

Building Resilience Everyday and Fostering Sustainability

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Overview of the session

1. What is resilience and understand the signs of resilience
2. The neuroscience of resilience
3. The six domains of resilience:

| | |
|-----------|---------------|
| Vision | Health |
| Composure | Tenacity |
| Reasoning | Collaboration |
4. Fostering resilience both at home and work

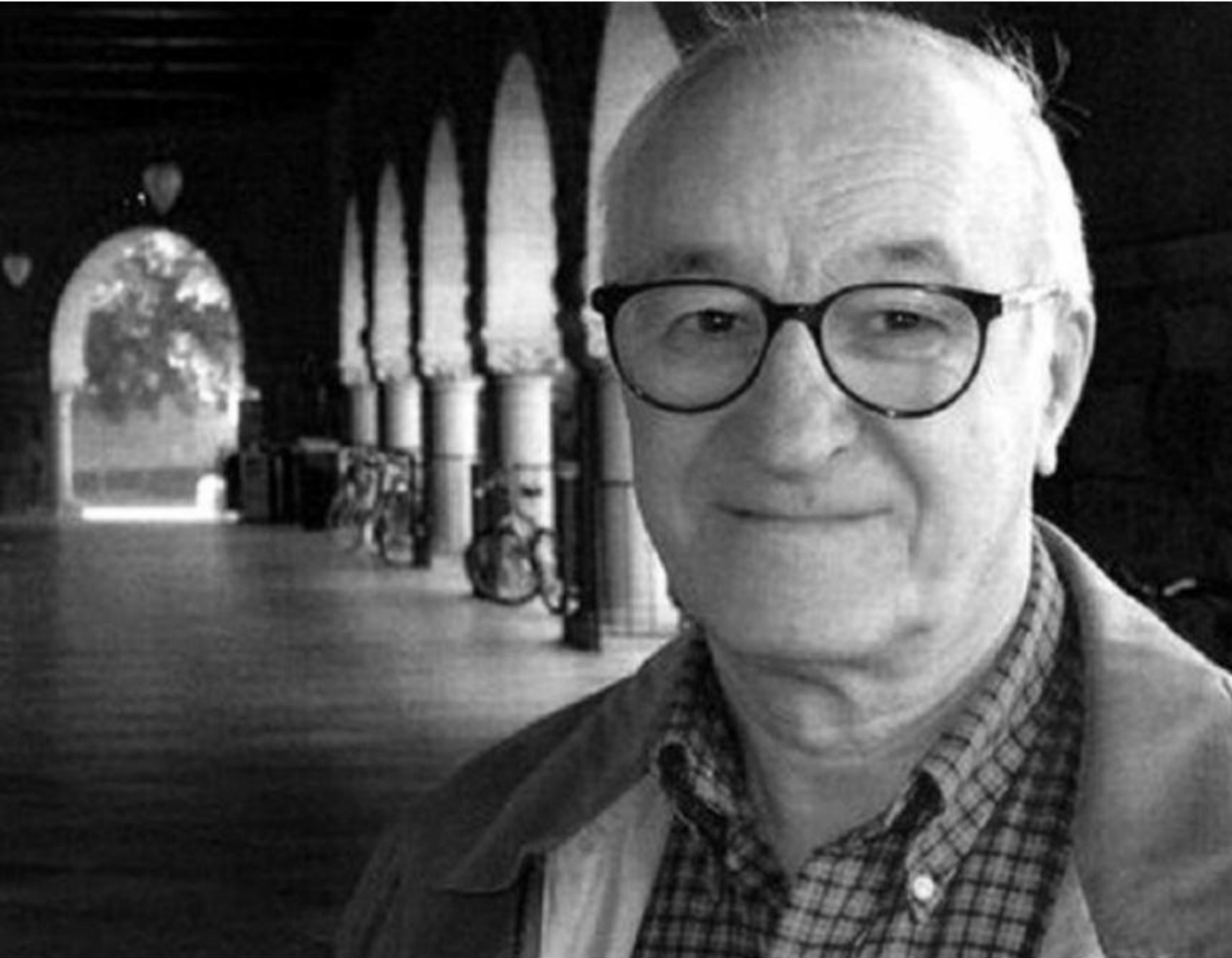
15 Things Sustainability Practices and Resiliency Development have in Common

1. Build better relationships
2. Engage a preventative skillset
3. The skills involved go beyond the current issue
4. Practitioners lead by example
5. Promote character development
6. Important for practitioners and teams, not just clients
7. Help people see how their behavior affects others, positively or negatively
8. Guide people to see themselves as caring, responsible and effective
9. Engage and teaches problem solving skills

15 Things Restorative Practices and Resiliency Development have in Common

10. Help participants look beyond immediate self gratification
11. Understand that all people make mistakes; resilient people admit and learn from them
12. Show how to consider the needs of others
13. Train people to use their smart brains
14. Clarify personal values
15. Help people distinguish between right and wrong

