

# Building Resilient Ecosystems



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ideas for using stress to strengthen  
ourselves and our organizations

# Introductions



# Desired Outcomes

A decorative green line graphic that starts as a horizontal line and then curves upwards and to the right, ending in a sharp peak.

1. Introduce models that support resilience
2. Share tools for personal and organizational use
3. Identify immediate applications

# Agenda



Three Accelerators of Resilience  
Reflection  
Session Evaluation

# Notices and Wonders: How Will You Apply?



# Definitions



## **re·sil·ience**

rə'zilyəns/

*noun*

1. the capacity to recover quickly from difficulties; toughness.
2. the ability of a substance or object to spring back into shape; elasticity.

## **ec·o·sys·tem**

'ēkō,sistəm/

*noun*

1. a biological community of interacting organisms and their physical environment.  
(in general use) a complex network or interconnected system.

# What is Resilience?



“The acquired ability to regularly recover, adapt and grow from stress.”



*Johnson & Johnson*

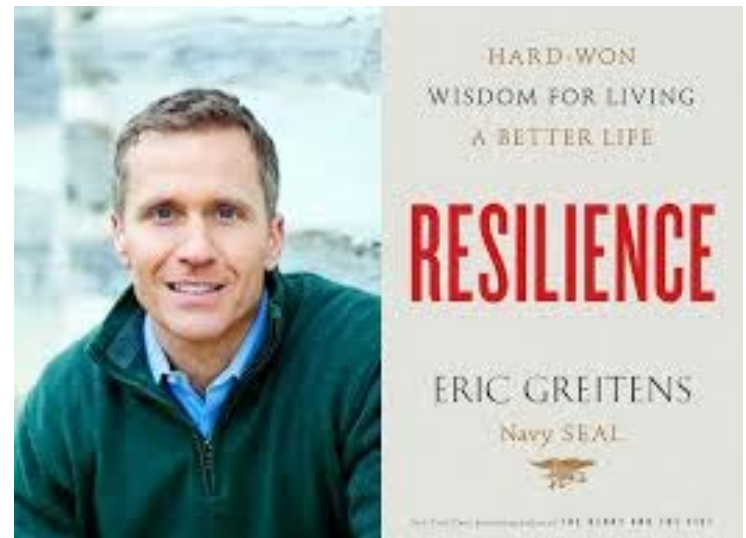
HUMAN PERFORMANCE

I N S T I T U T E ®



# What is Resilience?

“To master a skill, to build a successful organization, to pursue any worthy endeavor - to simply live a good life - requires that we confront pain, hardship, and fear to develop resilience.





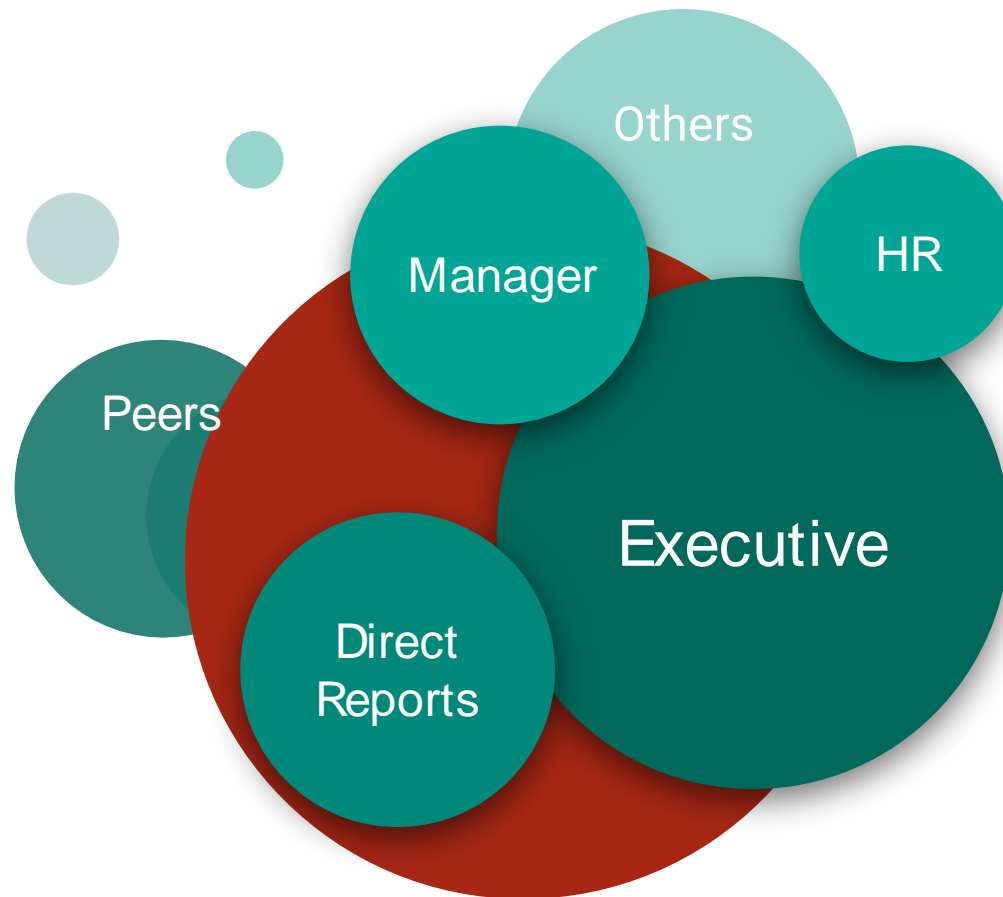
# Who Is in Your Ecosystem?



