



The Blake Group
Organizational Consulting LLC

More Than Consulting. Solutions.™

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Leadership In-Sight: monthly musings about leading, managing and minding your business

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Thanks for reading.

Spring Back: Cultivating Resilience & Why It Matters

Have you ever wondered why some people seem to remain calm in the face of disaster, while others seem to fall apart? People that are able to keep their cool have what psychologists call resilience, or an ability to cope with problems and setbacks. Resilient people are able to utilize their skills and strengths to cope and recover from problems and challenges. Leadership can be a constant challenge to our ability to be cool.

What is resilience?

Ability to spring back in the face of difficulty

- Economic uncertainty
- Information overload
- Rapid changes

Ability to create a brighter more generative life experience

- Self-motivation
- Replenishing energy and hope
- Cultivating opportunities for growth, joy and giving
- Improved relationships with others

Benefits of Resilience

- Greater happiness and more satisfaction with work and relationships
- Improved physical health and longevity
- Better persistence toward work and personal goals
- More likable and inspiring to others
- BUT – can create overconfidence and risk underestimation

Got Resilience?

Fortunately, everyone has the ability to build and maintain their levels of resilience. Robertson and Cooper (Resilience, Stress & Health, (2013), 29(3), 175-176) studied resilience with some surprising results. There are four key components users naturally draw on for resilience--

- **Confidence:** having feelings of competence, effectiveness, ability to cope and strong self-esteem.
- **Adaptability:** flexibility and adapting to changing situations which are beyond our control. Resilient people are able to cope with change and recover quickly.
- **Purposefulness:** having a clear sense of purpose, clear values and direction help us to persist and achieve in the face of setbacks.
- **Social Support:** building good relationships with others and seeking support rather than trying to cope on our own.

You can get a personalized resilience report from their website at:

<http://www.robertsoncooper.com/iresilience/>

It takes about 20 minutes.

Get Resilience! Four Steps to Resilience

Resilience, in part, comes from attitudes. It also comes from actively working to change our attitudes.

<p>Forward this to your friends and colleagues.</p>	<ol style="list-style-type: none"> 1. Challenge Your Perceptions: we categorize people and events as good, bad or irrelevant. This creates stereotypes. We are too busy actively creating self-fulfilling prophecies; we expect to see what we expect to see. So we can change to create positive, resilient perceptions if we want to. 2. Identify Personal Dysfunctional Patterns: all or nothing thinking; negative filters that disqualify the positive (glass half empty); negative mind reading. Where does this come from? Childhood experiences; media messages, local and world events. Why do they persist? What is the cost/benefit of maintaining them? why are you afraid of letting go of your dysfunctional perceptions? 3. Create Resilient Perceptions: rewrite your mental scripts with more positivity. Take active note of your successes. See setbacks as learning opportunities. Practice mindfulness, joy, and gratitude. Create positive emotional states. Seek a resilience coach. 4. Cultivate Resilient Behaviors: practice recasting dysfunctional thoughts. Demonstrate generosity to others. Seek flow and celebrate successes. Develop self-care and stress reducing behaviors. <p>Resilience is an attitude and created by nature (genetics) and experience. We can actively cultivate resilience individually as leaders, and in teams and in our organizations. Resilience improves our experience of life and makes us more effective employees and team members. Be careful about risky situations.</p> <p>© 2014 Orlando E. Blake, PhD. CPT. All rights reserved.</p>
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