

**Grit
Hardiness
Resilience
Agility**

40th Annual LAP Conference

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THE RESILIENT LAWYER

- *How is it, when several people are exposed to the same stressor, that some of them break down while others remain healthy or even thrive?*

Any idiot can face a crisis—
it's this day-to-day living that wears you out.

Anton Chekhov



DEFINING RESILIENCE

- ◆ George Valliant (1993) defines resilience as the “self-righting tendency” of the person, “both the capacity to be bent without breaking and the capacity, once bent, to spring back”
- ◆ “the process of adapting well in the face of adversity, trauma, tragedy, threats, or even significant source of stress, such as family and relationship problems, serious health problems, or workplace and financial stressors, it means “bouncing back” from difficult experiences.” (American Psychological Association)
- ◆ Resilience is primarily defined in terms of the “Presence of protective factors (personal, social, familial and institutional safety nets) which enable individuals to resist life stress

EARLY RESEARCH ON RESILIENCE

- Emmy Werner. 30 year study in Hawaii, 600+ individuals
- D7A Prevention Research on preventing adolescent Substance abuse
- Alia Crum Yale/Harvard researcher—changing mindset
- Sal Maddi. Illinois Bell Tel 12 year study
- Kelly McGonigal Stanford University
- Korn Ferry Leadership and Workplace Agility

THE GOOD NEWS.....

- Resilience is not a personality factor but a set of skills--- and skills can be learned.
- How we perceive a situation or event strongly influences our response and how it impacts us. *Obstacle or opportunity?*
- How we think/talk about a situation or event is a choice. We can change our thoughts and language. “This is the end of my career!” vs. “This is a disappointing and challenging turn of events and I can find my way through it.”

SURVIVE OR THRIVE?

- Illinois BellTel employees – Dr. Salvatore Maddi, 12 year study. ***Hardiness as the path to resilience.***
- *Fall apart.....Muddle through.....Thrive*
- “Thriving refers to the acquisition of new skills and knowledge (learning about themselves, learning new coping skills, etc), of new confidence or a sense of mastery, and enhanced interpersonal relationships”

FROM MADDI'S STUDY

Hardy persons have considerable curiosity and tend to find their experiences interesting and meaningful.

Further, they believe they can be influential through what they imagine, say, and do. At the same time, they expect change to be the norm, and regard it as an important stimulus to development.

5 KEYS

- **Self-awareness**

Self-awareness is a core factor in resilient people. It refers to the knowledge of one's individuality including thoughts, emotions and behaviors.

- **Connection**

Feeling alone is one of the primary concerns for those traveling abroad. Connectivity to others is closely linked to awareness, regulation, flexible thinking and optimism

- **Flexible thinking**

Rigid ways of thinking give us less choice in our behaviors leading to more subjective distress. Flexible thinking allows for flexible coping and a balanced perspective.

- **Self-regulation**

The ability to acknowledge and express distress in a way that promotes well-being. It requires self-awareness, flexible thinking, connection and optimism.

- **Optimism**

An optimistic attitude promotes psychological well-being. It helps you to challenge unhelpful thinking, improve mood, and identify what is within control.

RESILIENCY SKILLS CHECKLIST

- Is future oriented
- Good communication skills
- Usually persistent
- Good problem solving skills
- Healthy boundaries
- Good listener
- Good decision making skills
- Easily puts others at ease
- Independent
- Achievement oriented
- Self efficacious
- Healthy people connections
- Good planner
- Open to new ideas
- Creative
- Healthy sense of humor
- Asks for help easily
- Often volunteers to help others
- Flexible or adaptable
- Healthy expectations of self
- Optimistic and hopeful
- Goal directed
- Courage/risk taking
- Curious

RESOURCES

- <https://www.usar.army.mil/MRT/>
- **Resilience at Work: How to Succeed No Matter What Life Throws at You –Salvatore Maddi**
- **The Upside of Stress: Why Stress Is Good for You, and How to Get Good at It – Kelly McGonigal**
- **The Resilience Workbook: Essential Skills to Recover from Stress, Trauma, and Adversity –Glenn Schiraldi**
- <https://www.apa.org/helpcenter/road-resilience.aspx>

UNATTENDED
STRESS

MANAGED
STRESS

RESILIENCE



WHY BE STRESS HARDY?

When we manage stressful changes skillfully, and with our whole being, we live deeply satisfying, meaningful, and productive lives.

