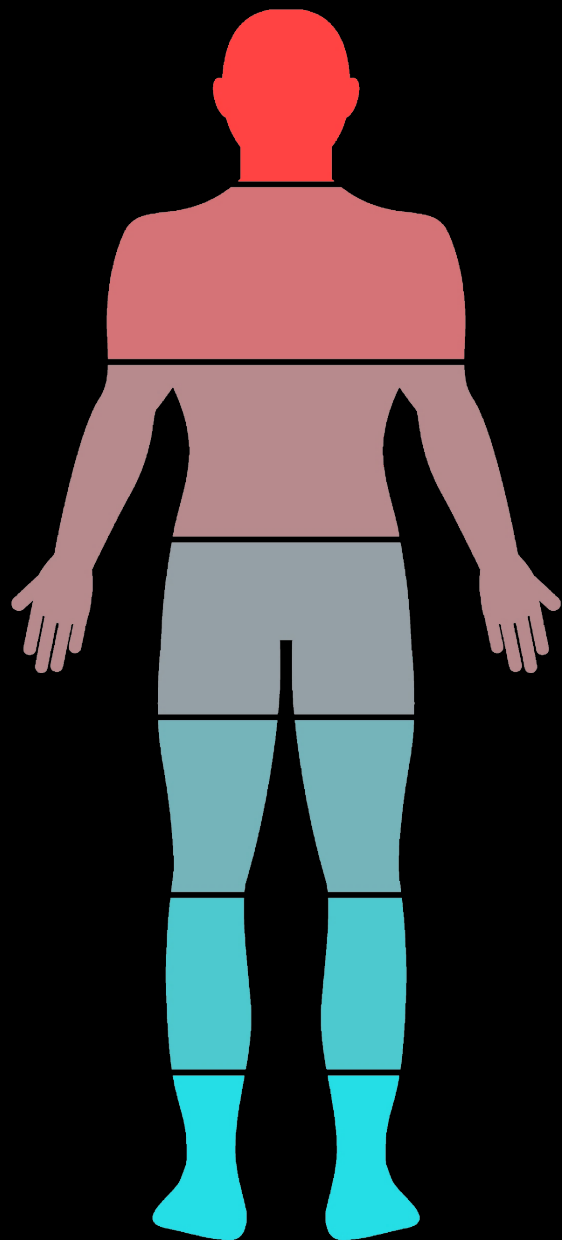
~ *Michael Gungor*

A HEALTHY WORK-REST RATIO

- A state of general wellness and health
- Connection Mind, Body and Spirit
- A calm and content spirit
- A place of joy and happiness
- A purposeful life
- A flow or rhythm to your day
- A state of living fully and enjoying your life
- Physically, Spiritually and Emotionally Whole

FEELING THE BURN?

- Identify where you are pouring out in your life.
- Erect healthy personal boundaries
- Realize it's not too late to recover
- Understand it's going to require something from you
- Begin to associate rest with restoration and not just sleep
- Determine what type of rest you've been missing



MENTAL

SPIRITUAL

EMOTIONAL

SOCIAL

SENSORY

CREATIVE

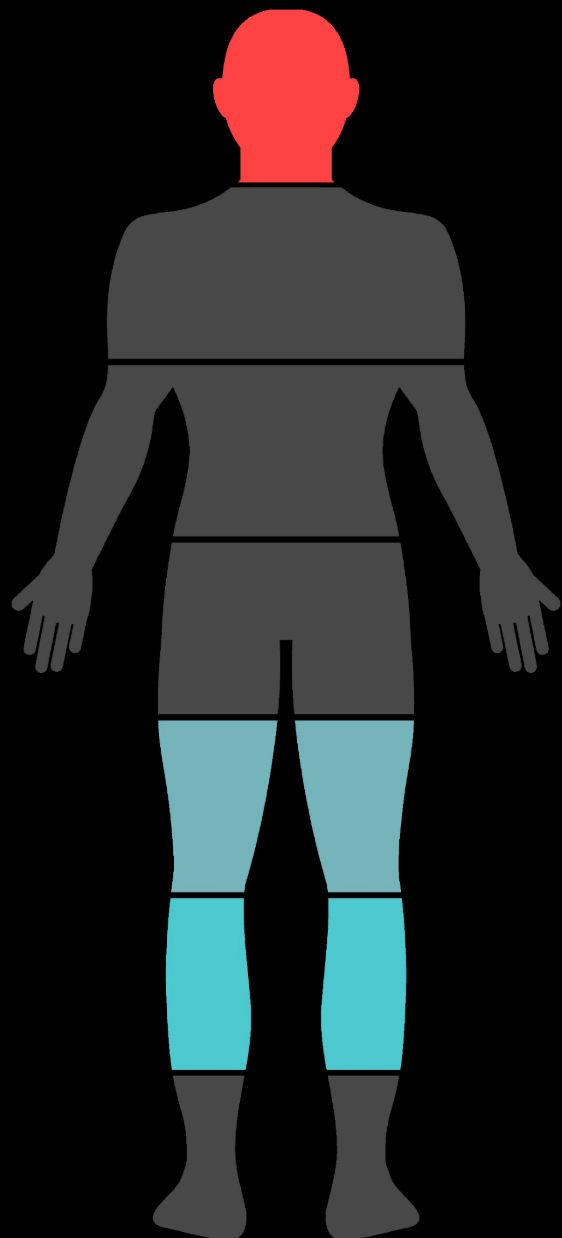
PHYSICAL

You May Have A Physical Rest Deficit If...

