



Resilience That Works

In this session, we'll guide you through a practical workshop designed to build your awareness of your personal resilience.

By the end of the session, you will have a personal resilience plan of simple steps you can maintain even on the messiest days.

“

This is a marathon, not a sprint

”



Understanding Resilience

Resilience is your ability to adapt and recover under pressure. It's not about being invincible, it's about **bouncing back effectively** when challenges arise.

Uncertainty

When the path forward isn't clear, anxiety rises, and decision-making becomes harder.

Loss of Control

Feeling powerless over situations amplifies stress and drains energy rapidly.

Identity Threat

When core values or professional identity feel challenged, resilience takes a significant hit.

2min Reflection: Which one shows up for you the most? Share with the person next to you and discuss why this resonates for you right now.

Setting Your Baseline



Take 2min: In your workbook rate Yourself (0–10)

Assess your current resilience across five dimensions:

- Social connections
- Behavioural patterns
- Emotional regulation
- Physical wellbeing
- Technical skills



Quick reflection



Now take 90sec to write in your workbook:

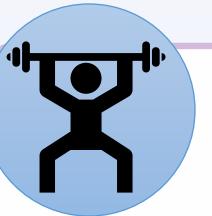
One word: How does change feel to you today?

One intention: "This workshop is worth it if I ____."

Share back – any volunteers?



Recognising Your Early Warning Signs



Physical

- Tension headaches
- Disrupted sleep
- Fatigue or restlessness
- Digestive changes



Behavioural

- Procrastinating
- Rushing through task
- Skipping breaks
- Task switching
- Avoiding decisions



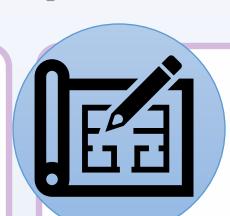
Social

- Withdrawing from Team chats
- Cancelling checkins
- Not asking for help
- Over agreeing to Avoid conflict
- Irritability/short responses



Emotional

- Irritability or impatience
- Feeling overwhelmed
- Low motivation
- Increased worry



Technical

- More errors in work
- Difficulty concentrating
- Missing deadlines
- Avoiding complex tasks

Your turn take 60sec: Write down your top three early warning signs. (These are your personal alert system). Add any additional signs to the list that you experience.

Regulate First, Then Decide



When your nervous system floods with stress, attention narrows and thinking becomes rigid. You cannot "think" your way out first; you must regulate your body before making sound decisions.

01

Exhale Bias Breathing

Breathe in for 3 counts, out for 6 counts. Repeat 6 times. Longer exhales activate the calming response.

02

Orienting Technique

Feel your feet on the floor, widen your gaze, identify 3 colours around you. Grounds you in the present moment.

03

Physiological Sigh

Two sharp inhales through the nose, one long exhale through the mouth. Repeat 3 times to rapidly reduce stress.

"What's the one decision we actually need to make today?"

Use this meeting line to cut through noise and focus on what truly matters after you've regulated.

Navigate Your Project Rollercoaster



Mapping out Your Week

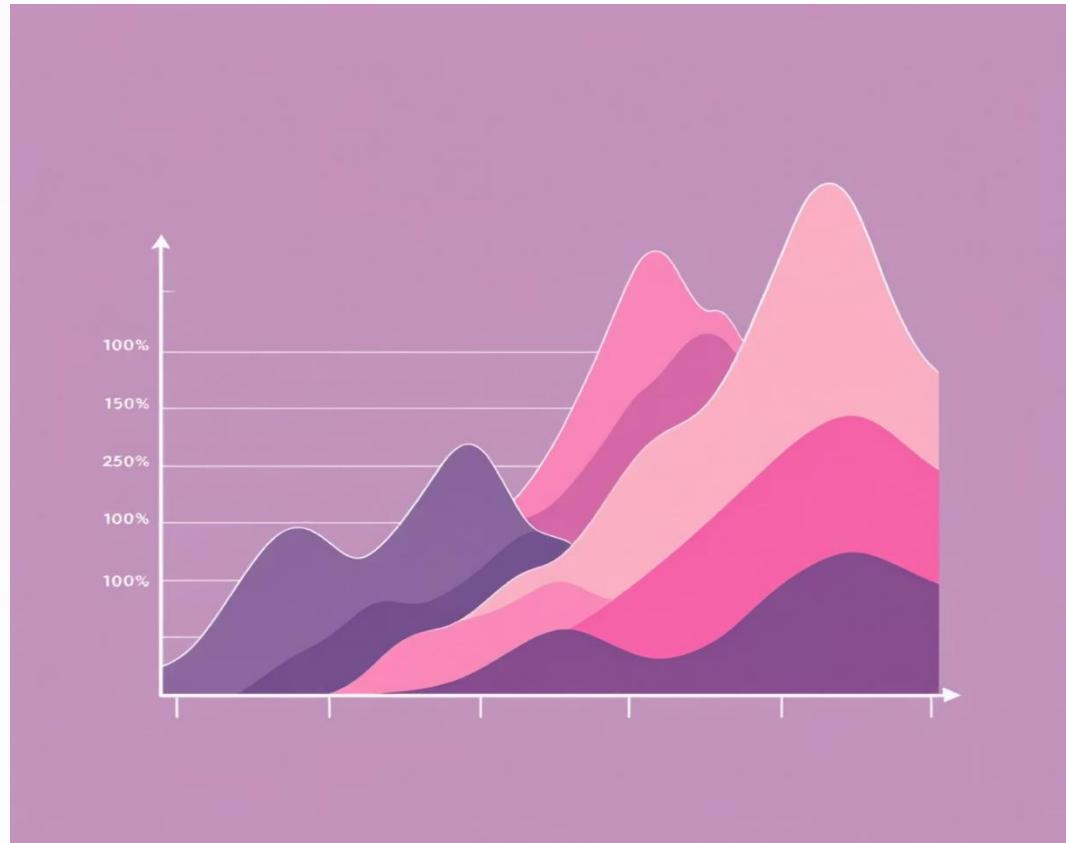
Label each day as either a **Peak** (high energy, momentum) or **Valley** (low energy, challenges).

