



# Resilience at Work

## Strengthen Your Mental Health

A presentation for: FCSSBC/MCFD Conference

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Canadian Mental  
Health Association  
*Mental health for all*

Association canadienne  
pour la santé mentale  
*La santé mentale pour tous*

# Canadian Mental Health Association

- Founded in 1918, one of the oldest national charities
- 100,000+ Canadians receive direct services in over 120 communities
- **Our Mission:** As the nationwide leader and champion for mental health, CMHA facilitates access to the resources people require to maintain and improve mental health and community integration, build resilience, and support recovery from mental illness

**Our Vision: Mentally healthy people in a healthy society**

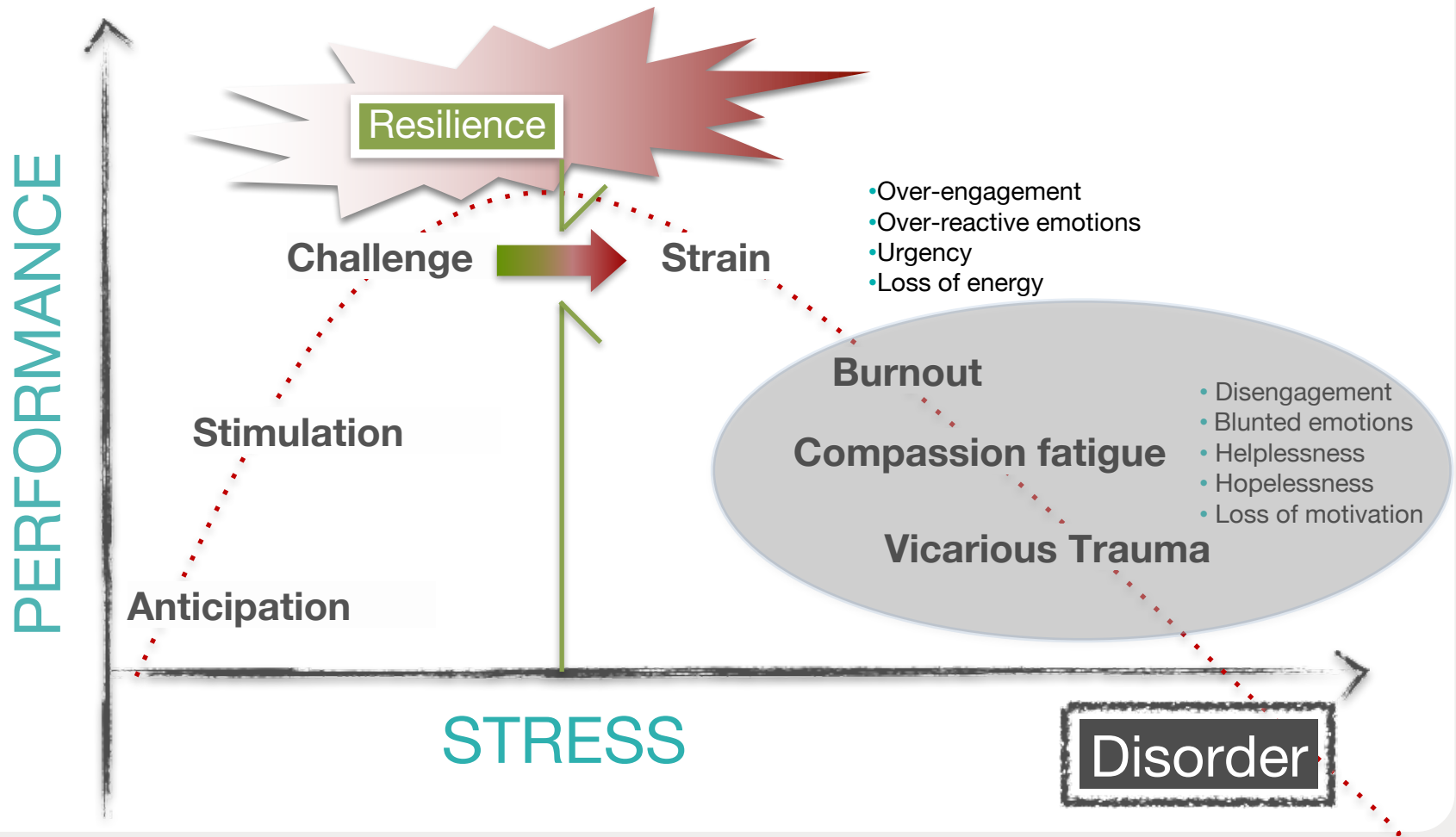


# Objectives

- Recognize negative impacts of work-life stress
- Identify factors for building resilience
- Practice techniques to build psychological resilience & compassion satisfaction at work