Our performance and health suffers when we participate less than fully in whatever we do in life.

Life and work changes have the potential to make us lose touch with human values and qualities that spring naturally from full engagement with work and with life.

It paves the way to resilience.

VARIOUS INFLUENCES ON OUR WELL-BEING

Personal Changes

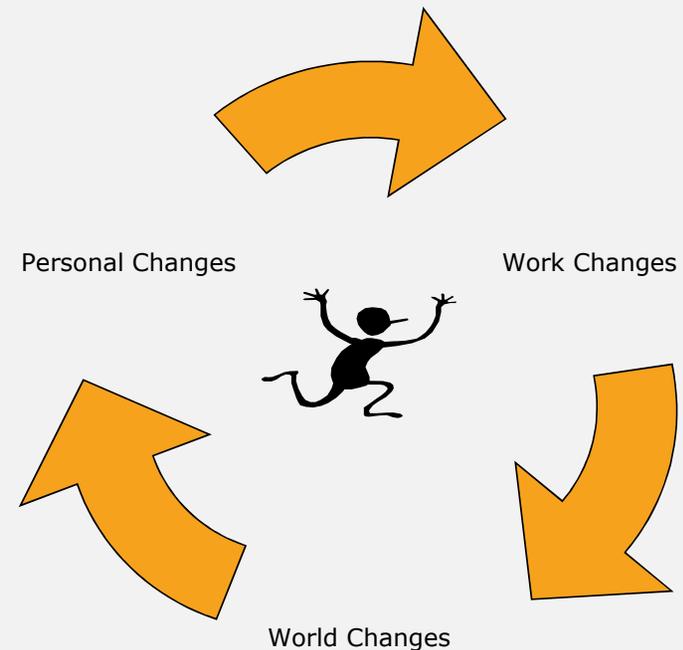
- Relationship concerns and transitions
- Health issues
- Spiritual issues
- Changes in extended family and friends

Work Changes

- More to do and generally with less
- Increased competition increases pressure
- Decreased opportunities for work support,
- Fewer promotional opportunities,
- Few opportunities to make meaning due to workplace alienation
- Safety concerns
- Others

World Changes

- Increasing pressures to understand other cultures
- Safety concerns
- Volatile economic conditions
- Others



VARIOUS INFLUENCES ON LAWYER AND JUDICIAL WELL-BEING

• PERSONAL CHANGES

- emerging health problems
- middle-age crisis
- separation/divorce/relationship
- parenting challenges
- children leaving home
- aging parents
- death of parents
- finances
- social isolation

WORLD CHANGES

WORK CHANGES

- isolation
- change in collegial relationships
- heavy dockets/caseload
- boredom/habituation
- limited power of delegation
- personal/family security
- lack of respect for position
- lack of mentoring
- retirement
- return to practice
- lack of workplace support
- few promotional opportunities
- lack of meaning

ILLINOIS BELL TELEPHONE

- **12-year study evaluating 450 employees**
supervisors, managers, decision makers through annual interviews, psychological tests, medical exams, work-performance reviews
- **Six years into the study- US Federal Court deregulated “Ma Bell”.**
Within 1 year, workforce downsized from 26,000 to 14,000
- **Pre and post deregulation research data**
and employment records led to the discovery of

HARDINESS AS THE ESSENCE OF RESILIENCE

HIGH RESILIENCE TO STRESS COMBINES:

Positive individual perspective

(optimism)

Strong social connectedness

(effective use of resources)