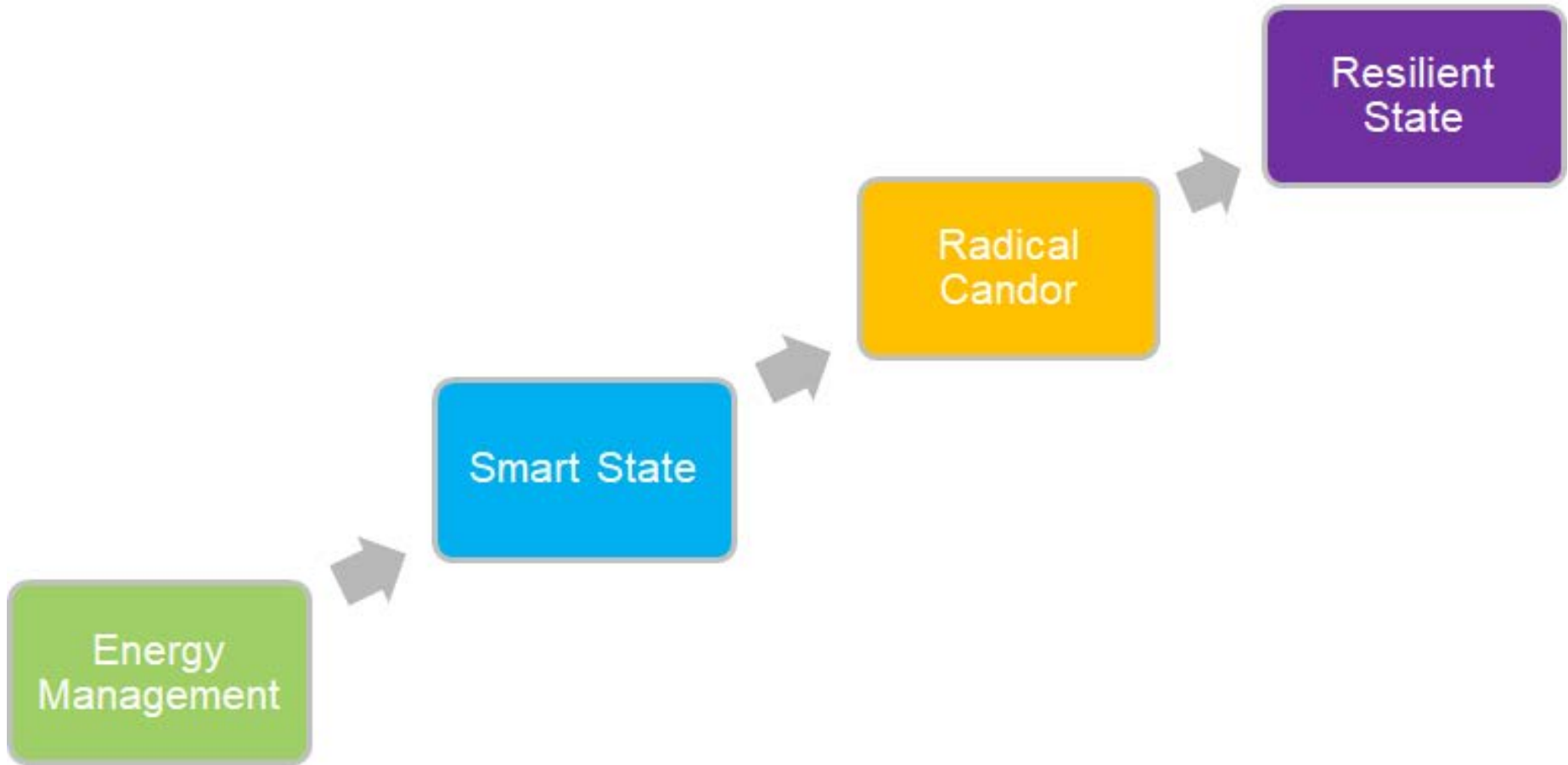
Spouse/Significant Other  
Children  
Parents  
Siblings  
Extended Family