Peak Day Pack

- Write a 3-item focus list
- Set one clear boundary
- Capitalise on your energy

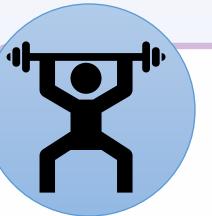
Valley Day Pack

- Schedule one deep-work block
- Connect with one key stakeholder
- Lower expectations kindly



Boundary examples: "I can do X today; Y by Friday. What's the priority?" or "If both can't be done, which do we drop?"

Understanding types of stressors



Physical

(Body state, energy, and environment on your body)

Examples: poor sleep, headaches, tense shoulders, no natural light



Behavioural

(Actions, habits, and workflow choices)

Examples: saying yes to everything, skipping prioritisation, no buffer after meetings.

(People and relationship factors)

Examples: stakeholder conflict, unclear decision-maker, team norm of after-hours pings



Social

(People and relationship factors)

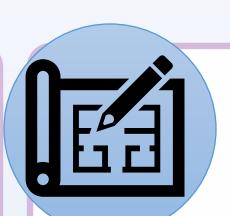
Examples: stakeholder conflict, unclear decision-maker, team norm of after-hours pings



Emotional

(Feelings, reactivity, and self-talk)

Examples: dread before stand-ups, irritability at 3pm, “I’m failing” inner thoughts



Technical

(Tools, processes, and digital load)

Examples: nonstop notifications, unreliable systems, too many apps/context switching

Your turn (5 min): List current stressors on post its (tag them S/B/E/P/T).

Circles of Control



Control

Your actions, responses, boundaries, and daily choices.
I have the direct power to change.

Influence

Team decisions, processes, stakeholder priorities.
I can shape but not command.

Outside

Market conditions, organisational strategy, other people's reactions.
Accept and adapt.

If I can't control it, how can I 'deal' with it?

Striking a balance of understanding and acceptance between what we can control, what we can influence and what sits outside our power ensures we can put our energy and focus into what matters. Reducing our stress, frustration and emotional state.