Self Efficacy

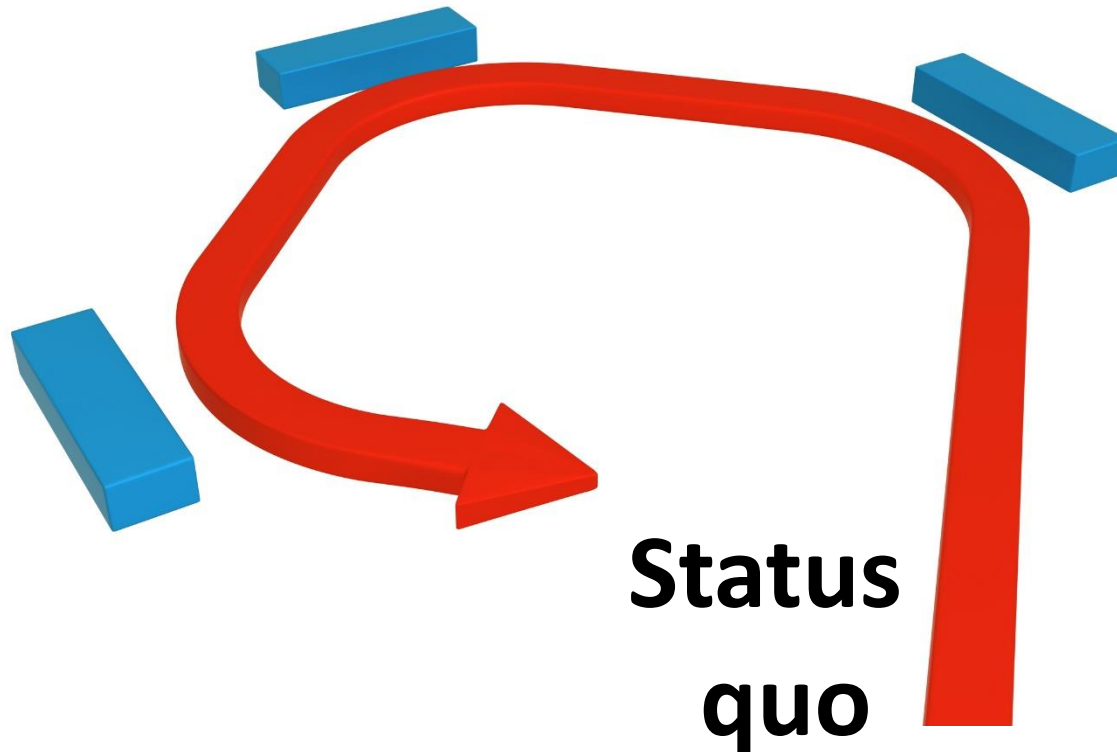


“how well one can execute courses of action required to deal with prospective situations.”

--Albert Bandura

The Old Definition of Resilience

Bouncing Back



The New Definition

RESILIENCE

IS THE ABILITY TO **POSITIVELY** RESPOND TO ADVERSITY

Resilience – important for:

- **Small things**

- Work stress
- Traffic, delays, frustrations
- Everyday challenges

- **Big things**

- Major illness
- Abuse
- Violence
- Tragedies, loss, heartbreak



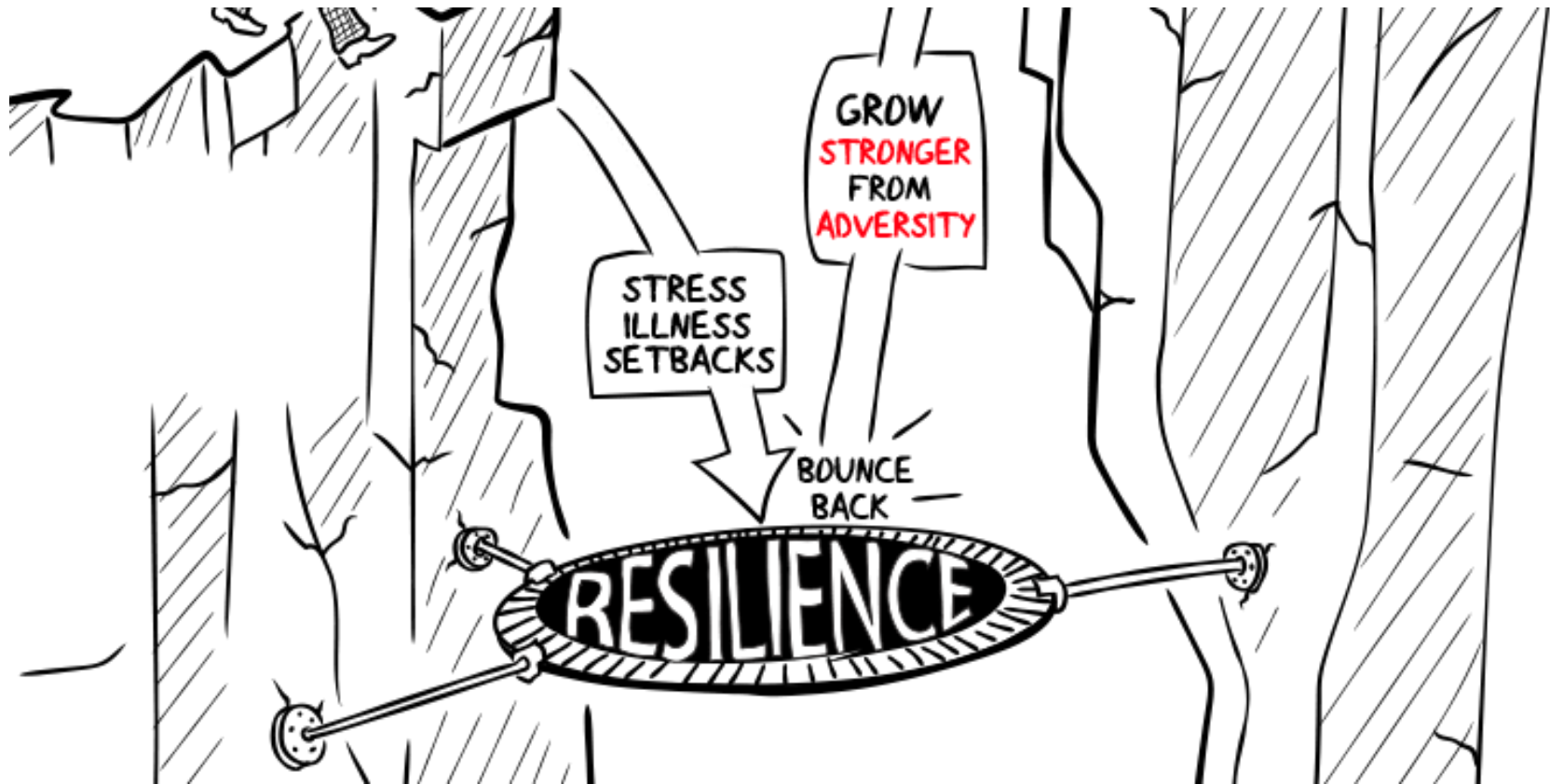
Low resilience:

- Even small setbacks feel like disasters
- Takes a while to get back on your feet



High resilience:

- Bounce back from setbacks, then
- Use adversity as an opportunity to grow





Resilience lets you...