Friends  
Neighbors  
Teachers  
Work Colleagues  
Doctors/Health  
Professionals  
?  
?

# Coaching Ecosystem Example



# Accelerators of Resilience





# **Accelerator #1: Energy Management**



# TRUE OR FALSE?

A thick green horizontal line that starts from the left edge of the slide and ends with a stylized, jagged green line graphic on the right side.

Skillfully investing time in things and people you care about spawns harmony and fulfillment?

# TRUE OR FALSE?

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The best way to think about one's pace at work is a marathon rather than a sprint?

# TRUE OR FALSE?

A horizontal green line that extends across the width of the slide, ending in a stylized, jagged green line graphic on the right side.

Protecting yourself and others from high stress is important?



# Answers

A thick green horizontal line spans the width of the slide, ending in a stylized green line graphic that rises and then falls.

- 1) False. It's not time people want, it's your energy.
- 2) False. Live life in a series of sprints!
- 3) False. Stress is ever-present and we must expand our capacity to grow from it (resilience).

# New Paradigm

A thick green line starts from the right edge of the slide, moves horizontally to the left, then angles upwards to the right, then downwards to the right, and finally upwards to the right, ending near the top right corner.

“We are not in the business of protecting people from stress . . .

We are in the business of expanding capacity to manage stress and grow from it.

We need to grow until our last breath.”

