

Coaching with Resiliency

Thomas Labelle
(BA, CCDP, CEC)

A little about me 😊

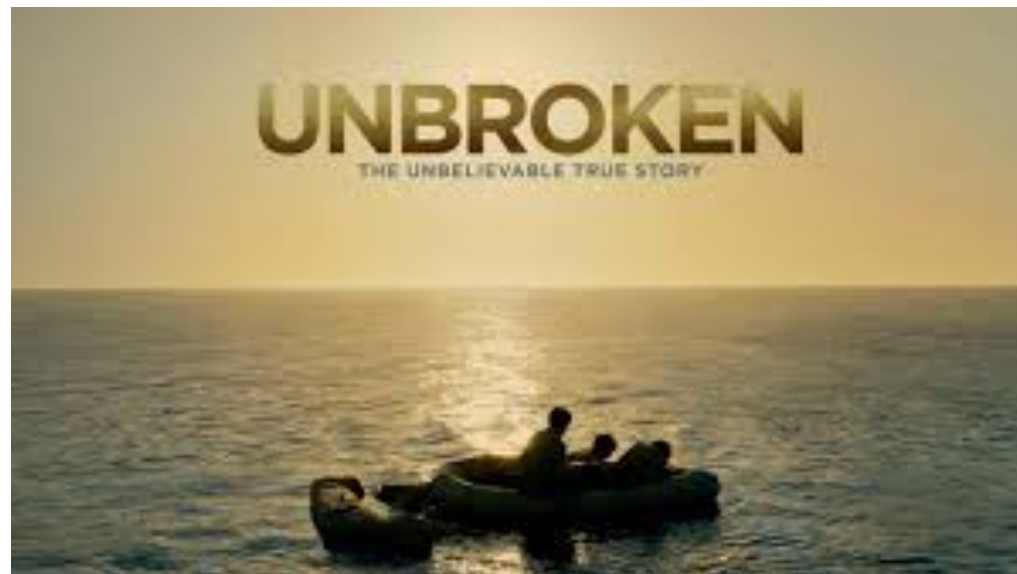
- Currently a Career Development Professional School Family Liaison for the Calgary Board of Education
- Associate Career Coach (CareerJoy & Youth Coach Global)
Career Advisor for the University of Calgary
- Royal Roads Executive Coaching Graduate certificate program
- Certified Career Development Professional
- MBTI/Strong Certified
- Resiliency Canada facilitator
- Proud Dad and grateful husband
- Sports/Endeavors/life has taught me a lot about the power of resilience

Headlines

- Nepal Earthquake
- Alberta cuts to Education
- Alberta Floods
- Illness
- Job Loss!

- Bad hair days!

<https://www.youtube.com/watch?v=XrjJbl7kRri>





Resilience
The Courage to Come Back

Never give up!



- Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.