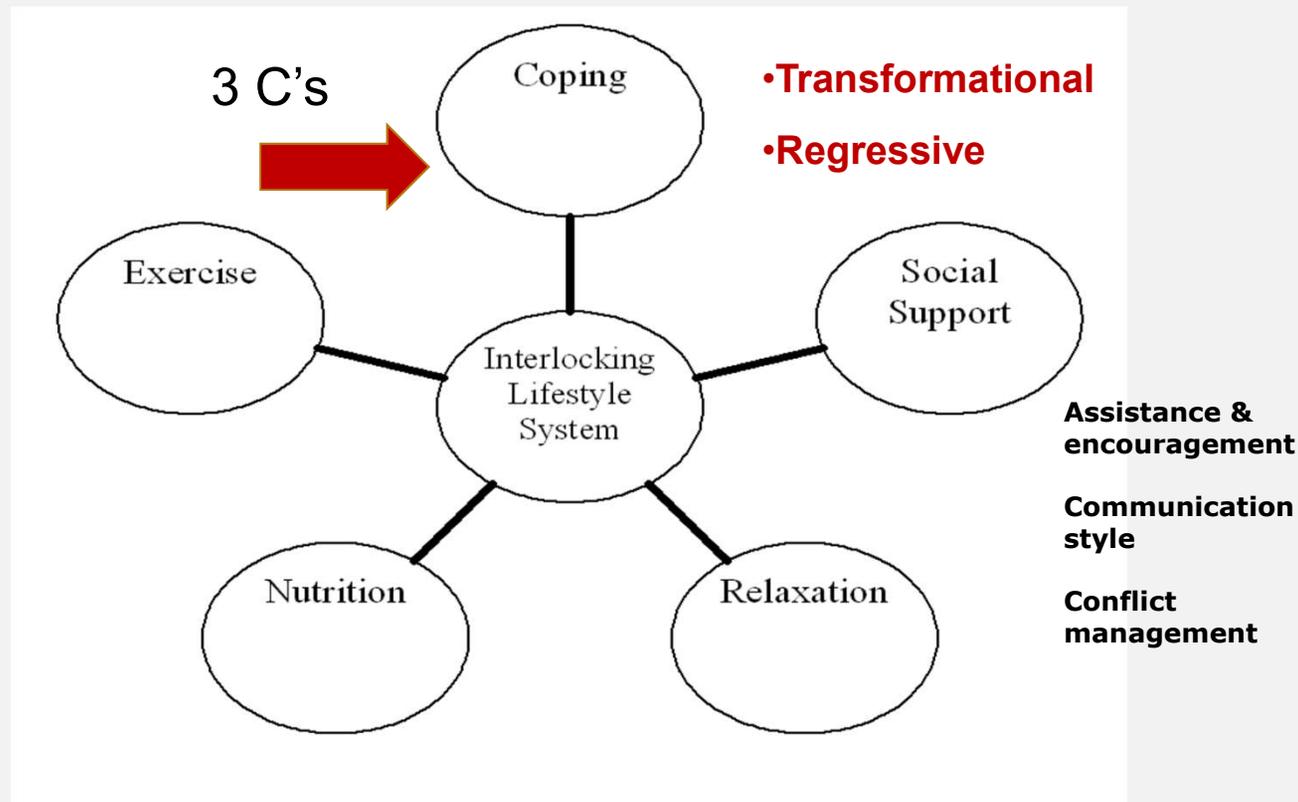
Effective problem-solving skills

(divide and conquer/big picture perspective)

Although some are by nature or experience more resilient than others, resilience

RESILIENCE IS A TRAIT THAT CAN BE IMPROVED.

Interlocking Lifestyle System for Managing Stressful Changes



THE 3 C'S

Central to building hardiness/resilience/grit are 3 core attitudes:

- **Challenge**
- **Commitment**
- **Control**

They are effective even if the components of exercise, relaxation, nutrition and social support are not present!

CHALLENGE

*The first characteristic of people maintaining health in
the face
of high levels of stress has to do with the “challenging”
way
they approach life.*

CHALLENGE

- **Welcome new situations as opportunities**
- **Learn, grow, and develop rather than reacting to change as a threat**
- **Believe they can grow from both positive & negative life experiences**
- **Accept the idea that change is a positive, normal characteristic of life**
- The “glass half-full” as opposed to “half-empty” characterizes this kind of attitudinal shift as does **risk-taking, adapting easily to change, and looking at life and its adversity with a “give it your best shot” attitude.**

COMMITMENT

Commitment is the second characteristic that the 'hardy' group shared.

This sense of commitment allows people to feel important and worthwhile enough to engage fully in work tasks despite stressful changes that may be taking place.

COMMITMENT

- Commitment to finding meaningful purpose in life
- Fully involved in what they are doing in committed, meaningful ways
- Give activities their best, not their perfect, effort
- Have a curiosity about what they are doing instead of a feeling of detachment or isolation

CONTROL

The last characteristic, control, motivated the “thrive group” to find ways to influence the outcome of stressful changes, rather than lapse into helplessness and passivity.

CONTROL

- Hardy individuals have an ‘internal locus of control’ and so tend to perceive themselves as ‘in charge’ and ‘responsible’ for the outcomes of their lives.

