



Resilience:

A Critical Trait for Tough Times

(Note from the workshop creator/facilitator: This is intentionally a Word PDF rather than a PowerPoint. It is designed to help spark workshop discussion and get participants to think about ways they can apply some of the material introduced. I will add attendees' comments during the session to help keep everything more organic than rigid. That seems appropriate for the topic of resilience. So I suggest you print and bring a hard copy to the workshop. Another option is to simply respond to the numbered green questions below on a laptop or paper during the session. I look forward to seeing you soon. – Gregg Piburn, Leader's Edge Consulting)

“Shavow”

Explorers see with fresh eyes.

1: What comes to mind when you see and hear that statement?

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Perhaps, if you leave now, this session would have been worthwhile already. Resilient people “explore with fresh eyes.”

Gregg Piburn (Pie'—burn)

- + Longtime independent consultant (Leader's Edge Consulting)
- + Why? I get a real kick out of helping groups and individuals get on with what they're good at and excited about.
- + Group facilitator for councils/boards, leadership teams, and departments (less-is-more strategic planning and conflict resolution, among other things)

- + Personal coach (behind-the-scenes support person) for leaders, emerging leaders, and problem performers
- + Published author and former award-winning journalist
- + Pretty resilient guy
- + Former rodeo bull rider, movie actor, and Denver Bronco wide receiver ... but that's another story

Definition:

Resilience is the ability to (a) effectively recover from misfortune and/or (b) quickly move forward in the face of significant change.

2: What are some examples of misfortunes and/or significant changes you (or friends of yours) have faced in recent years?

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- +

Be thinking about a misfortune and/or significant change that continues to be a challenge for you. I hope some of the Models/Ideas/Tools (MITs) I introduce can be applied to help you.

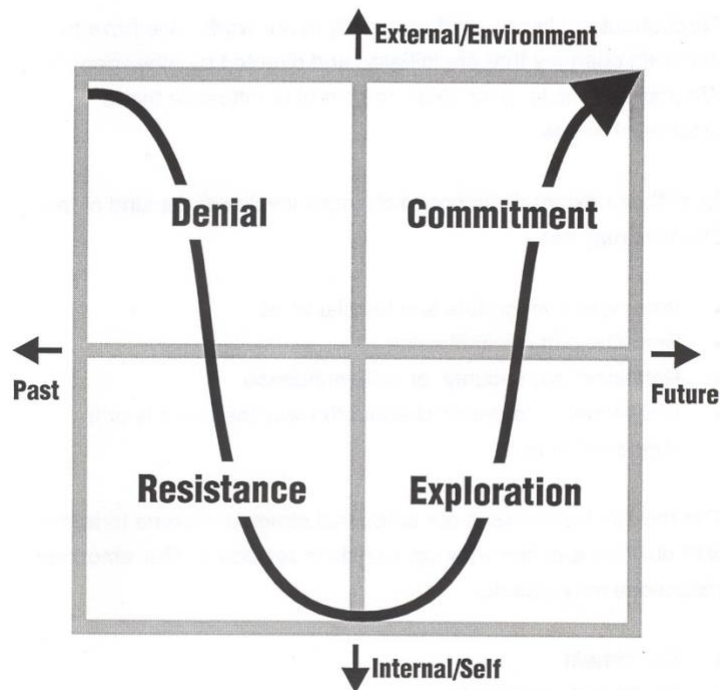
3: What would be potential benefits in work and life of enhancing your level of resilience?

There would be LESS ...

There would be MORE ...

As a group facilitator and behind-the-scenes support person for individuals I try to listen more than talk. I will do some of that in this session as well. But in any assignment I try to provide MITs to spark discussions, decisions, and actions.

The Transition Curve



4: Who is a rigid person you know?

5: Who is a resilient person you know?

6: How would you characterize the career of the rigid person you know?

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+

7: How would you characterize the career of the resilient person you know?

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Inside-Out Healthy Approach to Misfortune and/or Change (CH/CVs/Organic)

A POWERFUL Mindset

Confident Humility (CH) ... based on the combination of the following 3 statements.

- 1: Life is difficult.
- 2: We're all imperfect.
- 3: Use whatever happens as a learning and/or teaching opportunity.

We know the realism of the first 2 but seem to forget it. Add the third statement and it becomes Realistic Optimism or Confident Humility.