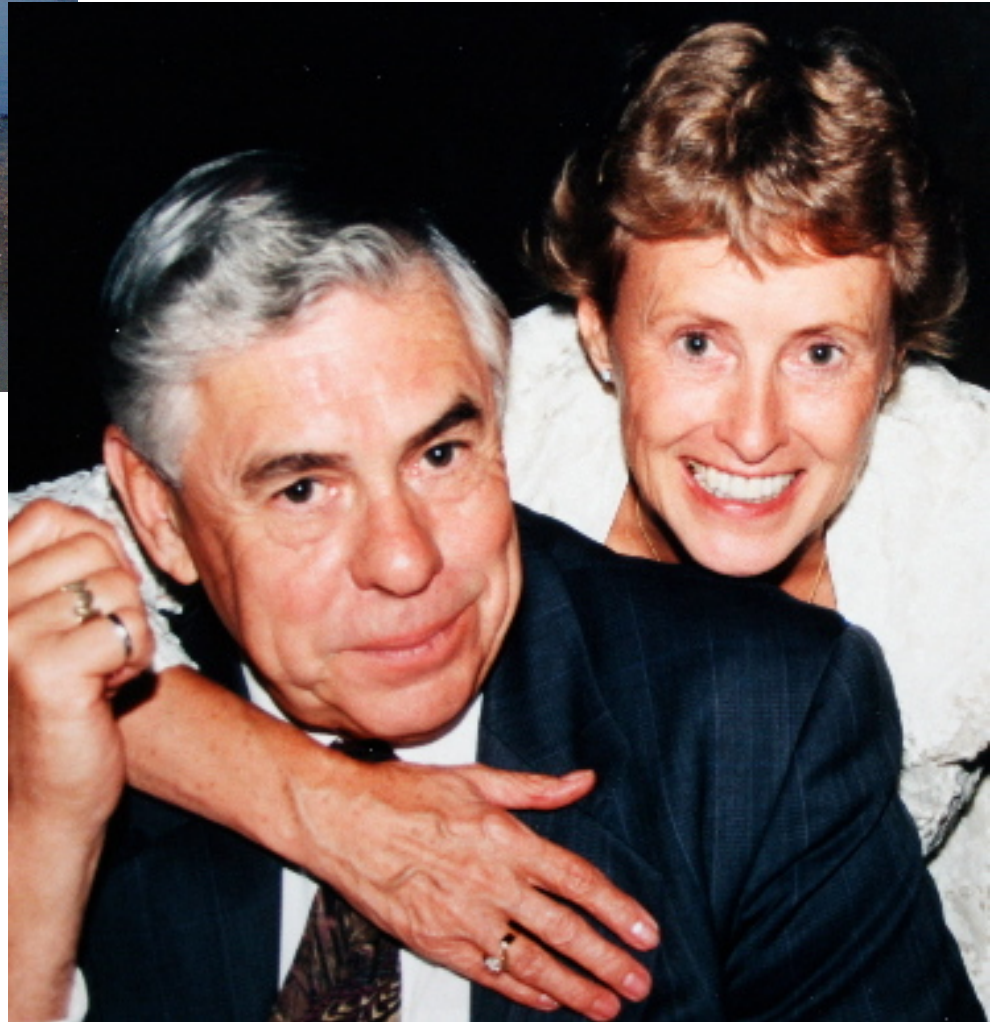
Mark Twain

Terry Fox



Terry Fox video

- <http://www.youtube.com/watch?v=u3IS3uD390s>



Someone you admire

- Groups of 2
 - someone you admire and why



Defining Resilience

- What is Resilience?
- Resilience is the ability to **overcome obstacles** and absorb any learning offered by those setbacks, quickly, and at the minimum cost
- Our ability to to **rebound** from setbacks that we encounter in life

Key to success and happiness

The empirical research demonstrates that...

...more than education.....

...more than training.....

...more than experience.....

- It is **Resilience** that determines who succeeds and who struggles

Resilience is a Mindset

- Resilience is less about who we are than about what we think
- Our mindsets or **“mental models”** directly influence how we view the world and how we view ourselves in the world
- This view of self, in turn, influences how we respond (our behaviors) to adversity and stress-with a healthy response or an unhealthy/unproductive response
- The strength of our resilience mindset and the force of our behaviors enable us to, in turn, influence or shape our environment

Human Nature

- People want to maintain control over their lives
- People develop self-confidence and psychological health by building stable and effective relationships with others
- Our sense of control, comfort, and well being results from the degree of certainty we have about our lives
- Change disrupts our ability to predict what's in store for us
- The more a change disrupts our ability to envision our future, the greater our confusion, fear, anxiety and self doubt
- Resilience enables us to survive, even thrive, on the challenges posed by a changing environment

Partners

- Share with you partner someone you feel is a very resilient person
- Do they have similar traits to the person they just described as someone they admire?
- Characteristics for coaching clients

The 8 dimension of Resiliency

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8 dimensions of Resilience *

1. Feel Self Assured
2. Create a Personal Vision
3. Be Flexible
4. Get Organized
5. Be Able to Solve Problems
6. Be Socially Competent
7. Get Connected
8. Be Proactive

* Developed by *Jeffrey and Linda Russell, Russell Consulting, Inc.*

We will create coaching questions for
each dimension!

