RESILIENCE WORKSHOP GUIDE – FACILATATION NOTES

SLIDE 1: Resilience That Works
Purpose: Set tone. Make it personal and practical.
Say: Resilience is personal. It is how you notice stressors and triggers, steady your system, and choose the next useful step. If we are not centred and grounded, it is hard to show up for others in high demand, changing environments.
Context dial: For program teams, think about your current phase or release.
Transition: Let's name the forces that drain capacity.

SLIDE 2: Understanding Resilience
Purpose: Normalise pressure points.
Say: We often feel strain from three amplifiers: uncertainty, loss of control, and identity threat. Different days, different one is loudest.
Ask: Quick hands: which one is most present today.
Do: 30 second jot in the workbook if you have the space.
Context dial: Example for program teams: delayed vendor decision equals uncertainty.
Transition: Set a quick baseline so we can personalise what you try today.

SLIDE 3: Setting your baseline
Social connections: How supported and connected you feel at work e.g: Do you feel like your lead has your back?
Behavioral patterns: The habits and workflows that shape your day e.g: Do you say yes to everything, or do you set/hold boundaries?
Emotional Regulation: How you notice, name and steady emotions under pressure e.g: Can you name how you feel?
Physical wellbeing: Your body's battery – sleep, movement, nutrition and recovery e.g: Is work creeping into your sleep?
Technical skills: Your tools, systems and focus habits with tech. Do you silence notifications well focusing?
Quick reflection: ask for volunteers to share theirs (5ppl) of each.

SLIDE 4: Quick reflection
Purpose: Make signals visible.
Say: Early warning signs appear in body, feelings, behaviour, social interactions, and digital or technical load.
Ask: Circle your top three in the workbook.
Do: 60 to 90 seconds of quiet marking. Invite one share.
Context dial: Think about the next two weeks of your real work when you choose.
Transition: Let's separate Behavioural and Social so tagging is easier.

SLIDE 5: Recognising your early warning signs
Purpose: Clarify the difference.
Say: Behavioural means what I do under load. Social means how I relate under load.
Ask: Which is your earliest tell.
Do: In your workbook circle two in each list. Write one you notice first.
Context dial: Behavioural example: skipping buffers after meetings. Social example: avoiding stakeholder check ins.
Transition: When a signal shows, regulate first, then decide.
SLIDE 6: Regulate first, then decide
Purpose: Teach a fast state shift.
Say: Flooded brains make poor choices. Regulate first, then ask what the one decision is we need today.
Do: 60 to 90 second group demo. Choose one technique: in 3 out 6 breathing, orienting with feet and 3 colours, or physiological sigh.
Accessibility notes: Try eyes open with soft gaze or eyes down. Sit or stand with both feet grounded. Still or gentle sway. Quiet, white noise, or low music. If breath work is activating, skip it and use movement or sensory options.
Context dial: Choose what you would use between meetings.
Transition: Plan for the real week so the wave does not knock you over.

SLIDE 7: Navigate your project roller-coaster
Example of how manage your week.
Role play example then gets them to:
Take 30secs to visualise the conversation – how would you approach this? Do example together.
Purpose: Turn rhythm into a plan.
Say: Energy comes in waves. Plan for the wave.
Ask: What boundary line could you try on a peak day.
Do: 3 to 4 minutes. Mark days Peak or Valley. Peak pack equals top 3 plus one boundary. Valley pack equals one deep work block plus one stakeholder connects.
Context dial: Program peaks could be show and tell or readiness reviews. Valleys could be backlogging grooming.
Transition: Tag stressors so you pick the right lever.

SLIDE 8: Understanding types of stressors
Purpose: Match lever to lens.
Say: Tag each stressor as Social, Behavioural, Emotional, Physical, or Technical. The tag points to your next step.
Ask: Any surprises about where a stressor sits.
Do: Tag two current stressors in the workbook.
Context dial: Late scope input could be Social and Behavioural. Unstable test environment is Technical and may be Outside.
Transition: Place each item where your power lives.