What if I believe:

- + Life always has been and always will be easy for me.
- + One reason is because I'm pretty much perfect.
- + And I can't imagine I could learn much of worth from anyone else.

8: What are some potential problems I might have as a result of that mindset?

9: How resilient am I with a mindset opposite of Confident Humility?

10: What have you/can you learn and/or teach because of your COVID experience?

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- +

Here is an example from my life when I used CH to address a misfortune and significant change.

Sher's CI experience → Denial → Resistance → Exploration (with many gaps) → Commitment to growth and enhancement → Book deal and keynotes around the country. Topic: The impact of chronic illness on couples and families from the perspective of a physically healthy husband. Title: "Beyond Chaos: One Man's Journey Alongside His Chronically Ill Wife." Written as a series of short essays rather than 10 chapters with a nice, tidy literary bow at the end.

Confident Humility + Exploration ...

11: What are 2 ways you could EXPLORE the current misfortune or significant change in your life? Jot down 1 or 2 right now.

1:

2:

12: What are your 3-5 core values?

They:

- Are extremely important to you.
- Help define you and your uniqueness.
- Serve as guides to help you live the life you want to live.
- Should be lived out every day.
- Influence your decisions and actions.
- Need to be USED – tapped into when facing tough decisions or in a rut.
- Can each be conveyed in 1-2 words.
- May be revised over time but keep it to 5 maximum.

1. _____

2. _____

3. _____

4. _____

5. _____

Here are mine

1. Relationships
2. Personal Freedom
3. Confident Humility
4. Simplicity
5. Creativity

Here is an example from my life when I USED my core values to address a misfortune and significant change.

The Great Recession (tough challenge for a 1-person biz)

Kept me relatively close to my inner circle (Relationships)

Realized I didn't have to be boxed in by recession (Freedom)

Unleashed Confident Humility

Looked for a simple answer (look north of the border)

Creatively revised my marketing and facilitation for a somewhat different culture

+ 2 of my best years ever were during these tough financial times

13: Right now, what is something 1 of your core values is telling you about how to effectively address your misfortune and/or significant change?

A quick add-on thought

See with fresh eyes -- Revise -- Organic

A helpful and appreciated quotation for me over the years is from Psychologist/Author M. Scott Peck: "Life is not a problem to be solved but a mystery to be lived."

14: What is a quotation or principle that has been helpful or appreciated in your life? Write it down.

That has given me comfort when going into an uncomfortable situation. But as an exploring and resilient person, I revised it for my own benefit. It rings more true to me and provides even more comfort and direction.

Life is **SOMETIMES** a problem to be solved **AND** a mystery to be lived.

15: How might this revision be more relevant or true than the original quotation?

16: How might this revision be helpful to me?

Approach more like a facilitator than a presenter/trainer/manager

More flexible and resilient

More attuned to living in the gray areas

More focused on both/and rather than either/or

17: How might you revise your quotation/principle above in a way that is more relevant and helpful in these chaotic times we live in?

Confident Humility + Exploration + Core Values = Mindset (in my Resilience formula)

M + _ + _ = Resilience

Idea-Generation Model



Assess & Address

Topic: _____

What's right?	What's wrong?	What's missing	What's confusing?
* * * * *	* * * * *	* * * * *	* * * * *
<u>Ideas for optimizing</u>	<u>Ideas for fixing</u>	<u>Ideas for inserting</u>	<u>Ideas for clarifying</u>

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“Topic” examples:

My response to the doctor’s diagnosis

My stagnant career

The changing family dynamics

My working relationship with a challenging new boss

18: Others?

+

+

December 2018

+ The key thing WRONG was spending too much time/energy on personal coaching

+ Idea for fixing was to create strict guidelines for how/where/when coach

+ What was MISSING was more focus on the better income-generating facilitation

+ Idea for inserting was a new way to market and improve my facilitation approach

The year 2019 was one of my best years ever for business

April 2020

+ The key thing WRONG was COVID restrictions made group gatherings obsolete

+ Idea for fixing was to put group facilitation on ice for the time being

+ What was MISSING was a decent income-generation replacement

+ Ideas for inserting was expand coaching worldwide thanks to Zoom, write an e-workbook, and create a program called Ascend for “emerging leaders” that combines coaching and the workbook. (Later this summer I begin a group Ascend program.)