- Stay focused on your goals & what is most important
- Allows you to always move forward

Important!

- Resilience is a skill anyone can learn and develop
- No matter your age and stage of life, you can always improve your resilience

Resilience exists across

6 Domains

The Six Domains of Resilience

We will look into each of these

Vision



Components:

1. Explore the Basic Needs
2. Set a Resilient Vision
3. Identify Goals
4. Smarter Goals

Composure



Components:

1. Calm Breathing
2. Mindfulness
3. Label Emotions
4. Reappraisal

Reasoning



Components:

1. Visualisation
2. Resourcefulness
3. Explore Beliefs
4. Embracing Change

Tenacity



Components:

1. Realistic Optimism
2. Staying Motivated
3. Overcoming Mistakes
4. Time Management

Collaboration



Components:

1. Support Perceptions
2. Trust & Likeability
3. Mentor / Mirror
4. Better Communication

Health

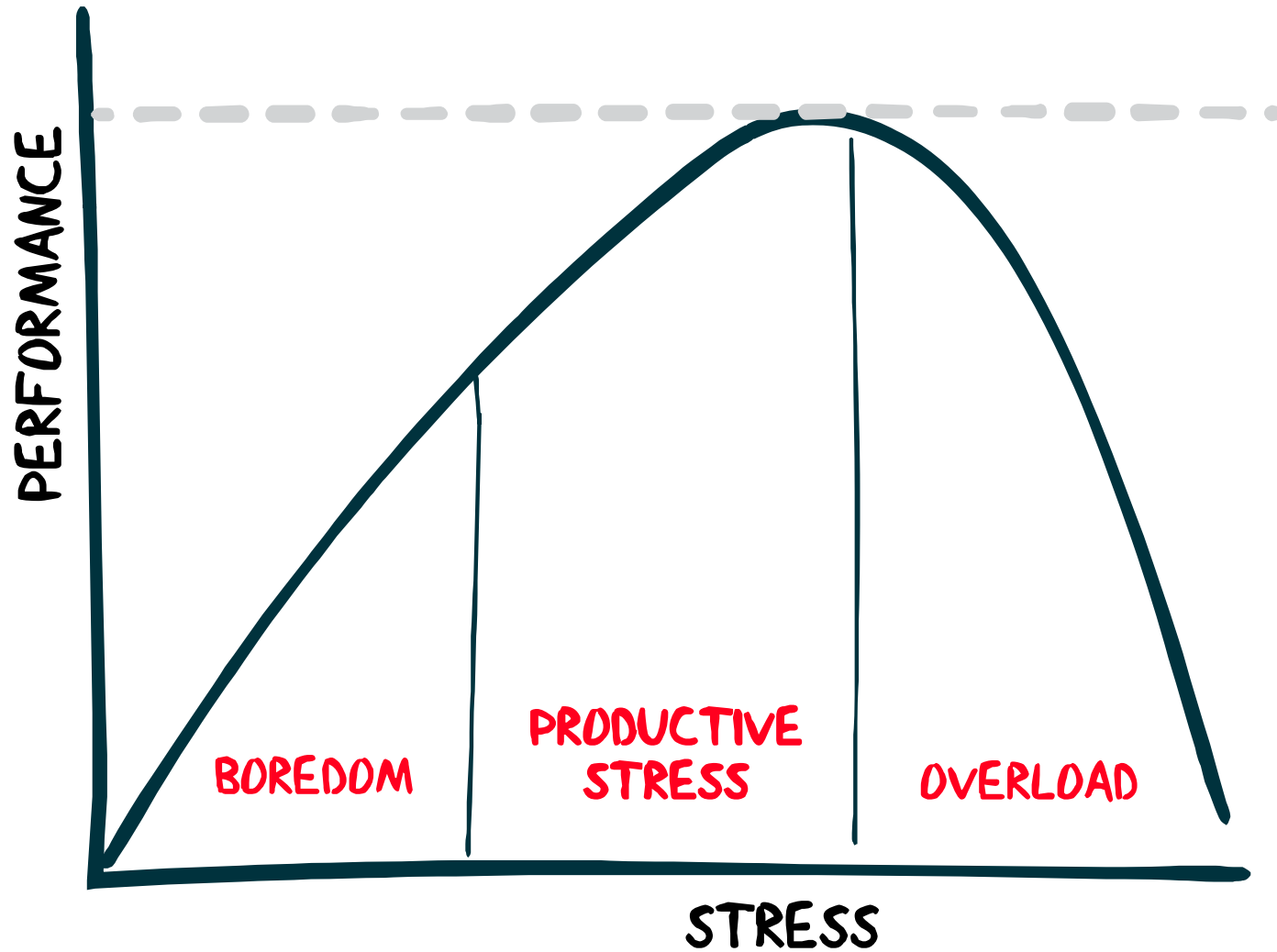
Components

1. Health Goals
2. Quality Sleep
3. Exercise
4. Nutrition

Wellbeing is 'what', Resilience is 'how'

