

# Our Resilience Model

## DIMENSIONS of Resilience

Resilience is not a trait...it is a capacity that involves behaviours, thoughts and actions that can be learned.

### PHYSICAL

nourishing / nurturing your body



- Resilient people:**
- ensure they get enough sleep
  - limit their alcohol + caffeine in-take
  - make time for exercise (cardio and strength training)
  - are mindful of their nutrition
  - notice the symptoms of energy depletion
  - take regular breaks to rest and recover
  - focus on their breathing

*Did you know...lack of sleep causes the stress hormone to increase even when there is no stress trigger present? Your self control, attention and memory suffers.*

### MENTAL MIND

taking control of thinking + action



- Resilient people:**
- work to get organised, stay focussed and make realistic goals + plans
  - understand what they can and can't control, and actively problem solve
  - have good communication skills and respond well to feedback
  - find ways to navigate through change
  - reframe their thinking when their resilience is challenged

- avoid asking 'what if?'
- understand that set backs are part of life
- are optimistic
- squash negative thoughts + use self talk
- build positive belief in their abilities
- get 'out of their head' (journal), disconnect, practice mindfulness

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**Resilient people:**

- cultivate self awareness – they read cues and know what they need / want + what they don't
- allow themselves to feel their emotions + find healthy ways to manage them
- actively work to fuel positive emotions
- cultivate an attitude of gratitude
- know when to ask for help
- are mindful of their emotional triggers
- defuse negative emotions through deep abdominal breathing
- actively work to manage moods

### EMOTIONAL

actively working on self awareness + self management



*Did you know...cultivating an attitude of gratitude reduces the stress hormone cortisol by 23% and can improve your mood?*

**Resilient people:**

- have a 'menu' of self care habits (eg routine, volunteering, 'me' time)
- find meaning in every day and difficult events
- use humour and look for the 'fun'
- identify their 'sweet spots' – things that give them feelings of effectiveness, fulfilment + find ways to do more of them
- consciously allocate time and energy to areas of life that are most important
- live their core values in daily behaviours

### SPIRITUAL

nourishing / nurturing your 'spirit'



*When we identify our own greatest strengths, we can consciously engage in work and activities that make us feel most confident, productive and valuable.*

**Resilient people:**

- have strong connections / and keep good company
- use their support system + ask for help
  - talk to someone they can trust
  - have good role models

### SOCIAL

investing in connections + relationships



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# Our Resilience Model

## The concept

Resilience is...an ability to recover from or adjust easily to misfortune or change; the capacity to withstand stress + catastrophe (the ability to 'bounce back'); an ability to recover from, respond constructively or adjust easily to misfortune, challenges, stressors or change; an ability to learn from those experiences – building stronger capacity.

Resilience is a skill – not purely an in-built trait ... It is a capacity that involves behaviours, thoughts and actions that can be learned. So *everyone* has the potential to improve their resilience!

Studies into resilient people highlight commitment to practices across 5 core dimensions. Actively focusing attention on elements within each of these 5 dimensions helps inoculate people when situations cause this resilience may be shaken.

## Why it's useful

Deliberate focus on these 5 dimensions is like putting a deposit into a bank. Like all bank accounts, the 'Resilience Bank account' needs to have money coming in so it can cover the times when a withdrawal occurs. If we only have 1-2 sources for deposits, we are left vulnerable. It is therefore good practice to have as many sources of resilience as possible! If one source dries up, there can be others available to buffer the loss and give you time to recover.

## How/when to apply it

Our Resilience model outlines a range of ideas and practices resilience people do - offering 5 sources for the 'Resilience Bank account'. Many strategies seem simple and obvious. But the REAL challenge lies in recognising when you need to use them and being able to do so in spite of the stress or challenge

1. Read through the practices in each of the 5 dimensions of resilience.
2. Select 1-2 ideas that resonate.
3. Identify how you can put these into practice and write them down in an action plan.
4. Consider sharing this action plan with a trusted person, who can help to help keep you accountable to the practices
5. Make a time with yourself at the end of the week / month to how you have gone with you actions. An adaptation of the '[Daily Questions](#)' template might be a good way to record your progress.
6. Celebrate your progress with building new habits.

For some more tips on [resilience](#), click here.



leadership development that  
turns *Knowing* into *Doing*