# Eustress/Distress



**FIGURE 4.1** When unhealthy stress becomes disorder. Adapted from YERKES–DODSON Curve, (Yerkes & Dodson, 1908).



# Psychological Resilience

- Adversity + Positive Adaptation
- A collection of skills, characteristics, habits and outlooks that make it possible to remain maximally flexible and fresh in the face of stress
- Positive emotions are associated with healthy immune system functioning

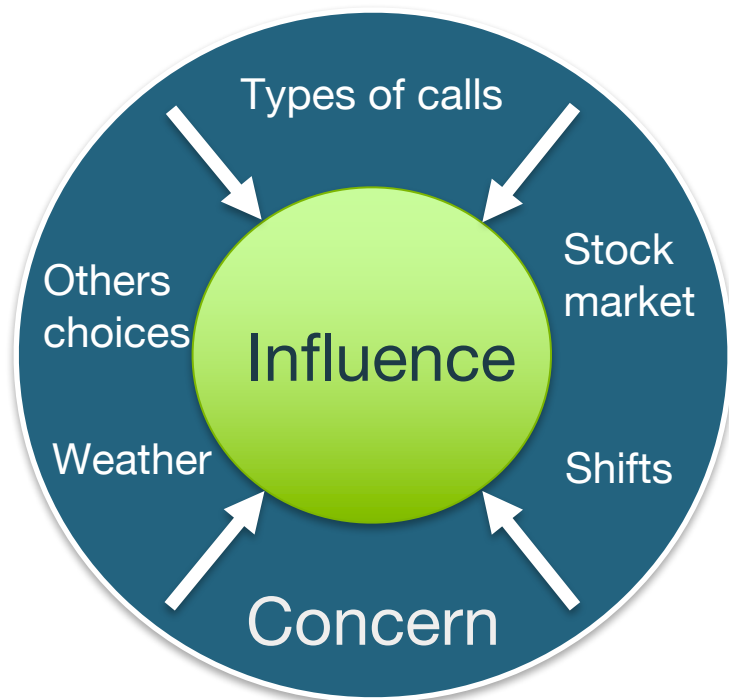


# Factors for Resilience

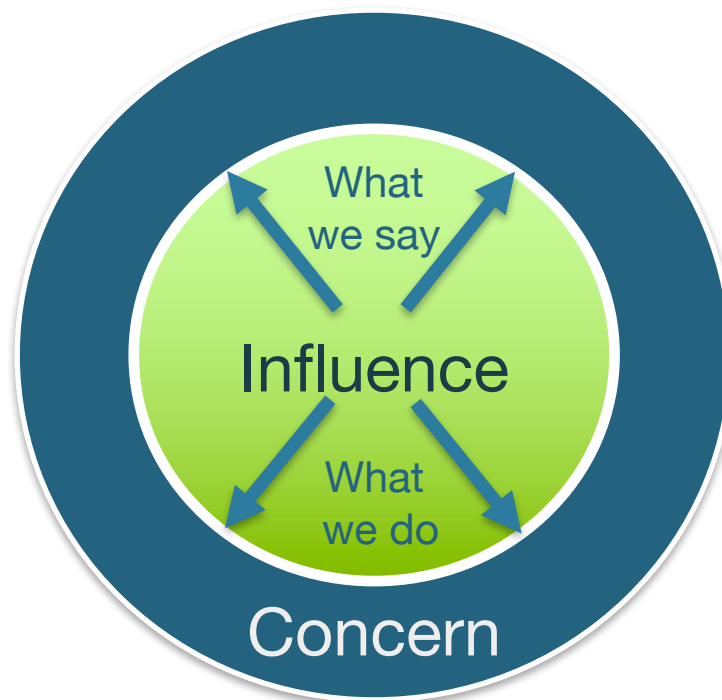
- Realistic Optimism
- Self-Efficacy and Coping
- Social Support