~Dr. Jim Loehr

# 4 Levels of Energy



# Tool: Energy Audit

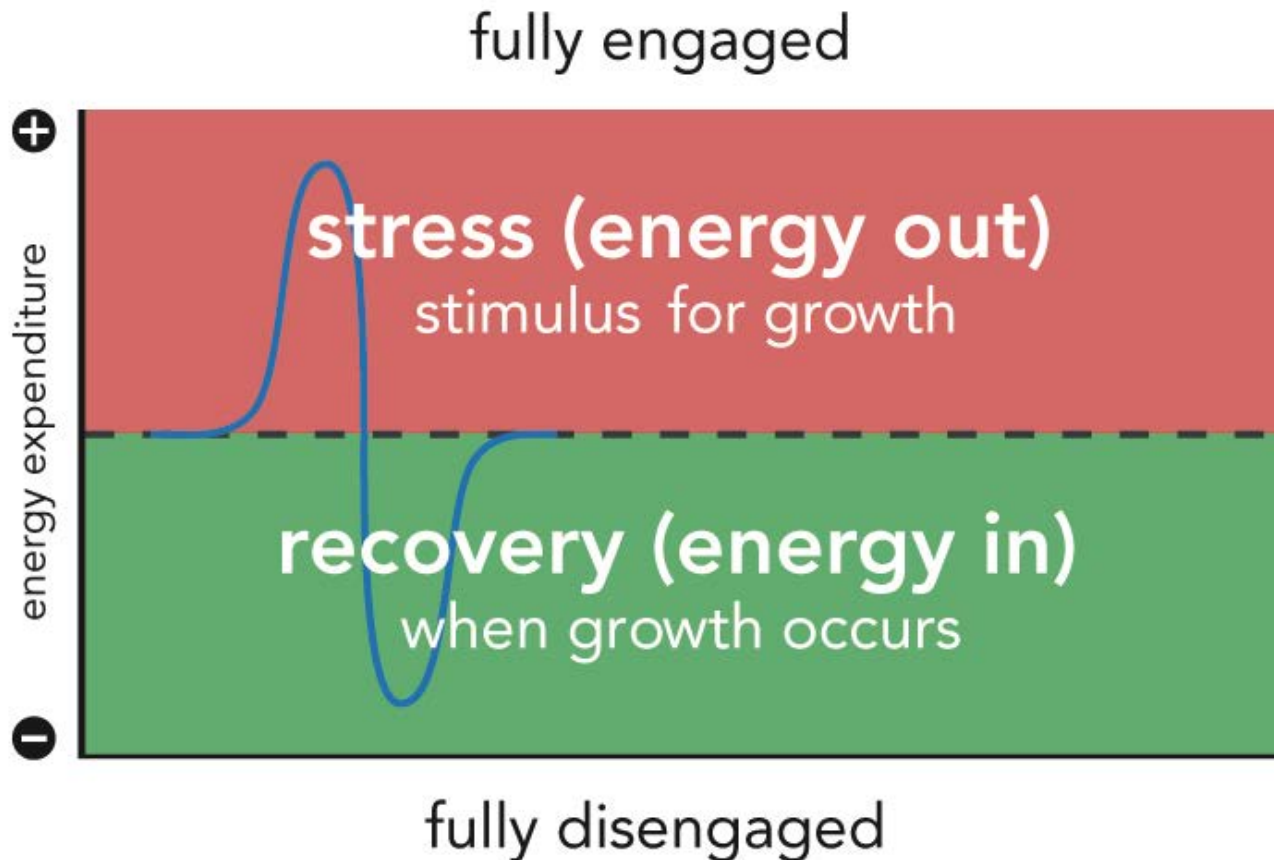


For a free energy profile go to:

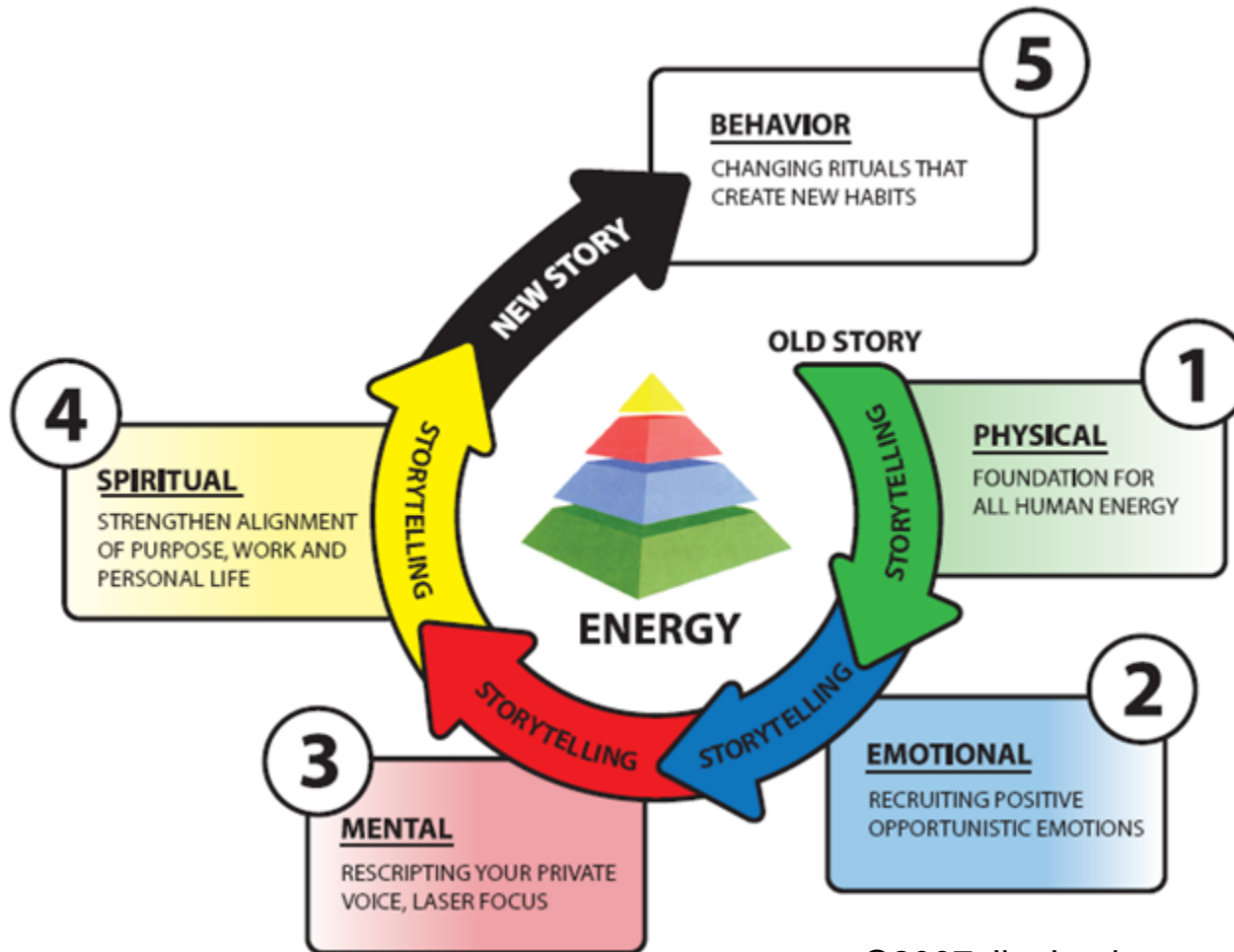
<https://energyprofile.perfprog.com/free/>