- 1 minute each
- Brainstorm/discuss

1. Self Assurance

- Viewing the world as complex and challenging...but filled with opportunity
- Holding a positive self perception
- Confident in one's ability to meet any challenge with hope and realistic optimism

- Put your future in good hands - your own.
~Author Unknown

2. Personal Vision/Purpose

- Knowing what you believe in
- Having a clear vision of what you want to accomplish/achieve
- Approaching adversity and stress with a sense of hope
- Belief and purpose carries you forward into life

Personal Vision/Purpose

- Destiny is no matter of chance. It is a matter of choice: it is not a thing to be waited for, it is a thing to be achieved

– William Jennings Bryan

3. Flexible/Adaptable

- Aware of and sensitive to changes in the environment
- Able to shift gears in response to what is happening
- Remaining true to your purpose/vision while making room for other ideas and opportunities

Flexible/Adaptable

- Blessed are the flexible, for they shall not be bent out of shape

– Dr. Michael McGriffy



4. Organized

- Creating structures and methods to bring order and stability on your own terms
- Setting realistic goals for yourself
- Managing the moments with calm and clarity of purpose

Organized

- "Once you have a clear picture of your priorities- that is values, goals, and high leverage activities- organize around them."
- Stephen Covey

5. Problem Solver

- Thinking critically and effectively
- Viewing impossible problems as challenges and opportunities for learning and growth
- Collaborating with others
- Anticipating setbacks and missteps
- Solving problems for the long term
- Viewing failures and opportunities for inspiration

Problem Solver

- It is better to know some of the questions than all of the answers.

– James Thurber

- It's not that I'm so smart, it's just that I stay with problems longer.

– Albert Einstein

6. Interpersonal Competence

- Demonstrating empathy, and understanding for others
- Displaying emotional intelligence, self awareness, self control, and social awareness
- Laughing at yourself
- Seeking out others' perspectives

Interpersonal Competence



- Empathy takes time, and efficiency is for things, not people

Covey

- Inviting people to laugh with you while you are laughing at yourself is good thing to do. You may be the fool, but you are the fool in charge

– Carl Reiner

7. Socially connected

- Reaching out to others
- Building bridges, sharing solutions, exploring opportunities together
- Discovering common ground
- Contributing to others welfare-giving of yourself
- Touching others' hearts

Socially connected

- “There comes that mysterious meeting in life when someone acknowledges who we are and what we can be, igniting the circuits of our highest potential.”

– Rusty Berkus

8. Proactive

- Engaging change directly
- Focusing on and expanding your sphere of influence
- Focusing on actions that you can take vs waiting for others to act
- Experiencing small victories
- Leading others through change by setting the example

Proactive

- “Some people want it to happen, some people wish it could happen, others make it happen.”

– Michael Jordan

The art of the question

Problem Solving Questions	Appreciative Questions
What's wrong with me, What's wrong with them?	When have I been successful in the past?
Why can I never seem to learn	What are my strengths and abilities?
Why do things never turn out the way I want?	What is my real desire or dream outcome for this situation
What am I suppose to do now?	What actions can I begin experimenting with?

The Appreciative Approach

- Appreciative Inquiry
 - The philosophy that inquiry into and dialogue about an individual's strengths, successes, hopes and dreams is in itself a TRANSFORMATIONAL process

What resilience can look like

- View problems and challenges as opportunities
- Learn from their mistakes/failures
- Succeed despite their hardships
- Seek out new and challenging experiences
- Don't let anxiety and doubts overwhelm them
- Have a sense of humour under stress
- Don't feel shame or depression in the face of failure
- Transform helplessness into power
- Move from being a victim to being a survivor

Why we need to help coach resilience

- Rapid changes
- Pressures to do more with less
- The need to play multiple roles
- Work/Life balance
- Changing job descriptions
- Increasing pressure to achieve higher level of performance
- Loss of control
- Uncertainty about the future....

Rapid Change...Relentless

- https://www.youtube.com/watch?v=26U_seo0a1g

Four faces of Resiliency

- Overcoming childhood obstacles
- Steering through day-to-day adversities
- Bouncing back from trauma
- Reaching out to others and opportunities

The “Stresses”

Distress

great pain, anxiety, or sorrow; acute physical or mental suffering; affliction; trouble.

Eustress

stress that is deemed healthful or giving one the feeling of fulfillment

“Creative Tension”



Richard Bach

- Every problem has a gift for you in its hands.

Bad things are not the worst things that can happen to us. Nothing is the worst thing that can happen to us!

