

Resilience Program Nuggets – Introduction to Resilience

- During stressful and challenging times we need to care for ourselves and those around us
- The Resilience Program is one of BHP comprehensive collection of resources that can be called on to support leaders and individuals during challenging period
- The Resilience Program Nuggets cover:
 - How the way we think influences the way we feel and behave
 - Recognising early signs of pressure and stress
 - Reframing our thinking using the concept of circle of concern and circle of influence
 - Managing and reframing our thoughts in stressful times
 - Ways to manage our wellbeing

Thoughts, Feelings and Behaviours

The link between Thoughts – Feelings – Behaviours

- Our stress often starts with a trigger or a situation that you might find stressful
- One of the key skills to improved resilience is to understand that our thoughts determine our feelings, and both of these affect our behaviour.
- We are not 'passive receivers of stress' – by thinking about our thinking, we can influence, and even change, our own response to any given situation.

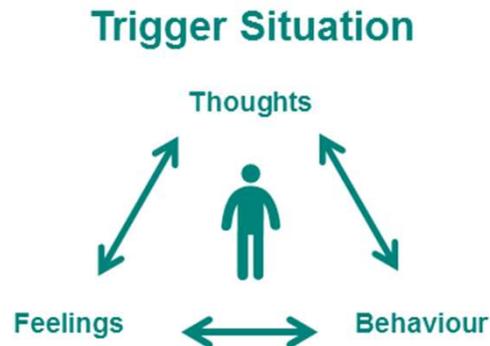


For example: A colleague walked past and did not say hello

<i>Thoughts</i>	<i>Feelings</i>	<i>Behaviours</i>
They are probably distracted. Hope they are okay.	Slightly concerned	Approach the individual and ask how they are doing, are they okay?
They are being rude.	Frustrated, upset.	Appear annoyed towards the individual.



Managing your thoughts



- **Catastrophising** – Assuming the worst outcome
- **Overgeneralising** – Rejecting good things as if they did not count, and focussing on the bad
- **Discounting the positive** – Rejecting good things as if they did not count, and focusing on the bad
- **Mind reading / fortune-telling** – Assuming what others think about you with limited evidence to support your thoughts; predicting the future
- **Black and white thinking** – Thinking in extremes.
- **Personalisation & blame**: Taking responsibility when it's not yours
- **Labelling** – Identify your shortcomings. *“I’m a failure”*
- **Demanding** - Putting yourself or others under pressure by thinking what you/they should do. *“I should have done better”*

Think about your thinking...

- How we think about things has an impact on how we feel and how we react in situations, it's important to examine some of our thinking. What do you usually do or think in stressful situations?
- Do you have any 'favourite' unhelpful thinking patterns? Some examples of unhelpful thinking patterns are as follow:

Re-frame unhelpful thinking patterns and instead ask yourself:

Other person's perspective:

What might the other person's perspective be?

Being your own friend:

What would I say to a friend in this situation to help them to a positive outcome?



Share a personal example of an unhelpful thinking pattern and think about reframing your thought.

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Recognising Pressure and Stress



Understanding stress

- Stress is a basic biological response when we are presented with an unknown or unfamiliar situation, problem or person (trigger situation).
- When stress levels remain too high for too long, it can have a negative impact on our mental and physical health.
- Change is a very common stressor that impacts all of us at some point.
- Long term stress and pressure can result in mental illness and recovery is more complex
- Below are some signs that you may be under pressure. It's important to identify these signs early.

Physical changes

- Muscle tension
- Headaches or migraines
- Sleep problems
- Fatigue or lethargy
- Digestive problems
- Blood pressure changes
- Significant changes in weight (up or down)

Behavioural changes

- Increased use of alcohol, tobacco, prescribed medications, etc.
- 'Over-reacting' – irritable, emotionally charged
- More distracted, making more errors
- Becoming withdrawn from family and friends
- Repeated short term absences / long term absence
- Extended hours at work



Changes that are not obvious:

- Feeling anxious or angry
- Lowered self-confidence
- Low mood
- Lowered energy
- Low motivation
- Feeling a lack of control
- Assuming the worst
- Doubting your own ability
- Procrastination (can't get started)
- Negative self-talk



Watch out for these signs in yourself and others. Seek help and encourage others to get help if identified. Check them out early! If left unchecked symptoms increase and the likelihood of needing professional help increases

Resilient Action

What can I control?

- One way of thinking about our ability to manage our reactions is to consider the things that we are concerned about versus the things that we have influence over.
- The Circle of Concern and Circle of Influence tool is a helpful way to frame our thinking and manage our reactions.