# Realistic Optimism - Circle of Influence

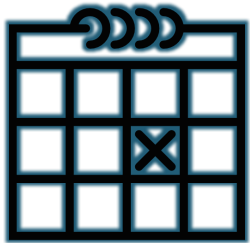


Reactive

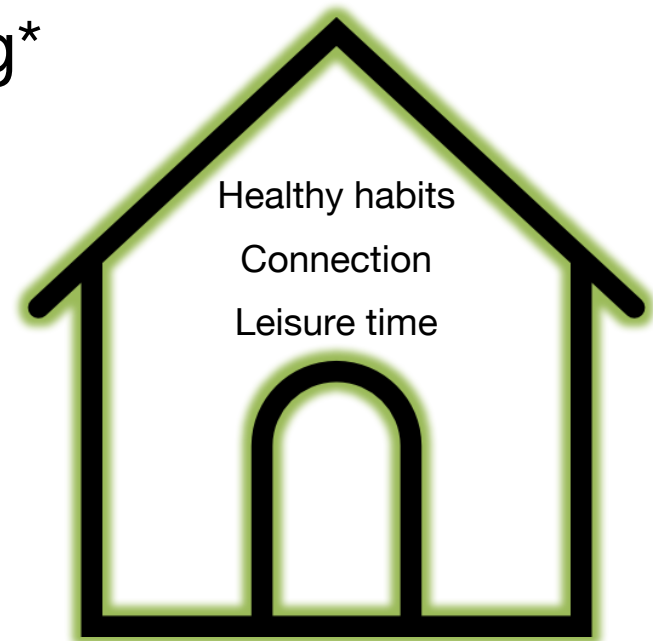


Proactive

# Self-Efficacy - Planning



- Role expectation
- Schedule reflection time
- Serial Monotasking\*
- Safeguard breaks
- Prioritize
- Team work





# Coping Strategies

- Reframe
- Plan
- Problem solve
- Journal

Cognitive

- Music
- Vent
- Belonging & Connection

Emotional

**Coping:** “The process of managing external and/or internal demands that are appraised as taxing or exceeding the resources of the person.”

- Gym
- Walk
- Rest
- Breath

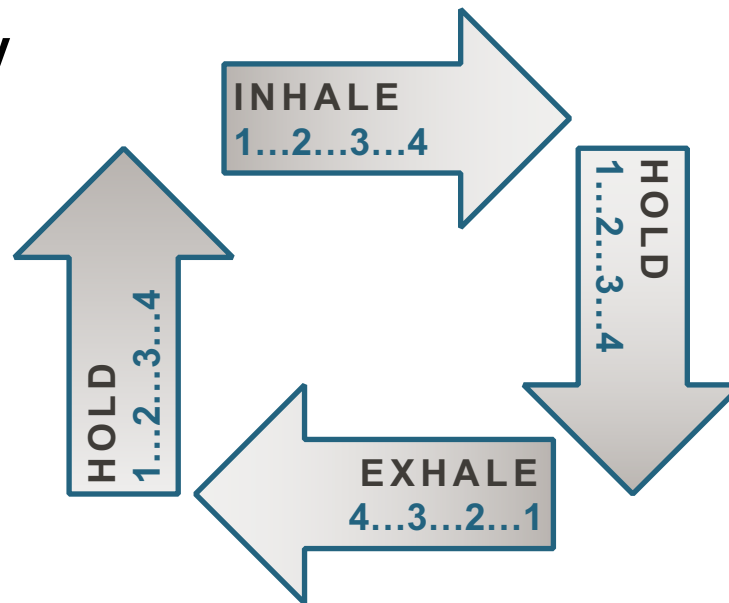
Physical

- Meditate
- Help others
- Cook
- Distract

Behavioural

# Coping - Square Breathing

- Increases blood flow to brain
- Lowers heart rate/blood pressure
- Inhibits stress hormones
- Increases energy
- Increases focus



