



@quiet_the_hive
#quietthehive



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Quiet the **Hive**
Courageous · Inspired · Joyful · Confident · Curious

Resilience

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Career Confidence

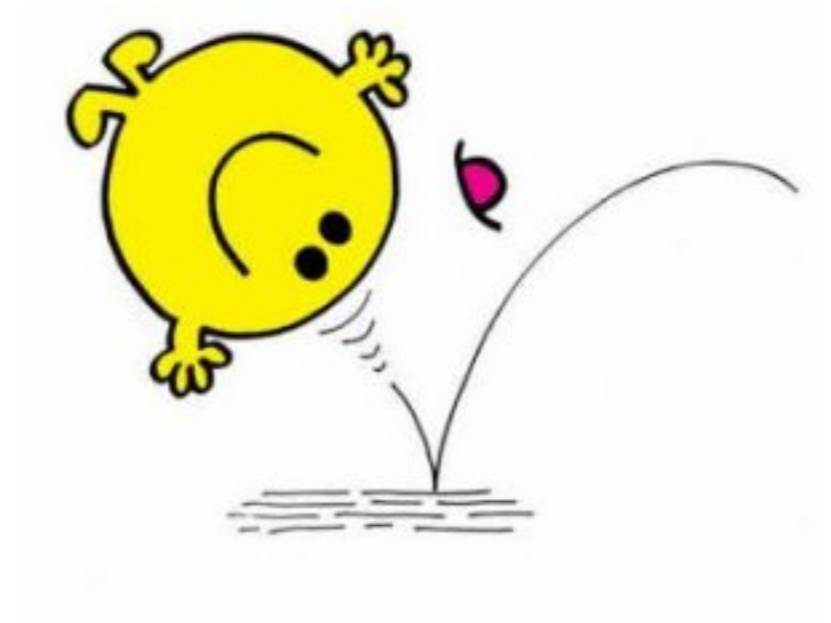
Today's Session

- What is resilience and why the focus?
- Personal resilience
- Bonus material - worksheet exercise, and for teams and as leaders



Resilience

- What is resilience?
 - *Answers in chat*



Resilience

re·sil·ience
/rə'zilēəns/

noun

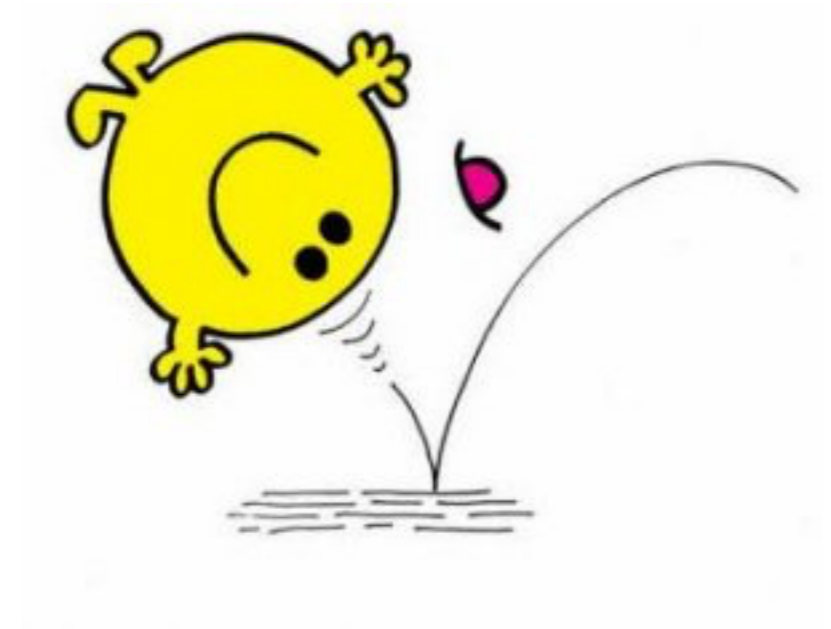
- 1. the capacity to recover quickly from difficulties; toughness:**
"the often remarkable resilience of so many British institutions"

- 2. the ability of a substance or object to spring back into shape; elasticity:**
"nylon is excellent in wearability and resilience"



Resilience

- Is it important?
- Why?
 - *Answers in chat*



Resilience

“Resilience won’t make your problems go away. But resilience can give you the ability to see past them, find enjoyment in life and handle stress better. If you aren’t as resilient as you’d like to be, you can develop skills to become more resilient.”

(Marcos and Macauley, 2008)

- But sometimes it’s not about springing ‘back into shape’ - we can become a ‘new shape’. Our experiences shape us
- Not about moving on without being impacted



Resilience

Let's repeat that:

- Not about moving on without being impacted
- You don't always have it
- It can be developed



Acknowledging the Stuff

- Covid
 - isolation and loneliness
 - furlough and redundancy
 - illness & death
- Ukraine
- Politics
- Cost of Living Crisis
- Strikes

- Sub acute trauma - anything that has had a profound impact



Benefits of trauma

- Relationships are enhanced
- The way we see ourself changes
- Our life philosophy changes

What Doesn't Kill Us: A guide to overcoming adversity & moving forward - Prof S Joseph



Questions to Ask Yourself

- What does it feel like when I'm **not** resilient?
- What does it feel like when I **am** resilient?
- What does it **look like** to other people?



Reflection Opportunity



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Resilience

- Leaky bucket
- Need to keep it topped up

“Joy, collected over time, fuels resilience - ensuring we'll have reservoirs of emotional strength when hard things do happen.”

(Brené Brown)



Personal Reflection

- What are the things that DRAIN or DRAW ON your resilience at work?



Bond & Shapiro

WHAT'S THE BIGGEST DRAIN ON RESILIENCE AT WORK?

Survey responses from 835 British employees.



SOURCE "TOUGH AT THE TOP," BY SARAH BOND AND GILLIAN SHAPIRO

HBR.ORG



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Developing your Personal Resilience

- **F**ind your tribe (social support)
- **F**ind meaning and purpose
- **W**hat makes you happy?
- **N**otice what's going on for you
- **B**e active, Eat well, Sleep well
- **L**et it go - don't sweat the small stuff
- **C**reate goals
- **T**ake Action
- **PUT YOURSELF FIRST**



8 elements

of Career Confidence

Moving past imposter syndrome & the inner critic

Communicating with confidence

Creating, setting & keeping your boundaries

Creating and developing resilience

Bringing your authentic self to your role

Beating procrastination

Owning & celebrating your achievements

Stop hiding and start leaping

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All resources for **Career Confidence** hosted at <https://quietthehive.com/courses/career-confidence/the-career-confidence-resources/>

Get in touch -
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Next Session - Bring Your Authentic Self to Your Role - Nov 7th 10-11:30am



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