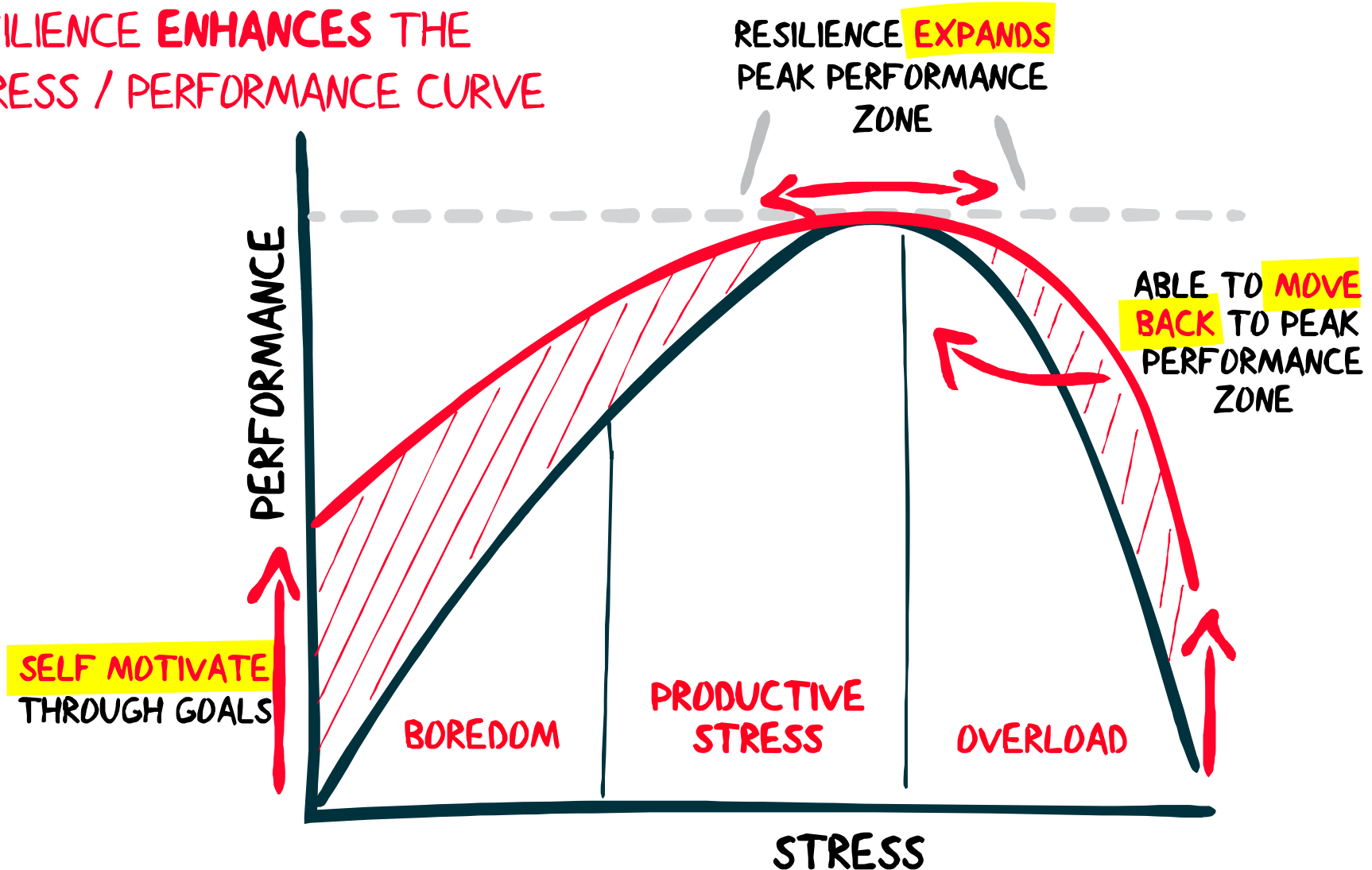


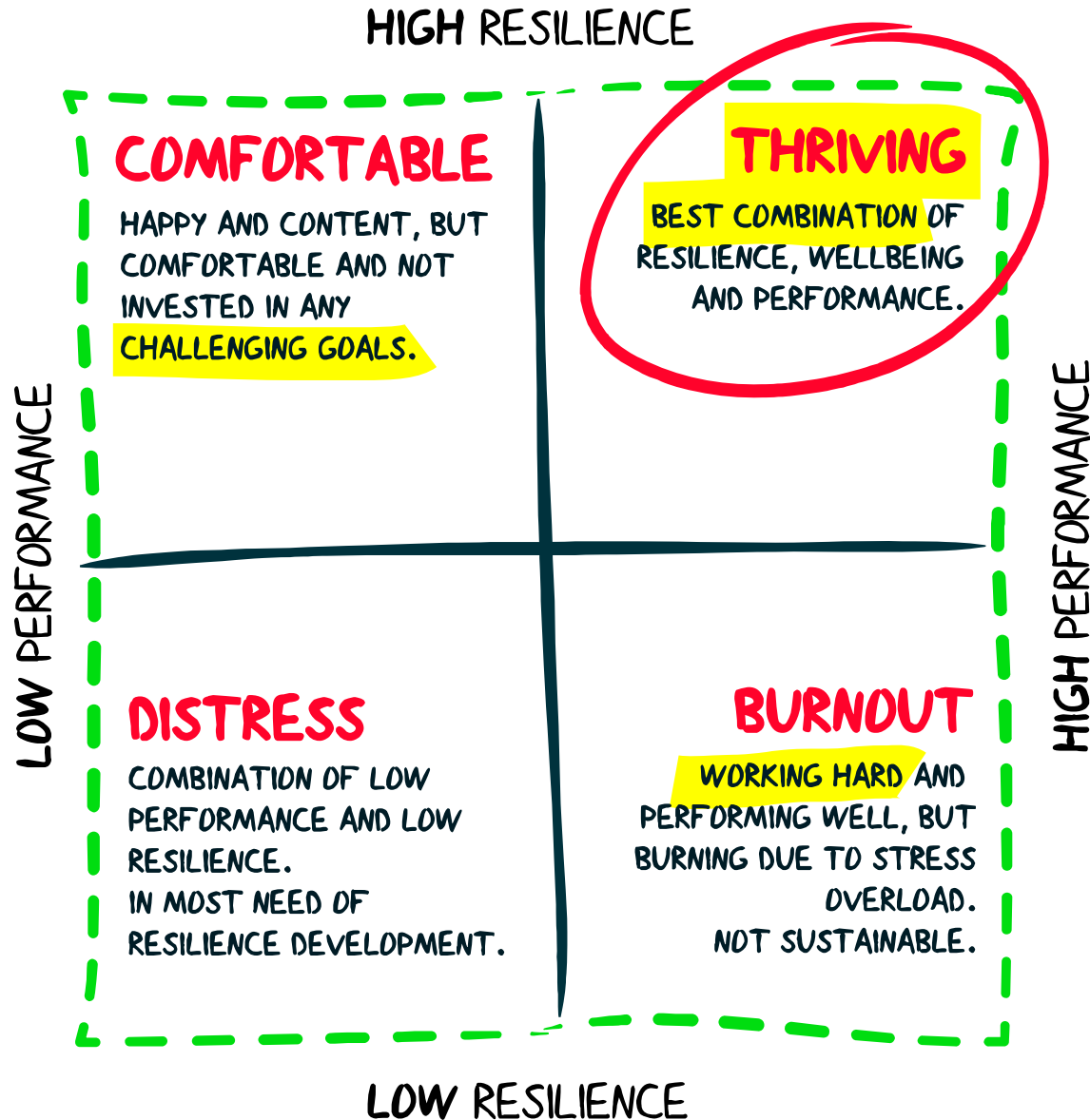
Stress and performance



How resilience helps performance

RESILIENCE ENHANCES THE
STRESS / PERFORMANCE CURVE





Resilience / Performance Matrix

- Avoid burnout, being comfortable, or distress
- High resilience allows you to **sustain high performance**

Neuroscience of Resilience



NEURO: MAIN POINTS

- **Location** Which areas of the brain are involved?
- **Timing** When should we build resilience?
- **Plasticity** What helps for learning?

Location

Which areas of the brain are involved?

Key points:

- **Smart brain and impulsive brain**
- Increase **connection**
- We need **holistic training** to develop resilience – training that affects many relevant pathways and processing streams

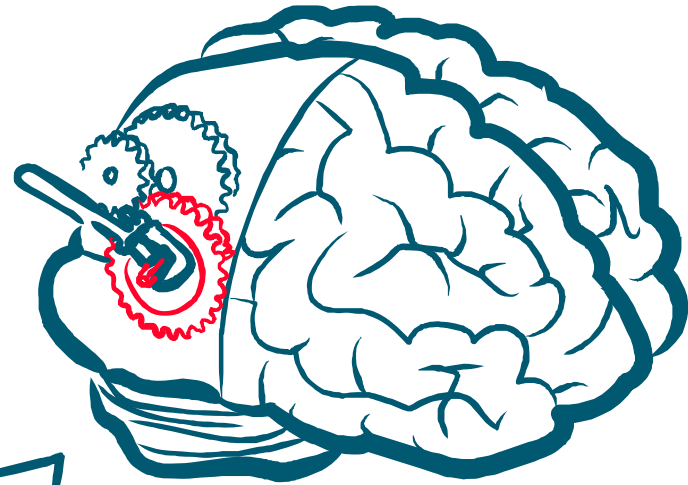
Timing