- You feel tired at the end of the day but have a difficult time falling asleep at night.
- You often battling upper respiratory infections and get sick more often than others.
- You often feel sluggish between 2 PM – 5PM and desire a sugary snack or a cup of coffee.
- You routinely use wine or an alcoholic drink to help me unwind in the evening.
- You lack the energy to do fun activities with my family during the week and on the weekend.
- You have daily muscle soreness, body aches, and neck pain.
- You get less than 6 hours of sleep on most days.

Your Personal Physical Rest Strategy Can Include:

- Drink daily water requirement first before any other liquids allowed
- Practice body fluidity by avoid staying in the same position for prolonged periods
- Practice flow-break cycles (working in increments of 90/120 minutes)
- Active stretching exercises to release tense muscles.
- Using ergonomic equipment (standing desk, document holders, wrist supports)
- Sleep at least 6-8 hours daily
- Leisure walks/prayer walks



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PHYSICAL

Source: *Sacred Rest – Recover Your Life, Renew Your Energy, Restore Your Sanity* by Sandra Dalton-Smith M.D.



You May Have A Mental Rest Deficit If...

- You often find my thoughts drifting when I'm trying to concentrate
- You get easily irritation and often yell or get upset over insignificant things.
- You prefer to day-dream about the life I want rather than dealing with my real life.
- You often can't fall asleep because I'm replaying events/conversations from your day in your head.
- You are forgetful and have difficulty retaining new information.

Your Personal Mental Rest Strategy Can Include:

- “Mind-dumping” at night prior to going to bed
- Meditating on a positive affirmation to replace negative thoughts
- Journaling your thoughts so you can release them and not dwell on them
- Redirecting your mind to a word of the day
- Releasing past conversations instead of ruminating over what you wish you had said
- Declutter your mental space

You May Have A Creative Rest Deficit If...

- Are you always focusing on the needs of others?
- Do you talk yourself out of self-care?
- Do you feel selfish when you think of doing something for yourself?
- Are you sabotaging your own happiness?
- Do you feel your contributions are appreciated?
- Do you find it difficult to enjoy things in their natural state?

Your Personal Creative Rest Strategy Can Include:

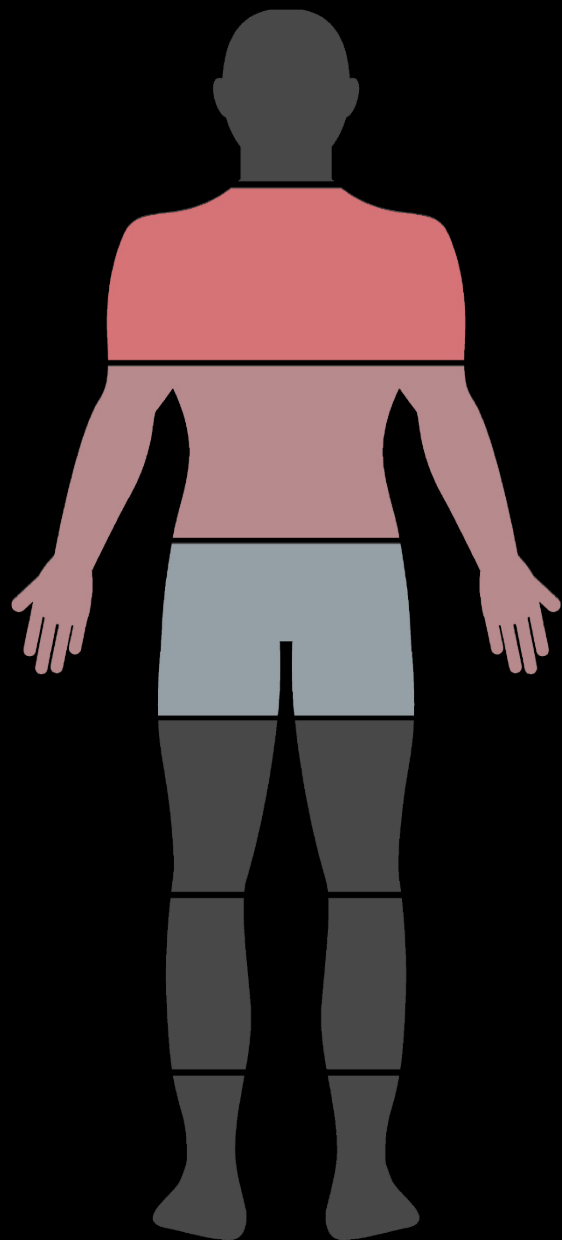
- Purposely spend more time in nature settings
- Surround yourself with things you find beautiful and uplifting in your office or home
- Use your creative gifts to make something simply for the sake of enjoyment
- Do what you do well often; and offer your services to others to bless them.
- Schedule a time for a sabbatical

You May Have A Sensory Rest Deficit If...