4	Full	Positive	Focused	Committed
3				
2				
1	Empty	Negative	Scattered	Uncommitted
	PHYSICAL	EMOTIONAL	MENTAL	SPIRITUAL

# Recovery



# Energy and Storytelling



©2007 Jim Loehr

# Tool: Old and New Story



**Old Story**  
Truth about the past

A large, light grey arrow with a white outline, pointing from the 'Old Story' notepad on the left towards the 'New Story' notepad on the right. It is positioned in the center of the slide, overlapping both notepads.

Rituals make the new story a reality

**New Story**  
Desire for the future

# Energy for Resilience



When you face the truth (old story)  
+  
Identify where you're going (new story)  
+  
Establish new rituals (training mission)  
+  
Engage your ecosystem (accountability)

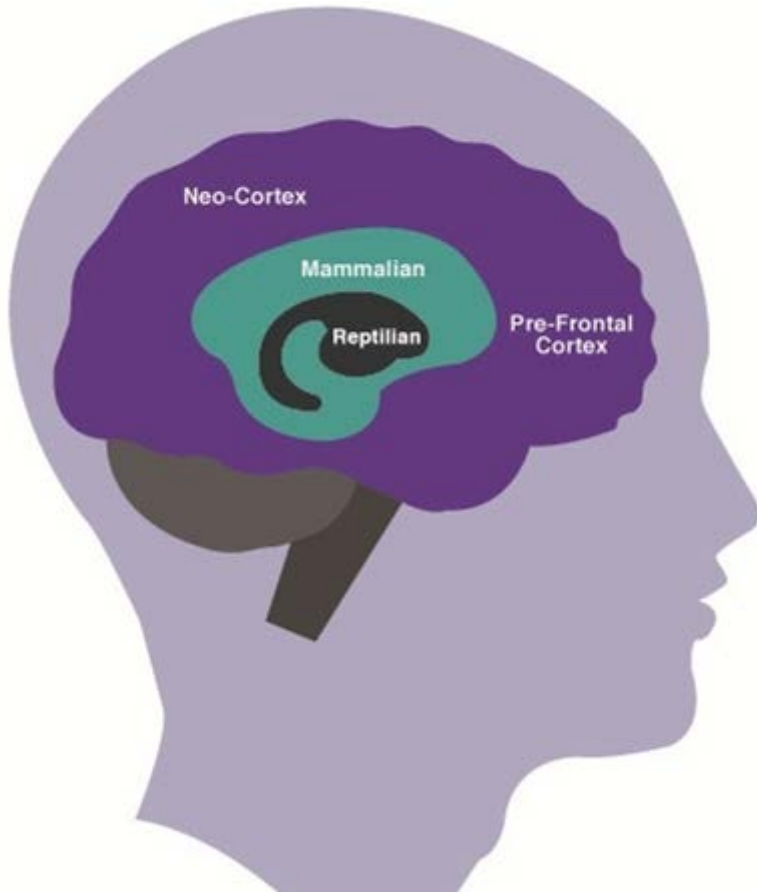




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# Accelerator #2: Smart State