When should we build resilience?

Key points:

- **Resilience is best developed in advance**
- Many only seek to build resilience after experiencing trauma – though at that point it is harder to overcome entrenched memories
- Building resilience in advance primes the brain to be **less emotionally reactive to adversity**, promoting a calm and constructive response

Small frequent tasks
= synaptic change
= better retention



- A more effective way of learning
- Applicable to all types of training

Plasticity

This
facilitates
change

Key points:

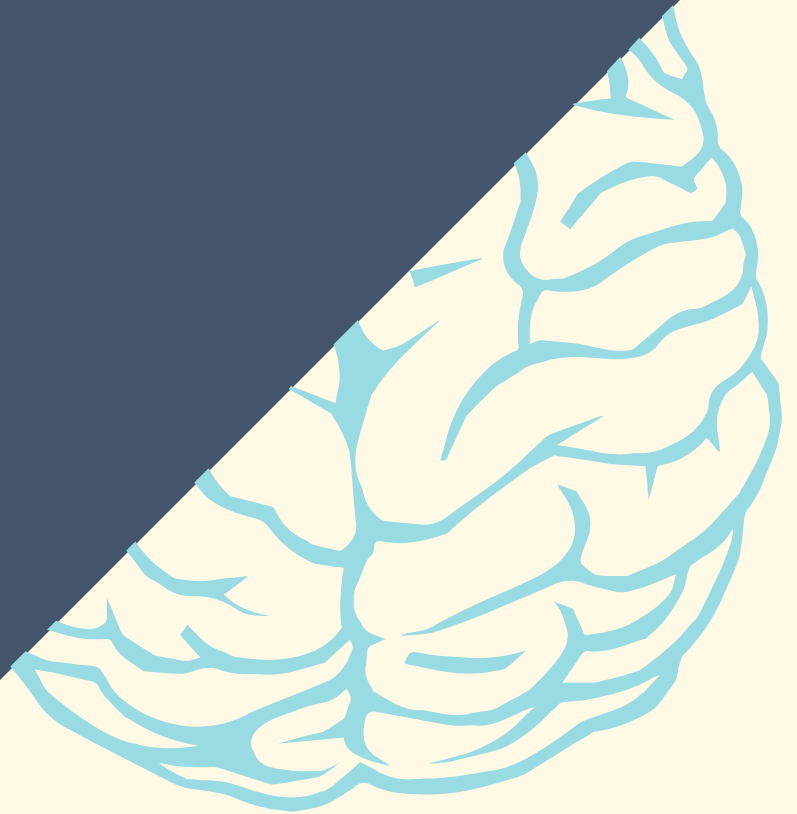
- Learning and behavioral change relies on **physical changes** to synapses and neurons in the brain
- **Small frequent tasks** are better for neural change
- **Talking, writing and drawing** activate more neural pathways and help embed learning