(Those who experience unhealthy emotional states and engage in harmful behaviors have an ‘external locus of control’, believing that outcomes of their actions are contingent on events outside our personal control.)

- Tend not to be ‘blamers’ and ‘complainers’ and feel in control of their destiny and direction in life
- Develop a strong sense of **self-efficacy** instead of feelings of powerlessness
- Have a realistic perspective on changing the things they can and accepting the things they cannot.

HARDICOPING'S 3 MAIN TECHNIQUES

- Situational Reconstruction
 - The effort people put into transforming their problems into new opportunities for growth and learning parallels the richness and meaning of life experience.
- Focusing
 - This exercise helps to free up energy tied up in ideas and emotions that prevent appreciating one's circumstance wholly.
- Compensatory Self-Improvement
 - This exercise helps keep the coping momentum going. If you cannot solve a stressful circumstance (a given), find another one to solve that relates, somehow, to the unsolvable circumstance.

IDENTIFYING STRESSFUL CIRCUMSTANCES

This exercise helps to identify personal and professional stresses that can undermine one's capacity to thrive in life. This exercise begins the process of reflective thinking.

People can only solve the problems that they see.

By accurately identifying stressful circumstances, you can pinpoint the source of your stress.

In addition, minimizing the risk of stressful circumstances can blind-side you, undermining performance, leadership, and health.

SITUATIONAL RECONSTRUCTION

Hardiness Principle:

The effort people put into transforming their problems into new growth and learning opportunities determines the richness and depth of meaning of their experience.

Exercise Steps

- Think of a stressful circumstance.
- Which way(s) could it be worse or better?
- What would have to change in you or the circumstance for the worse and best scenarios to come about?
- What is the likelihood that this will happen?
- What can you do to bring about a better version of the circumstance?
- How has your perspective and understanding about the stressful circumstance shifted thus far? And, which ways can it be improved?
- Is there a resolution in sight?

FOCUSING

Sometimes we cannot appreciate the many elements of a stressful situation because we are protecting ourselves from fully experiencing it (cognitively and emotionally). When this occurs, we turn to the focusing technique. Focusing helps us to experience the problem bodily so as to discover or recall related feelings that prevent us from fully appreciating the circumstance. Focusing assumes that liberation from the stressfulness of a problem requires an energetic (sensory), as well as cognitive awareness.

Focusing Steps

1. Get into a comfortable position, seated or lying down.
2. Close your eyes and quiet yourself by breathing slowly, turning your attention inward.
3. Once sufficiently relaxed, mentally ask yourself, "What is it about the stressful situation that stands in the way of my feeling really good right now?" Or, "What is it about this situation that I've forgotten and need to recall?"
4. Wait for a sensory understanding that may come through an image or other symbol that connects you to a feeling that captures your experience of the problem.
5. Stay with the process until you come to a label that strongly speaks to your emotional experience of the situation on hand.

COMPENSATORY SELF-IMPROVEMENT: REGAINING COPING MOMENTUM

- Hardy people seek opportunities to strengthen their Hardiness for growth and development.
- So, if you got stuck during Situational Reconstruction, and focusing did not help, you need to remobilize your coping efforts, the Compensatory Self-Improvement Technique helps them to do this.
- This exercise helps to keep the coping momentum going. If you cannot solve a stressful circumstance (a given), find another one to solve that relates, somehow, to the unsolvable circumstance.

Compensatory Self-Improvement Steps

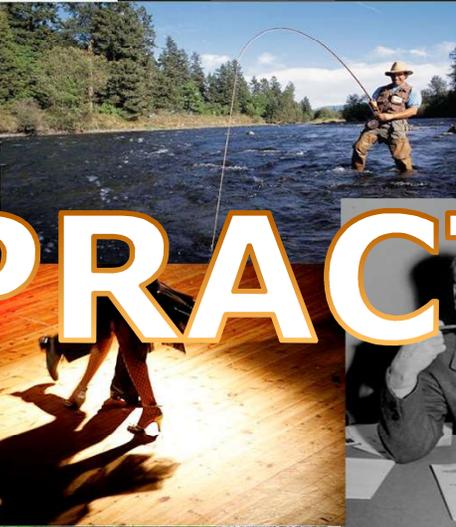
1. Define another, related stressful circumstance you can work on to regain coping momentum.
Importantly, the circumstance you choose must work to give you relief from the unsolvable circumstance.
2. Next, return to Situational Reconstruction, and this time, carry out the steps with the alternative stressful circumstance you defined in this Compensatory Self-Improvement

Hardy Review
Key Areas of Learning



Coping Skills &
Resources

Reframing



PRACTICE!