# 3 Basic Brain Layers



**Reptilian:** Vital functions

**Mammalian:** Emotions and Survival

**Neo-Cortex:** planning, problem solving, creating, collaborating, organizing

# Critter v Smart



## CRITTER STATE



survive

## SMART STATE



collaborate/innovate



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# 3 Triggers for Critter State



Lack a sense of Safety

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Lack a sense of Belonging

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Lack a sense of Mattering

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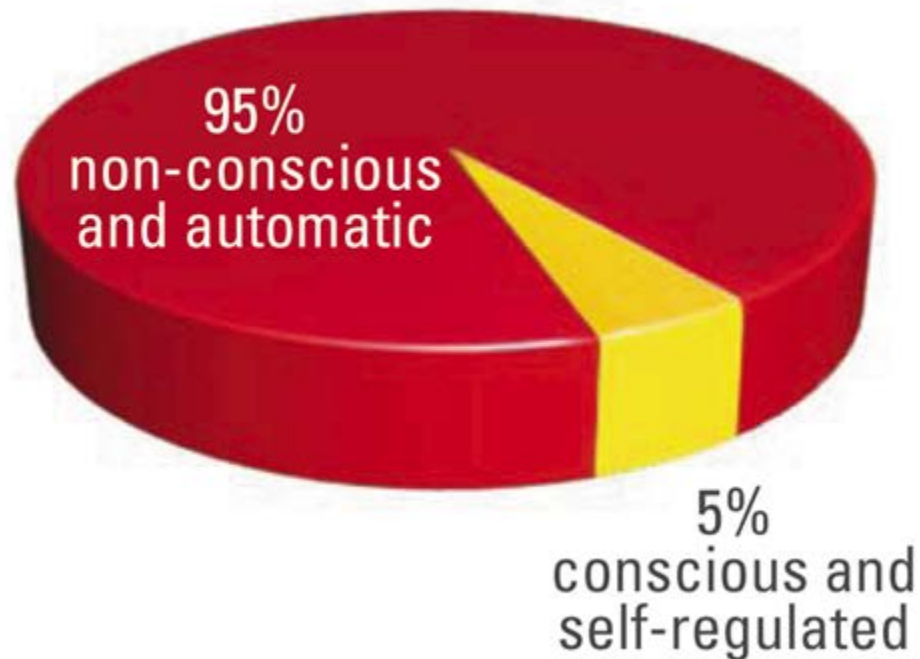
**Consider: How often/seldom do you observe these triggers at work?**

# Triggers and Trust



	Sense of Safety
+	Sense of Belonging
+	Sense of Mattering
=	<b>TRUST</b>

# How our Brains Impact Behavior



To create Smart Brain, you must create new rituals so that they become habitual (non-conscious)

# Tool: Personal Scan



3 things to STOP doing  
that trigger Critter State

- 1.
- 2.