More Science: Growth Mindsets: The Tendency to Believe You Can Grow

- Acknowledge your weaknesses
- View challenges as opportunities
- Understand the research on brain plasticity
- Learn from failures
- Nurture a sense of purpose
- Reward actions, not traits
- Redefine “genius”
- Rely on effort before talent
- Be tenacious

We Can Measure Resilience

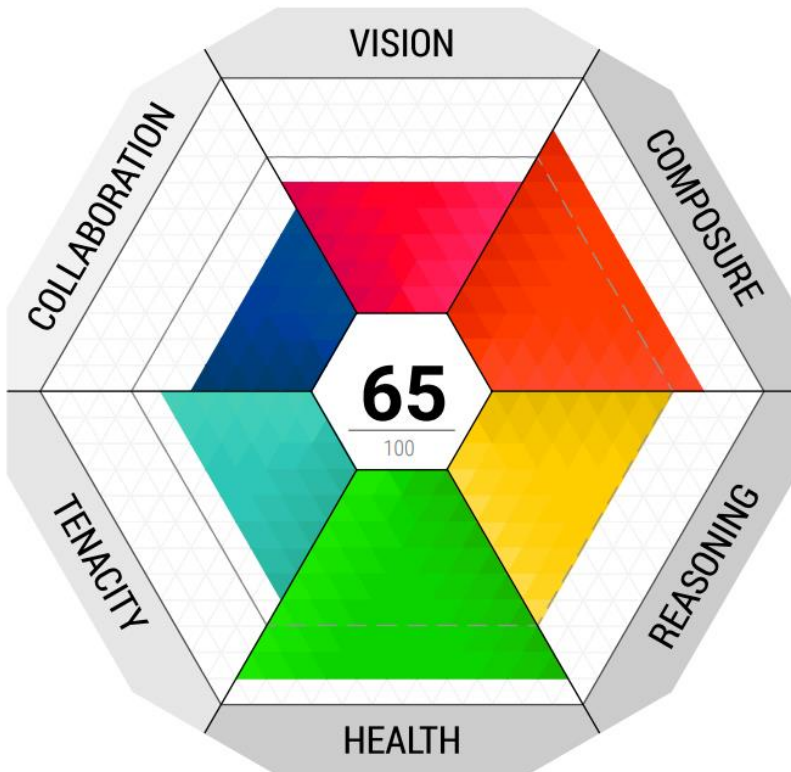
And we should



Measurement

Your resilience is measured across the six domains of resilience.

The filled-in area shows your score in that domain, while the middle shows your overall score out of 100.



Vision

- Goal orientation, control, self worth, values

Composure

- Emotion regulation, patience, stress as a welcome challenge

Reasoning

- Problem solving, resourcefulness, ready for change

Health

- Exercise, sleep, nutrition, brain health

Tenacity

- Bounce back, optimism through adversity

Collaboration

- Support networks, working in teams, managing perceptions

Predictive Indicator - Momentum

- Indicator of future direction of wellbeing and engagement

Momentum indicators



– Strong upward momentum



– Upward momentum



– No significant change expected



– Downward momentum

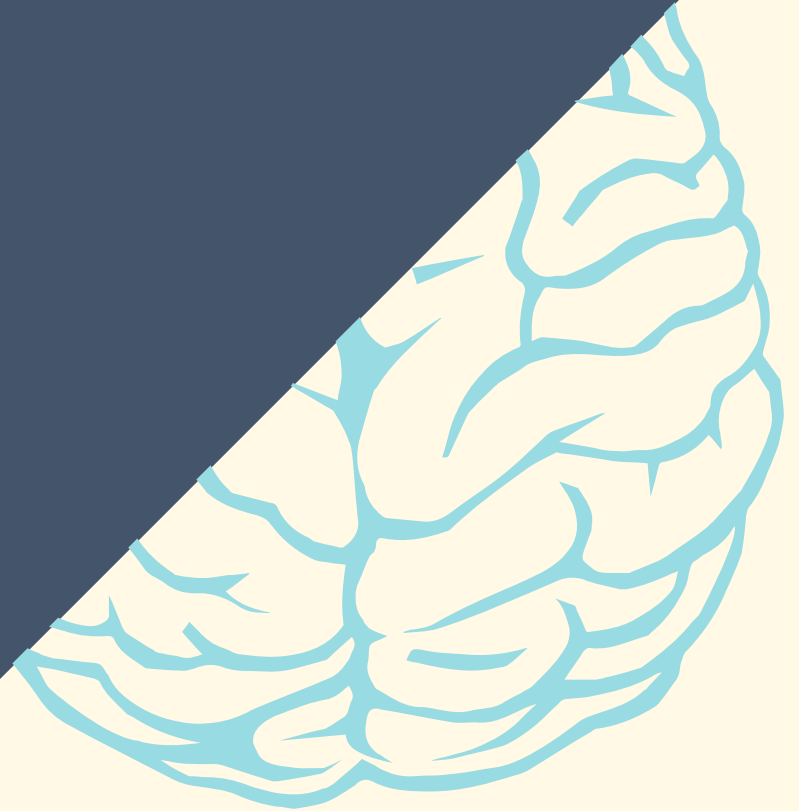


– Strong downward momentum

Indicators

- A forward-looking measurement
- An indicator of potential future resilience
- Measures Approach and Avoidance motivation schemas
- **Affected by all areas of resilience**