[HTTPS://WWW.YOUTUBE.COM/WATCH?
V=RCGYVTAOXEU](https://www.youtube.com/watch?v=RCGYVTAOXEU)

MAKE TIME TO CLARIFY YOUR VALUES

- Here's a frightening question: *How often do you make time to deliberately and carefully consider your highest values and aspirations?*
- If you're like most of us, the busyness of daily life tends to sweep you up—day after day, week after week—in a constant stream of activity without much time for reflection, especially reflection on the most important things.
- So is it any surprise then that we have a difficult time reaching our goals and finding satisfaction when we don't spend any time contemplating what that would even look like for us?
- What's more, it's probably not surprising that we end up chasing artificial goals that culture and society tell us are important (nice car, big house, trim waistline, Ivy League schools for our kids, etc.) but that we don't genuinely find meaningful and rewarding.
- A special form of self-awareness involves becoming aware of and clear about the things that really matter to us: *Why are we here? What are we called to do? What makes for a fulfilling life that we can be truly proud of?*
- These are big questions. And while they sound intimidating, that's probably because we just don't spend much quality time actually considering them

WRITING ABOUT VALUES INCREASES STRESS-HARDINESS

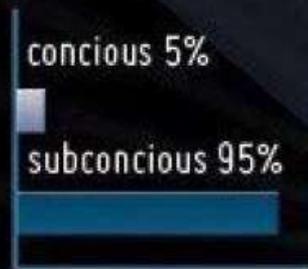
- **Try this:** Pull out your calendar and find a 30-minute time slot once a month (I like 4:30 pm on the last Friday of every month). Set up a recurring monthly calendar appointment for this time and call it *Values Clarification*. Each month at this time, take out a sheet of paper and simply brainstorm ideas and thoughts related to this question of values and what you really want.
- There's no right or wrong way to do it. What's important is that you give yourself the opportunity to think about it. You'll be amazed at what comes up!

**1990'S STANFORD STUDY FINDINGS:
IDENTIFYING VALUES GAVE MEANING TO
STRESSFUL EXPERIENCES**

- **Subsequent studies:** Writing about values is one of the most effective psychological interventions ever studied. It makes people feel: more powerful and in control, proud and strong; more loving, connected, and empathetic toward others; it increases pain tolerance, enhances self control and reduces unhelpful rumination after a stressful experience; it boosts GPAs, reduces doctor visits, improves mental health and helps with everything from weight loss to quitting smoking; it helps people persevere in the face of discrimination and reduces self-handicapping.
- *In many cases the benefits are the result of a one-time mindset intervention. People who write about their values once, for ten minutes, show benefits months or even years later.*
- **How does this occur?**

- When people are connected to their values, they are more likely to believe that they can improve their situation through effort and the support of others. That makes them more likely to take positive action and less likely to use avoidant coping strategies like procrastination and denial. They are more likely to view their adversity as temporary, and less likely to think that the problem reveals some unalterable negative fact about themselves or their lives.
- Over time, a “narrative of personal adequacy” builds. The story you tell about your stress shifts. You see yourself as strong and able to grow from adversity. You become more likely to approach challenges than avoid them. And you are better able to see the meaning in difficult circumstances.
- **The benefits come from the mindset shift inspired by a ten-minute writing period.**
- *Research shows that reflecting on your values in moments of stress can help you cope.*
- Two studies—Ontario and Stanford Participants wore bracelets or carried key chains that stated, “Remember the values” or their own personal values. In times of stress, they were to think about their most important values in that moment. This additional “step” was even more effective after the 10 minute writing intervention.

The conscious mind controls our brain only 5% of the day, whereas the subconscious mind has a hold of our thoughts 95% of the time!