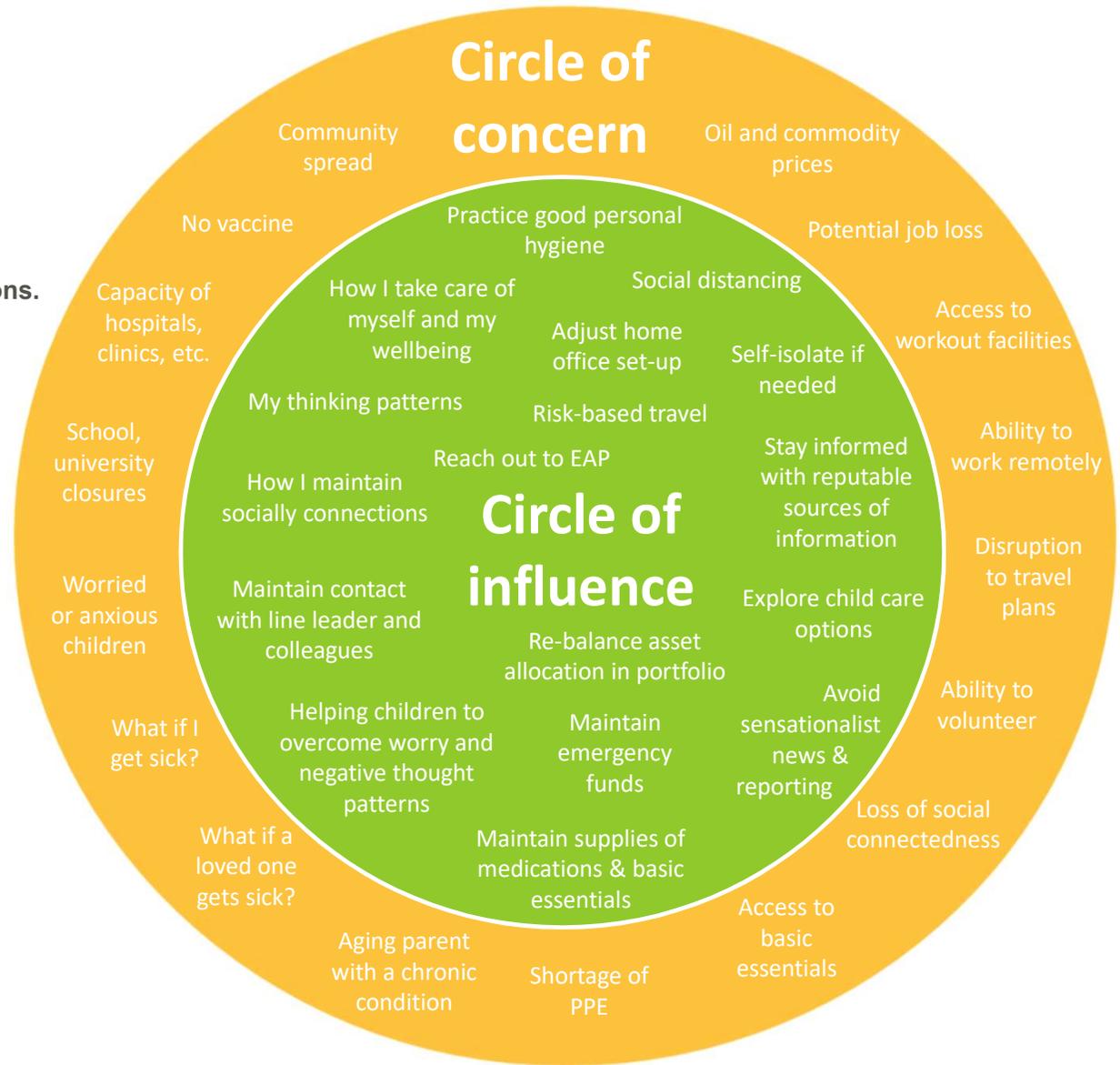
What can I control?

We all operate within a circle of influence, and that circle of influence sits within a larger circle of concern.

- **The Circle of Concern** covers all the wide range of concerns we have. It might be the cost of housing, organisational changes, politics, etc.
- **The Circle of Influence** is a smaller circle which covers just those concerns that we can actually control. The concerns that we have some control over – e.g. my own behaviour, what I eat, where I live.

When we focus on the things we can control, we are likely to feel more confident and empowered.

On the right is an example on COVID-19.



Try for yourself with something you are worried about - practice regularly

Looking After Your wellbeing

The state of our mental health and wellbeing can change during the day.

Understanding what can impact it is important so you can make positive changes when needed and prepare for stressful periods in your life.

Your mental health and wellbeing is impacted by the four energy sources: physical, emotional, mental, spiritual. Try these tips to increase your mental energy in each area and improve your wellbeing.



Physical energy

- Get 7-8 hours of sleep
- Exercise at least three times a week
- Eat well
- Take regular breaks at work.



Emotional energy

- Take a holiday
- Try re-framing your thoughts about upsetting situations.
- Connect with your loved ones.
- Ask yourself, "How can I grow and learn from this situation?"



Mental energy

- Find a quiet area to work on difficult tasks
- Create a prioritised to-do lists
- Have enough time and/or resources for tasks
- Set boundaries and say "no" politely
- Organise your work and home spaces.



Spiritual energy

- Spend time on activities or with people most important to you.
- Perform acts of kindness
- Live your core values.



Learn more about these tips and others in BHP's Resilience Program.



When you have a stressful time coming up, how do you manage your mental health?

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