Resilience: Vision



VISION

About purpose and meaning

- Working towards clear goals
- Ability to prioritise effectively between competing goals
- Being committed & decisive
- Vision motivates to action

The most important of the domains

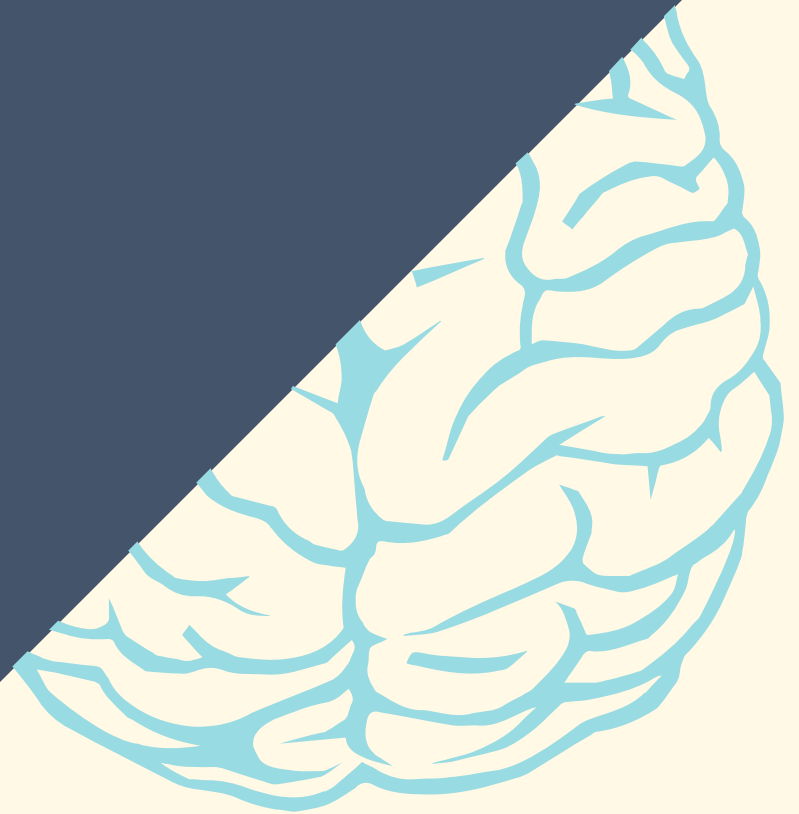
Basic needs of the brain

- Attachment
- Control & Orientation
- Motivation (pleasure & pain)

Congruence

- Have goals, work towards them, see results & don't have internal conflict

Resilience: Composure



COMPOSURE

About regulating emotions

- Effectively managing stress
- Recognising the signs of stress
- Increasing emotional granularity
- Having strategies to regain composure when stressed or anxious

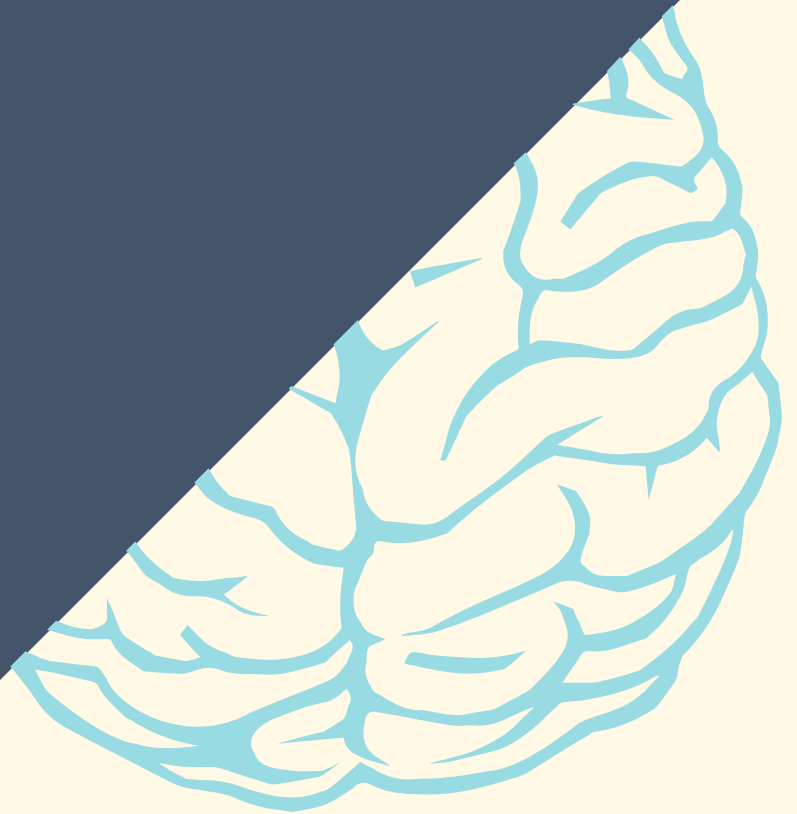
Interpretation bias

- Awareness of own biases
- Being open to challenge

Reappraisal

- Learning how to reinterpret physical signals (*anxiety » excitement*)
- Use proactively and retroactively

Resilience: Reasoning



REASONING

About problem solving & critical thinking

- Ability to think clearly when facing stress
- Being resourceful
- Seeing opportunity in change
- Ability to challenge own beliefs