3 things to START/KEEP  
that create Smart State

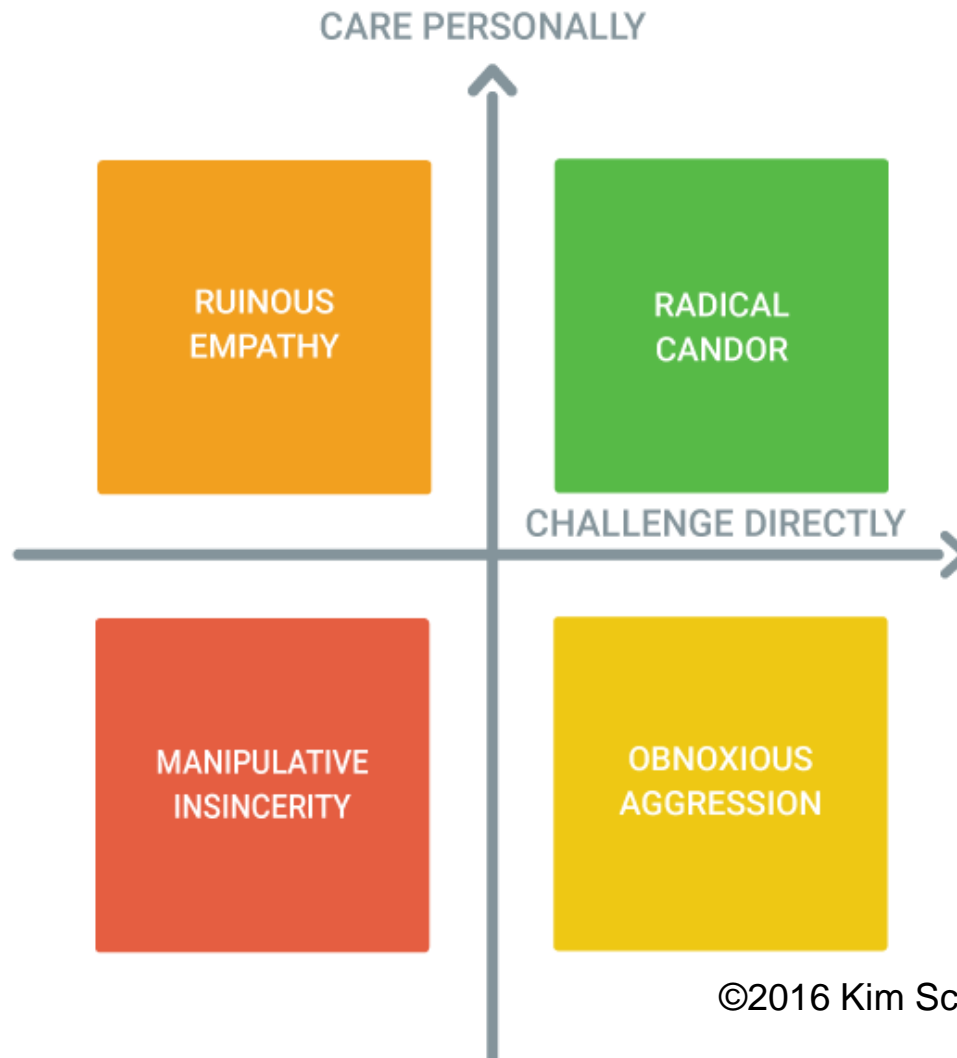
- 1.
- 2.



# **Accelerator #3: Radical Candor**



# Radical Candor



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*The world breaks everyone  
and afterward many are  
strong at the broken places.*