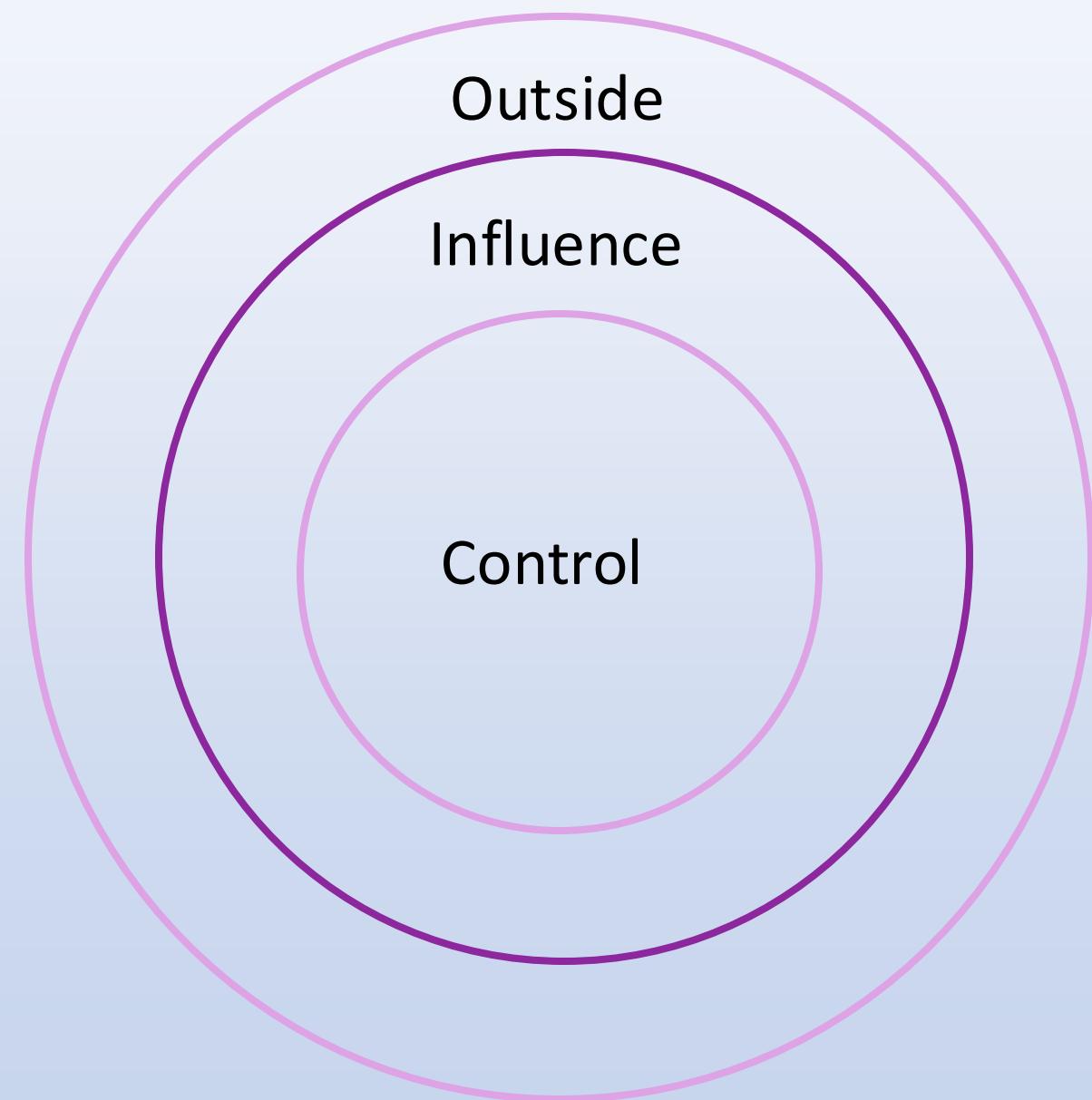
Activity



Place your post its on the circle of control.

Take 2min: Choose one "Outside" item. Now define a control step you *can* take using the steps below.

Problem → Impact → Proposal → Trade-off → Ask





Minimum Viable Habits

Habits that stick live in **Control** → my actions, my choices, my schedule

Influence → scripts/rituals (team based)
Outside → acknowledge, don't plan.

Examples of MVH's:

- 5-minute morning walk
- 2-minute breathing reset
- 60-second desk stretch
- Focus Block Protocol - hit Focus Mode, clear desk in 60s
- 10-minute screen-free lunch
- Booking in focus time (pausing notifications)
- Eating your lunch away from your desk

2min activity using:

Formula: After {cue | control}, I will {MVH} so I {benefit}

What happens if you relapse? Have a plan to bounce back.

Missed one day? 1-minute restart: Just do it once.

Missed the week? 15-minute Friday reset: Recommit to one habit.

Make it real: Add both to your **calendar for tomorrow**

From Reactive to Proactive

Regulate → Reframe → Request



Regulate

Calm your nervous system with a 60-second reset technique.

Reframe

Challenge thinking traps and choose a more balanced perspective.

Request

Ask clearly for what you need to move forward effectively.

Build Your Response Scripts

If-Then Plan

"If I feel **overwhelmed**, then I'll **do 3 slow breaths**, then **take my next MVH** e.g. 60 sec desk reset before I move forward."

Proactive Reframe

"This is tough. My next step is **to draft options**. I'll ask **Benn** for **input by Thursday**."

Support Ask

"To deliver X by Y, I need Z." Practise saying this out loud with a partner to build confidence.



Personal Resilience Plan

Assemble Your PRP

As we have stepped through the workbook you have started to create your PRP. Include your signals, triggers, resets, boundaries, habits, support network, and values-driven actions.

1 Do one action in the next 48 hours

Pick the smallest, easiest step from today and commit to it immediately.

2 Calendar a 10-minute weekly check-in

Traffic-light yourself: Green, Amber, or Red. If Red two weeks running, renegotiate scope or seek out support. Add it to your calendar now!

3 Book a buddy conversation

Schedule a 10-minute check-in with a colleague/friend to maintain accountability.

"Resilience isn't about never struggling, it's about having a system that helps you recover and adapt when you do."