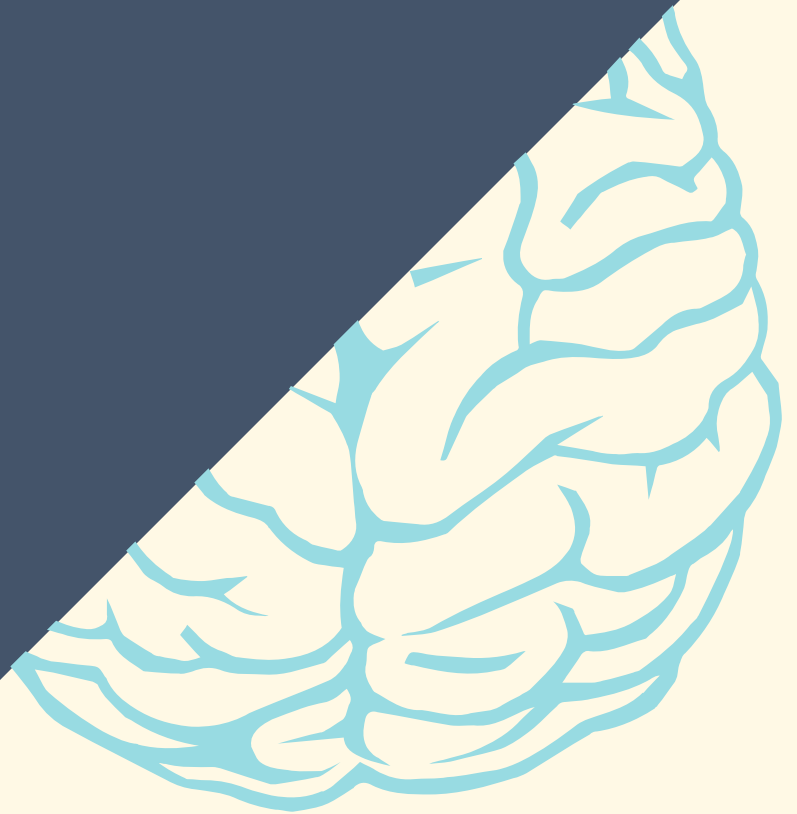
Anticipate and prevent

- Visualise scenarios & plan for adverse outcomes
- Take action to mitigate future problems

Reasoning bias

- Recognise thinking style
- Manage blind spots

Resilience: Tenacity



TENACITY

About perseverance

- Bouncing back from setbacks
- Learn from own successes and experience
- Perseverance is more important than intelligence in achieving success

Realistic optimism

- Avoid being overly optimistic (impacts motivation)
- Avoid pessimism (also impacts motivation)
- Realistic sense of hope

Managing mistakes

- Accurately analysing mistakes
- Avoid self-judgement and focus on learning

Resilience: Collaboration



COLLABORATION

About support networks

- Secure attachment
- Willingness to ask for help
- Willingness to be support for others

Managing perceptions

- Perceived support is more important than actual support

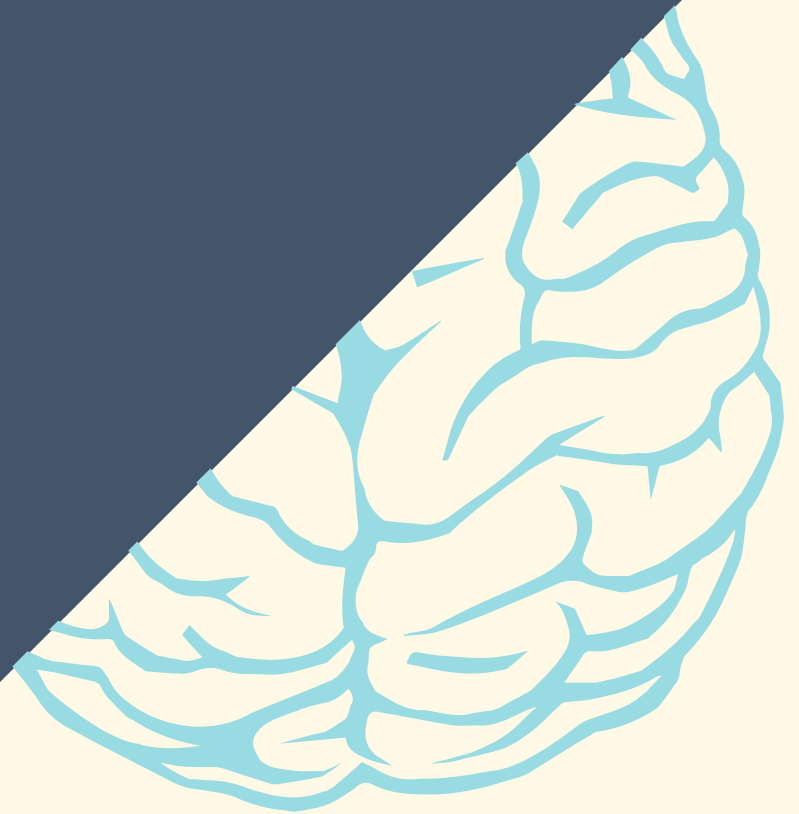
Investing in relationships

- Building support networks
- Mutually valuable relationships
- Mentor relationships

Social context

- Recognising behaviour for context
- Using humour appropriately

Resilience: Health



Health

About physical wellness

- Foundational domain
- Supports a healthy brain & ability to build resilience

Exercise

- Promotes long-term brain health (neurodegeneration)
- Plus short-term benefits
- Promotes BDNF

Nutrition

- Fat + sugar is potent producer of serotonin
- Affects the brain (BDNF...)

Sleep

- Lack of sleep releases cortisol, leads to being impulsive
- Quality is more important than quantity

Other Science-Based Resilience Exercises

1. Storytelling
2. Language
3. Reframing
4. Visioning
5. Strengths and gifts analysis
6. Acts of kindness, volunteering, mentoring

Other Science-Based Resilience Exercises

7. Practice of Gratitude
8. Three good things
9. Humor
10. Silver lining
11. Mindfulness: body scan, deep breathing
12. Thought stopping

Three Good Things!



Thank you!

Please do not hesitate to reach out if you
have any additional questions!

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