SLIDE 9: Circles of control
Purpose: Aim effort where it pays.
Say: Spend energy where power lives. Control comes first. Then use Influence. Outside gets acknowledgement, not planning.
Ask: None. Keep time for the activity.
Do: 5 to 7 minutes. Move items into the three rings on your worksheet. Choose one Outside item and write a 5-line Influence Pitch: Problem, Impact, Proposal, Trade off, Ask by when.
Coach line: If it is not fully in my control, it is not a habit. Convert it to a team script or ritual.
Context dial: For program teams, the ask might be to the Executive level or Product Owner.
Transition: Build habits that survive peak weeks.
Exercise to do in a workshop setting to add movement and break up the session: How to use them
When you list each stressor on a sticky, **add 1–2 tags** that best describe its main driver(s).
Then place the sticky under **Control / Influence / Outside**.
Quick examples
"Last-minute scope changes" → **S, B** (social expectations + behavioural boundary) → *Influence*.
"Pinged on 5 channels during deep work" → **T** → *Control* (mute rules, focus mode).
"Short fuse by late afternoon" → **E, P** → *Control* (90-sec reset; snack/light).
"Legacy system outages" → **T** → *Outside/Influence* (escalation path; contingency).
This tagging just helps you choose the **right lever** next (social script, habit tweak, reset, body/space change, or tech rule).

SLIDE 10: Activity
S = Social people and relationship factors
Examples: stakeholder conflict, unclear decision-maker, team norm of after-hours pings.
B = Behavioural actions, habits, and workflow choices
Examples: saying yes to everything, skipping prioritisation, no buffer after meetings.
E = Emotional feelings, reactivity, and self-talk
Examples: dread before stand-ups, irritability at 3pm, "I'm failing" inner dialogue.
P = Physical body state, energy, and environment on your body
Examples: poor sleep, headaches, tense shoulders, no natural light.
T = Technical tools, processes, and digital load
Examples: nonstop notifications, unreliable systems, too many apps/contexts switching.
Exercise: How to use them
When you list each stressor on a sticky, **add 1–2 tags** that best describe its main driver(s).
Then place the sticky under **Control / Influence / Outside**.
Quick examples

"Last-minute scope changes" → **S, B** (social expectations + behavioural boundary) → *Influence*.
"Pinged on 5 channels during deep work" → **T** → *Control* (mute rules, focus mode).
"Short fuse by late afternoon" → **E, P** → *Control* (90-sec reset; snack/light).
"Legacy system outages" → **T** → *Outside/Influence* (escalation path; contingency).
This tagging just helps you choose the **right lever** next (social script, habit tweak, reset, body/space change, or tech rule).

SLIDE 11: Minimum viable habits

If it needs someone else's permission, it's not an MVH. Turn it into a team script or ritual.
Invite 1 quick share of an MVH + worst-day version.
Activity, using the formula:
Formula (≤2 min, cue-anchored): After **[cue I control]**, I will **[tiny action]**, so I **[benefit]**.
Now do a version for your **Worst-day (30s)** version: _____.
Examples: After login → **2-min daylight** → feel awake · 9:30 → **Focus Mode ON (60m)** → finish top task ·

Relapse plan: Miss a **day** → **1-min restart** at next cue. Miss a **week** → **15-min Friday reset** (shrink + recommit).
Make it real: Add both cues to your **calendar for tomorrow**. **Buddy share (60s each)** to pressure-test "worst day."

SLIDE 12: From reactive to proactive

Purpose: Give a simple conversation order.
Say: Order is regulated, then reframe, then request. Reframe example: this is tough, not impossible. The next step I control is [X]. Request example: to deliver X by Y, I need Z. Say it once, then pause.
Ask: None before the practice.
Do: 3 to 4 minutes. Write one If then plan and one Support Ask. Practise with a partner for 30 to 45 seconds each.
Context dial: Aim your ask at someone who can unblock your work.

SLIDE 13: Personal resilience plan (PRP)

Now tie it all together, your workbooks become your PRP. Highlight key points from the session, ask for share backs or wins from the group.
Purpose: Make it real.
Say: Add one action for the next 48 hours and book your weekly 10-minute review now. If you are Red for two weeks, renegotiate scope or seek support from a manager, EAP, or GP.
Ask: One word you are leaving with.
Do: Phones out and book the events. Pair up if you want accountability.
Context dial: Choose a review time that lands before governance so you can act on it.
Transition: Thank the group