- You are sensitive to loud sounds.
- You have blurry vision or feel pressure behind your eyes after working.
- You dislike foods in their natural state and prefer processed foods.
- You are desensitized to odors.
- You dislike being touched.
- You are irritated after watching TV, playing video game, etc

Your Personal Sensory Rest Strategy Can Include:

- Purpose to spend some time each day off your electronics
- Adjust the brightness of your cell phone and computer screens
- Change the sound of your alerts and notifications to something that is pleasant
- Start enjoying more fruits and vegetables in their natural state
- Spending time in silence
- Make sure the room you sleep in is dark and cool



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Source: *Sacred Rest – Recover Your Life, Renew Your Energy, Restore Your Sanity* by Sandra Dalton-Smith M.D.

You May Have A Emotional Rest Deficit If...

- You focus on your failures/flaws rather than your successes/growth.
- You experience debilitating self-doubt and insecurity.
- You feel the need to unnecessarily explain yourself or your actions.
- Constant escapism where you exchange your actual life with daydreaming.
- You are your own worse critic.
- You are often disappointed and worried.

Your Personal Emotional Rest Strategy Can Include:

- Find time to do work that brings you satisfaction without the need to be acknowledged or praised (break free from people pleasing)
- Spend time doing activities you love just because you love them
- Have life goals that are bigger than yourself
- Acknowledge and deal with anger and negativity
- Maintain a high self-esteem (without gossiping, envying, or comparing yourself to others)
- Practice authenticity

You May Have A Spiritual Rest Deficit If...

- Do you feel unsatisfied or hopeless?
- Do you feel defeated or trapped in your life?
- Do you often feel distant from God?
- Have you ever experienced suicidal thoughts or debilitating depression?
- Have you lost your motivation and inspiration?

Your Personal Spiritual Rest Strategy Can Include:

- Dedicated prayer/mediation time (5 minutes is a great start)
- Listening to uplifting music when commuting(no news or talk radio)
- Edifying phrases/scriptures/quotes in frequently visited places (office, break room, halls)
- Focused time with God (relationship building mindset)
- Reading books with positive and life-giving messages

You May Have A Social Rest Deficit If...

- You feel alone in the world
- You feel distant from family/friends
- You stay in relationships with those who abuse you
- You find it hard to maintain close relationships
- You have difficulty making new friends
- You isolate yourself from others

Your Personal Social Rest Strategy Can Include:

- Support cultural education opportunities (spend time with those who are different from you)
- Stay connected with extended family and friends, but also have a few in your inner circle
- Value opportunities to celebrate life and love (Birthday, Anniversary, Marriages)
- Develop strong healthy social relationships (real ones, not the social media kind)
- Build community wherever you are (treat people the way you want to be treated)

BEATING BURNOUT

- Identify the rest deficits affecting you
- Be intentional in getting the specific type of rest you need
- Set healthy personal boundaries
- Become comfortable using the word “No”
- Focus on the things in your life that truly matter
- Allow times to relax your body, mind, soul, and spirit

Engage With The Vision:

- Reinforce the vision by tying it to an individual goals.
- Share success stories you hear about that realize the vision.
- Connect your personal experience with the vision.
- Go beyond your capabilities and tap into your creativity.
- Frame the vision in a story that resonates with your goals.

Q's To Frame The Story

1. Why should you care?
2. How will you tap into new opportunities?
3. How will you move from anxiety to calm confidence?
4. What's the desired outcome?

7 Elements In Every Great Story

You have a character (1) with a problem(2) that meets a guide(3) who gives them a plan(3) and calls (4) them to action (4) that either ends in success(6) or failure(7).

Building A StoryBrand by Donald Miller

This Is Personal

1. You control your response to change.
2. You benefit from building your resilience.
3. You are in charge of managing your stress.
4. You determine how you will engage with the vision.
5. You are the only one who can **change your story.**

Additional Resources

Visit [RESTQUIZ.COM](https://restquiz.com) – Free personalized rest deficit assessment to help you determine which of the 7 types of rest you are need the most.

30-Day Sacred Rest Challenge – This free 30-day challenge walks you the steps required to live a restful lifestyle including specific tips for each of the 7 areas of rest.



ICHOOSEMYBESTLIFE.COM

**THANK YOU!
IF YOU HAVE
QUESTIONS, I'M
AVAILABLE AT:**

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