

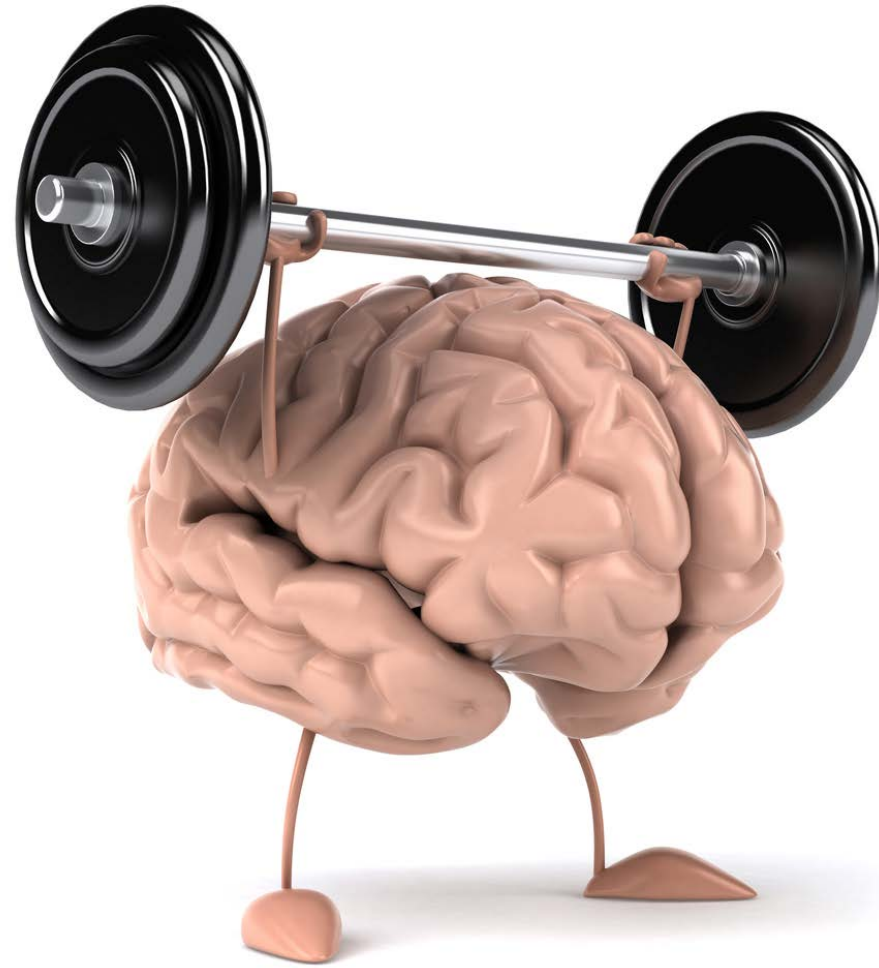
Taking control in the Face of Change

With

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of

WORKPLACE
RESILIENCE



Fixed Mindset
vs.
Growth Mindset

Positive Illusions





Body Response to Stress

Resilience



Is Resilience Innate or Learned?

Quick Fix

Give your allotted time to
worry/stress every day.

Set a timer for 5 minutes
and just stress!

When time is up, say to yourself,
“I’m done and ready to move on”.

The History of Resilience



Commitment

Control

Challenge

Resilience and Commitment



How committed are you?

Resilience and Control

- a. How do you put a giraffe in a refrigerator?***

- b. How do you put an elephant into a refrigerator?***

- c. The Lion King is hosting an animal conference and all the animals attend except one. Which animal does not attend?***

- d. There is a river you must cross that is inhabited by crocodiles. How do you manage it?***

Quick Fix

Write down every possible solution when you are stuck solving a problem.

Don't eliminate bad or crazy ideas.

Put the many ideas in order of workable solutions.

Resilience and Challenge



“Room for Growth”

Transformational Coping

Treat uncomfortable situations as problems to solve. Work through the steps to solve the issue. Draw observations, insights and wisdom from the experience in order to Learn and Grow.

Quick Fix

Breathe

End Goal

Strategy

Take Action

Habits



“40% of our daily lives are made up of habits”

Quick Fix

Action Trigger:

Connecting the desired action with another, so it will trigger the desired behavior.

Why do we resist Change?

Uncertainty/Fear of the Unknown

The Why hasn't been communicated

Change Forced to Quickly

Lack of Participation in the CHANGE

What came before the Change?

Lack of Trust in Leadership

Fear of Incompetence

Cost Outweighs the Benefits

Ingrained Habits

Old history where CHANGE didn't work

Quick Fix

How do you sell CHANGE to your team?

They will follow your lead

Authenticity and Validation

Help them “feel” the Change

Make it bigger than the both of you



Emotional Triggers and Values

Quick Fix

Be aware of your triggers
and understand what is
beneath the response.
Identify the emotion.

Understanding your WHY?



Change

Is a

Choice