The results? Surviving quite well the horrid 2020-21 business years

18: Pick a topic related to a MISFORTUNE and/or SIGNIFICANT CHANGE and spend 1-2 minutes jotting down a few answers on the top row. Include at least 1 thing that’s “Missing.”

Confident Humility + Exploration + Core Values = Mindset (M)

M + Assess & Address + () + _ = Resilience

Here's another simple model that can help you or others turn from stagnation to action and accountability.



Action & Accountability

Premise: The only thing you can change is you.

Stagnating Statements you or others might think or say

- Communication around here sucks.
- Management has tied our hands on this issue.
- This new IT system is doomed to fail.
- I'm stuck in a dead-end job.
- Tracy and I will never be able to work well together.
- COVID has permanently ruined my career.

An Action Question (AQ) has 3 guidelines

1. It must start with the word "what" or "how."
2. It must include the word "I."
3. It must force action.

19: How would you change 1 of the Stagnating Statement examples above to an AQ?

20: What is a Stagnating Statement you currently have in need of an AQ?

21: How would you change that to an AQ?

Winning Formula: Stagnating Statement → AQ → Action Plan → Action

"Everything can be taken from a man but one thing: the last of the human freedoms – to choose one's attitude in any given set of circumstances, to choose one's own way."

– Viktor Frankl, "Man's Search for Meaning"

Confident Humility + Exploration + Core Values + Assess & Address + Action (A³)

M + A³ + _ = Resilience

If the shoe fits ... or ...

Why I wouldn't be speaking here today if I didn't sing "Proud Mary" (poorly) or ride a bull briefly (3 seconds) or do about 25 other crazy things many years ago

The MISFORTUNE was career boredom. Small newspaper. Not much news going on. Pretty stagnant management philosophies at the top of the organization. Felt I could add more value AND be more satisfied (Noble Selfishness). Even though I did not have these MITs back then, I started to practice resilience.

I had a MINDSET of an explorer/journalist who saw with fresh eyes.

I embraced the value of PERSONAL FREEDOM to battle boredom.

I created an idea that could benefit readers, the newspaper, and me.

I presented a specific proposal.

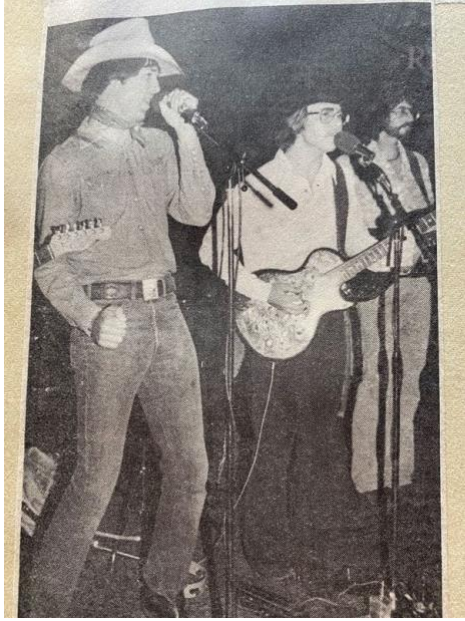
I got rejected the first few times.

I negotiated for a trial run of columns.

I PERSISTED to get the green light for 3 columns.

Readers responded with rave reviews.

I PERSISTED to consistently give readers entertaining columns and gained more notoriety.



I created the SIGNIFICANT CHANGE I wanted.

+ Shoe Fits → HP/VSI → Half-Time Consulting → LE → Breckenridge today

22: What is a boredom you want or need to battle and what would be a 1st step to do that?

Confident Humility + Exploration + Core Values = Mindset (M)

Assess & Address + Action = A³

Persistence

M + A³ + P = Resilience

(Hey, if you think you can create a better resilience formula ... be resilient and GO FOR IT!)

Summary & Personal Action Plan

23: What is a MISFORTUNE and/or SIGNIFICANT CHANGE you need/want to address well?

24: How can Confident Humility give you the right mindset to address it?

25: How might you explore for information or solutions related to this issue?

26: What do 1 or more of your Core Values suggest how you address the issue?

27: What are ideas you have related to what's right/wrong/missing/confusing?

28: What actions will you take in the next week/month/year?

W?

M?

Y?

29: How might you have to be persistent to make the desired changes?

30: What are potential benefits of being resilient with this issue?

Final thought:

“After enlightenment comes the ...

” – Chinese proverb