4 codes of resilience

- Persist
 - Even when things don't work out at first
- Navigate
 - Ambiguity and uncertainty
- Transcend
 - Common problems and barriers
- Anticipate
 - The future

Activity 3

- Resilience questionnaire
- Discuss results with partner

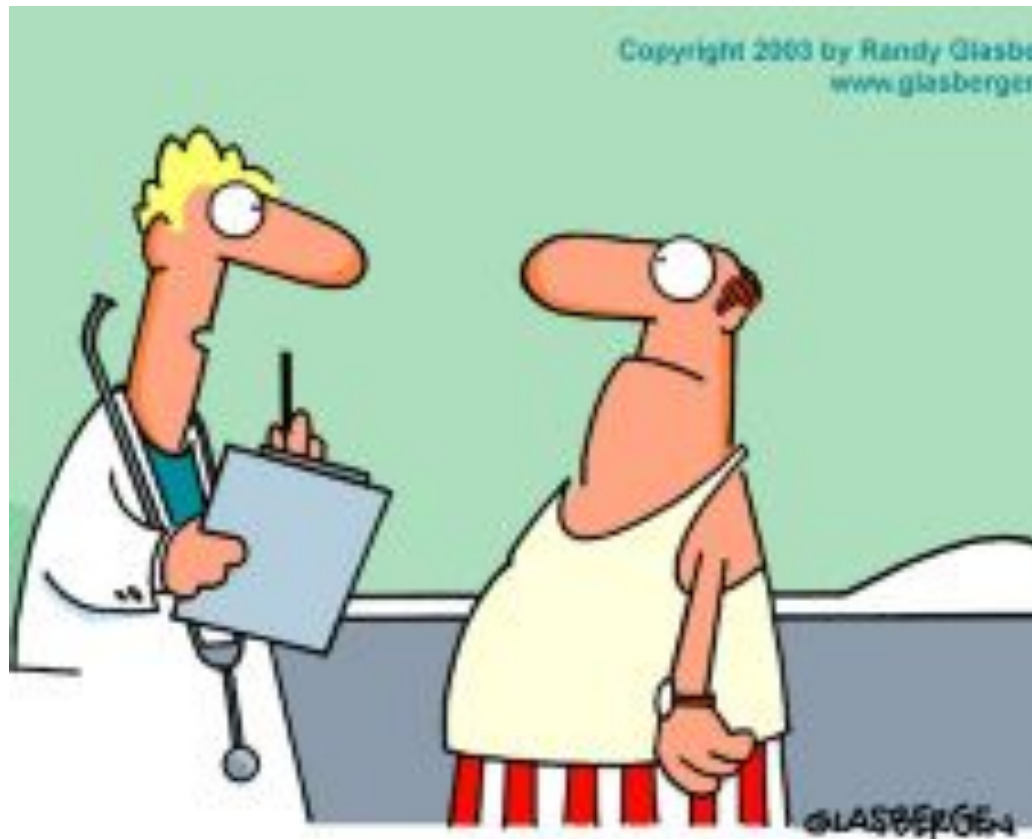
“The best years of your life are the ones in which you decide your problems are your own. You do not blame them on anyone or anything. You realize that you control your own destiny.”

~ Albert Ellis

destiny

www.backskinnyjeans.com

Exercise



'What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?'

Coaching tips

- Create/build a discipline that provides structure/stability/order
- Shift whining toward problem solving
- Deep listening to fears/anxiety
- Acknowledge their losses
- Celebrate little victories
- Break problems into bit size pieces

“Change is Inevitable, growth is optional”



- As humans we are hard wired to only be able to see or think about one subject at a time
- What we don't want...to what we do want
- When we focus on deficiencies in our character we eliminate the possibilities of focusing on what we do want

"What the caterpillar calls the end of the world the master calls a butterfly."



Shifts

- From problems and deficits
- Humans are not meant to be fixed
- We are all mysteries meant to be appreciated
- Our lives are made of endless solutions not endless problems.

- The power of focussing on positives...not negatives
- This focus can create great momentum for change as it brings us abundant energy to risk moving forward

Helping clients strength their resilience

- Help them define:
 - What is important to them
 - Challenge their assumptions
 - What they can change/influence and what they can not
 - Assume a “can do” attitude
 - Take care of themselves
 - Reach out to others

127 hours

- <http://www.youtube.com/watch?v=0lhLOWTnVoQ>



I will post our coaching questions

- <http://members.shaw.ca/coachthom/>

Thank you

