

UP THE CREEK

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Building Resiliency in Your Team

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Resiliency is the ability to bounce back and adapt well in the face of adversity, significant sources of stress or tragedy. We not only have work challenges, but we also experience challenges in our personal life. Our employees also face the stressors of life. Perhaps you've had the employee in your office that is not only under significant work pressure related to a technology conversion project, but has also recently received the life changing news of a cancer diagnosis for her husband. How do we go about helping build resiliency in our teams?



The first place is to start with yourself. By building and managing your own personal resilience and acting as a role model you will influence your team's culture. Have you noticed the ripples that emerge when you drop a stone in a calm pond, so it is with our work place. We are affecting the culture by the attitude we bring, the way we respond to stress, and how we communicate.

TO GET STARTED, HERE ARE SOME QUESTIONS TO ASK YOURSELF.

Rate each question using 1 – 5 with 5 being absolutely:

- Do I adjust to change easily?
- Do I feel I have some control over aspects of my life?
- Do I have an ability to handle uncertainty?
- Can I think logically under pressure?
- Do I know where to turn to for help?

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In This Newsletter

Supervising employees and leading in an organization is a tough job. This quarterly newsletter provides helpful research based articles with practical ideas to help you grow and flourish in your leadership role.

Business Quote

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams

Fun Fact

Stressed is Desserts spelled backwards.



By tuning in and building an awareness of ourselves and our surroundings we model to our staff the value of practicing presence. As leaders we often work out in the future as we try to plan, anticipate the barriers and achieve goals. This can create anxiousness. The ability to stay in the present moment and recognize our emotions provides a calming and energizing effect which soothes our nervous system and moves us from thinking with our emotional mind (amygdala) to being able to access our pre-frontal cortex (thinking mind). Working from our amygdala gives us two choices, fight or flight, when we move to using our pre-frontal cortex we are able to see many more options and therefore make a choice of how we want to react. Awareness is a powerful thing with the goal of using our emotions for productive purpose instead of letting our emotions use us. To get started practicing presence, pause and ask yourself: What emotional response am I having to this supervisory problem? Notice your response and then how you feel after you have been able to identify the emotion. A tool to help us expand our emotional vocabulary can be found here: [Feeling Wheel](#).

Developing a practice of presence to help build resiliency takes a commitment. Consider creating a resiliency goal for yourself. What is one thing you will start doing? Who can you share your goal with that will be supportive and helpful? Remember you have resources here at Sand Creek, give us a call at 888.243.5744 or visit us online at www.sandcreekeap.com.

- 1. What are some examples of things you are already doing for yourself to build resiliency?**
- 2. To what degree have you asked about or promoted self-care and resiliency to your employees?**
- 3. Have you incorporated self-care into annual reviews of department wide initiatives?**

Give us your answer and see what others are saying on our poll by visiting our facebook page [@SandCreekWorkplaceWellness](#)

About Sand Creek Workplace Wellness

Sand Creek is a women-owned small business specializing in providing exceptional workplace wellness services to support the human spirit at work. We embrace our core values of service, hope, trust, compassion, and wisdom in each interaction, there by upholding our mission of providing helpful solutions to improve productivity and shining a light in the darkest of moments.

Our Employee Assistance Program (EAP) is designed to offer face-to-face counseling and consulting to those that voluntarily reach out to us. We are not simply a phone counseling service or online tool type EAP. Thousands of professional counselors form a worldwide Sand Creek network available to deliver personal care and support to you in your community. Our services are administered nationally, but delivered locally.

Sand Creek supports the relationship between individual health and overall organizational health. Our Organization Assistance Program (OAP) service extends the reach into the organization and provides work teams with a systemic approach to improve the health and well-being of an organization.