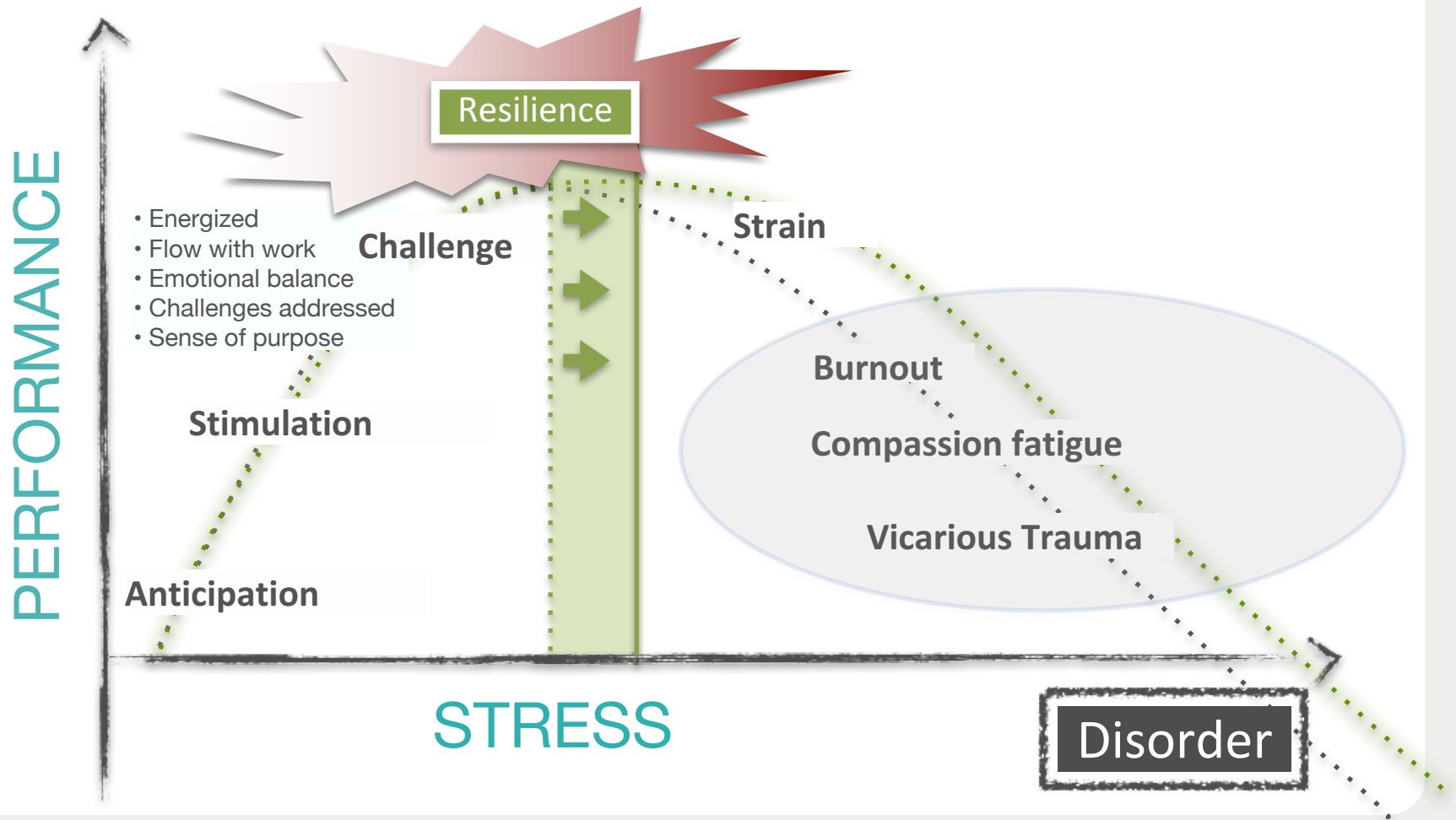
# Social Support - Framework for Support



**FIG 4.2** Adapted from CMHA National Framework for Support, Canadian Mental Health Association, (n.d.).



# Increase Resilience



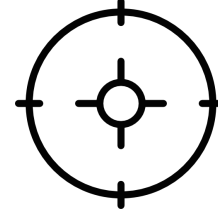
**FIGURE 4.3** When unhealthy stress becomes disorder. Adapted from YERKES–DODSON Curve, (Yerkes & Dodson, 1908).

# Compassion Satisfaction

- Benefits from work
- Positive feelings about helping others
- Finding meaning
- Fulfilling one's potential
- Contributing to work
- Greater good of society
- Pleasure of doing work well



# Hunt the Good Stuff



1. Reflect on that **ways you helped** others or helped make the world a better place
2. Consider the **meaning** of these positive experiences/events



# Confirming Objectives

- Recognize negative impacts of work-life stress
- Identify factors for building resilience
- Practice techniques to build psychological resilience & compassion satisfaction at work