~Ernest Hemingway



# Force Field Analysis

**Driving Forces**

**Restraining Forces**

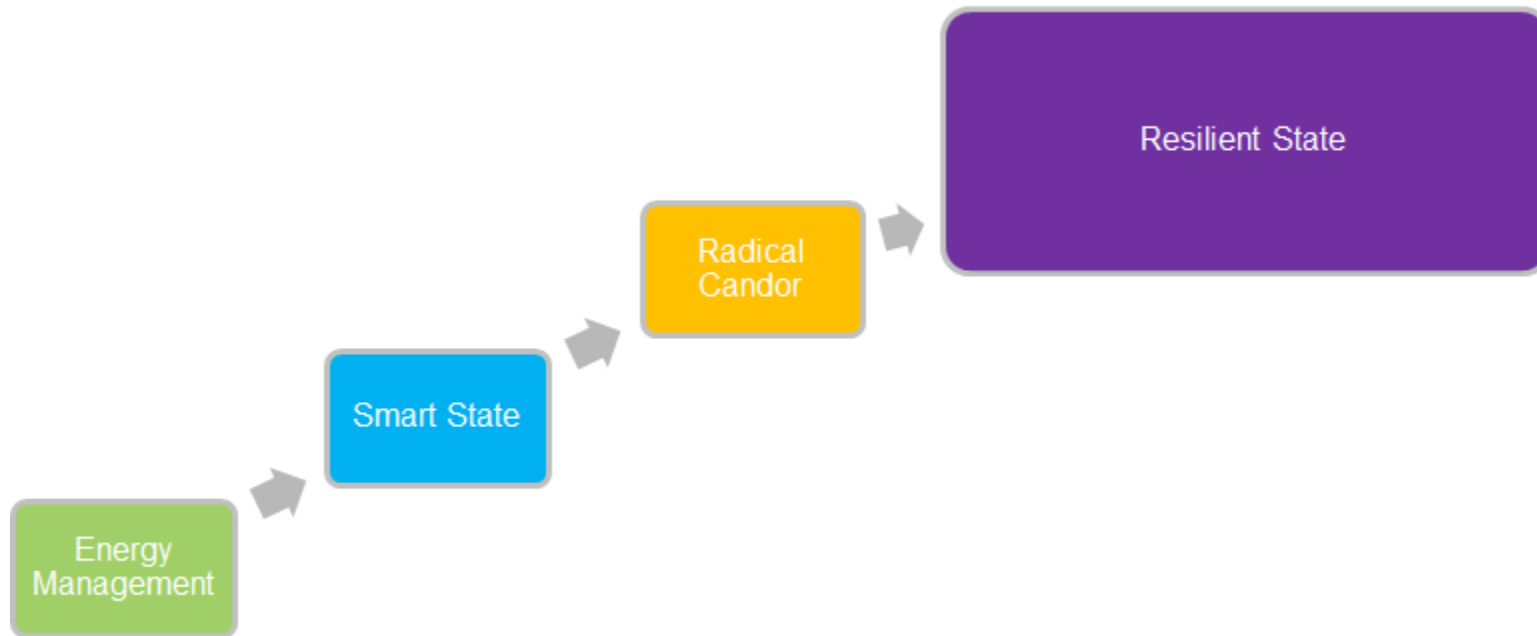


# Tool: Organizational Resilience



<b>Needle Moving Techniques</b> → <b>Forces For Change</b>	<b>Ideal State</b>	<b>Broken Places</b> ← <b>Forces Against Change</b>

# Accelerators of Resilience



# Notices and Wonders: How Will You Apply?



# Resilience Tools Overview



Energy Audit

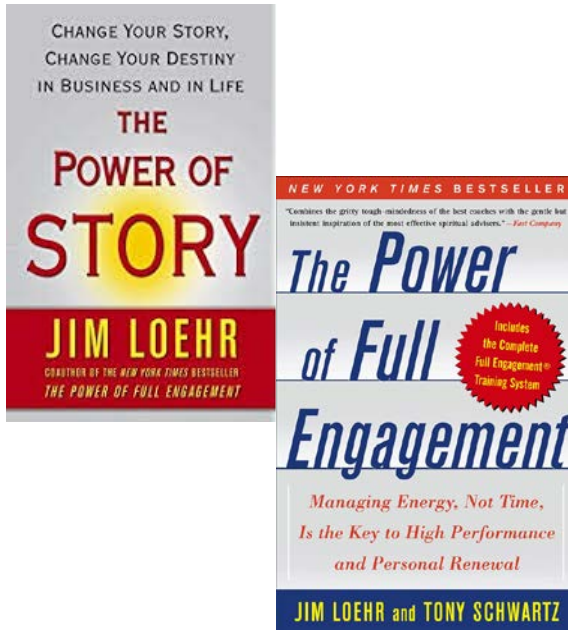
Old Story and New Story

Personal Scan Critter/Smart State

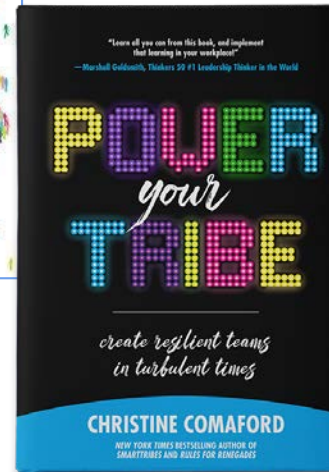
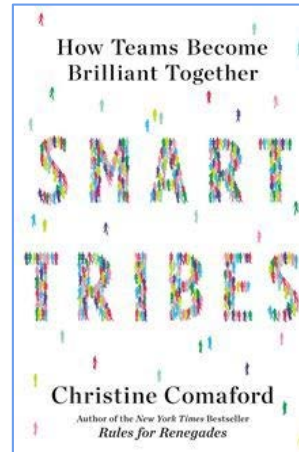
Organizational Resilience Worksheet

# Resources

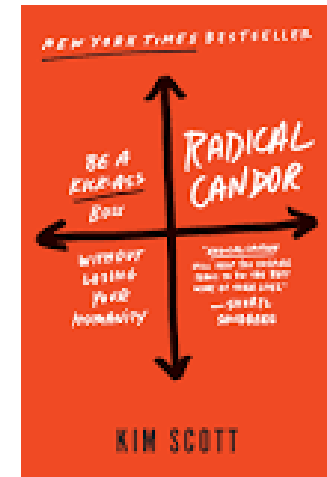
## Energy Management



## Smart Brain



## Radical Candor







# Session Evaluation

# Thank You

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