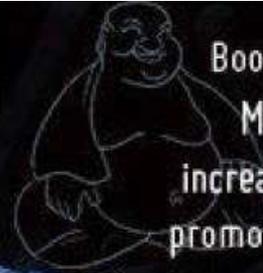


66.66667% FAT

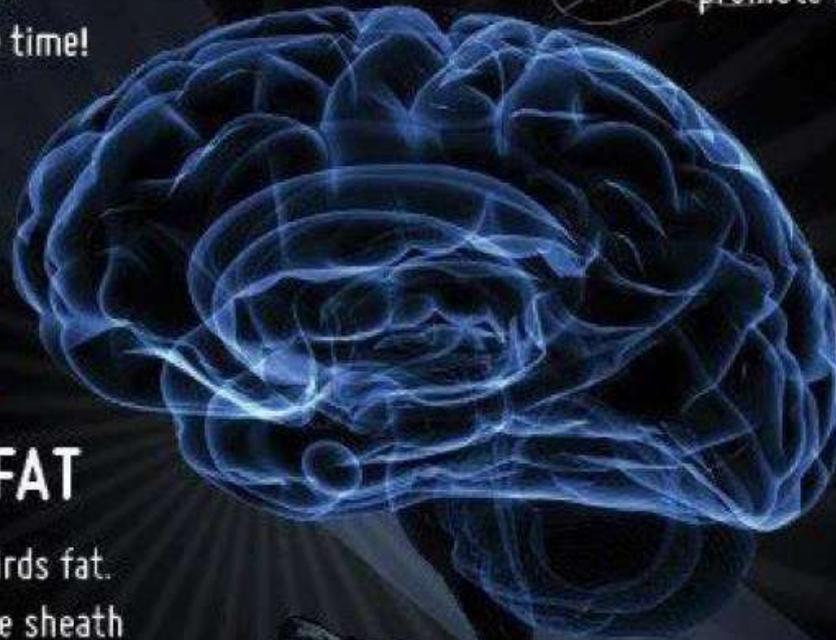
Your brain is two-thirds fat. Myelin, the protective sheath covering your neurons is 70% fat. Eating fatty fish, green leafy vegetables, olive oil, avocados, chia seeds, flax seeds, and nuts, replenish

Loss of fatty acids EPA and DHA

You have 70,000 thoughts per day



Boost your brain power with Meditation, it's proven to increase IQ, relieve stress, and promote higher learning levels.



Listen to Music

Studies have proven that listening to music strengthens the brain and literally changes the structure.



Thoughts Are Real

Your thoughts cause biological and physiological effect - Your body responds to mental input

**“WHEN YOU CHANGE THE WAY YOU
LOOK AT THINGS, THE THINGS YOU
LOOK AT CHANGE.”**

It's All in Your Mind

Whatever you hold in your mind will tend to occur in your life. If you continue to believe as you have always believed, you will continue to act as you have always acted. If you continue to act as you have always acted, you will continue to get what you have always gotten. If you want different results in your life or your work, all you have to do is change your mind.

—Anonymous

THOUGHTS BECOME THINGS.
THINK GOOD ONES.

- Our mind operates on two levels:
 - Conscious mind -- our creative mind
 - Subconscious mind --the tape running in the background recording our experience and playing it back. It is 1 million times more powerful and runs the show 95-99% of the time. Frees our conscious mind to do the positive thinking but those thoughts are competing with a program we are not paying **attention** to.

SHIFTING OUR FOCUS



FROM THE "DAMAGE MODEL"

HOW I WAS HARMED,
WHAT'S WRONG WITH ME?

TO THE "CHALLENGE MODEL"

HOW I SURVIVED AND
THRIVED *IN SPITE OF...*

VICTIM to VICTORIOUS
AT RISK to RESILIENT

HIGH RESILIENCE TO STRESS COMBINES:

Positive individual perspective
(optimism)

Strong social connectedness
(effective use of resources)

Effective problem-solving skills
(divide and conquer/big picture perspective)

*Resilience is dynamic (changes as we develop) and
contextual (adapts to different environments)*

IT IS A TRAIT THAT CAN BE IMPROVED.

BE MINDFUL, BE AWARE
(PAY ATTENTION!!!)

- What are you experiencing?
- What are your beliefs?
- Can you turn them around?

- What is your current mindset? Which thought do you choose?

- **Practice Self Compassion**

WHAT ARE YOUR **CHALLENGES?**

Personal?

Work/Career?

World/Environment?

Other?

BREATHE!



BE HERE NOW



UNLESS THE MOMENT IS UNPLEASANT,
IN WHICH CASE I WILL EAT A COOKIE