



Resilience Video Workshop



Performance States

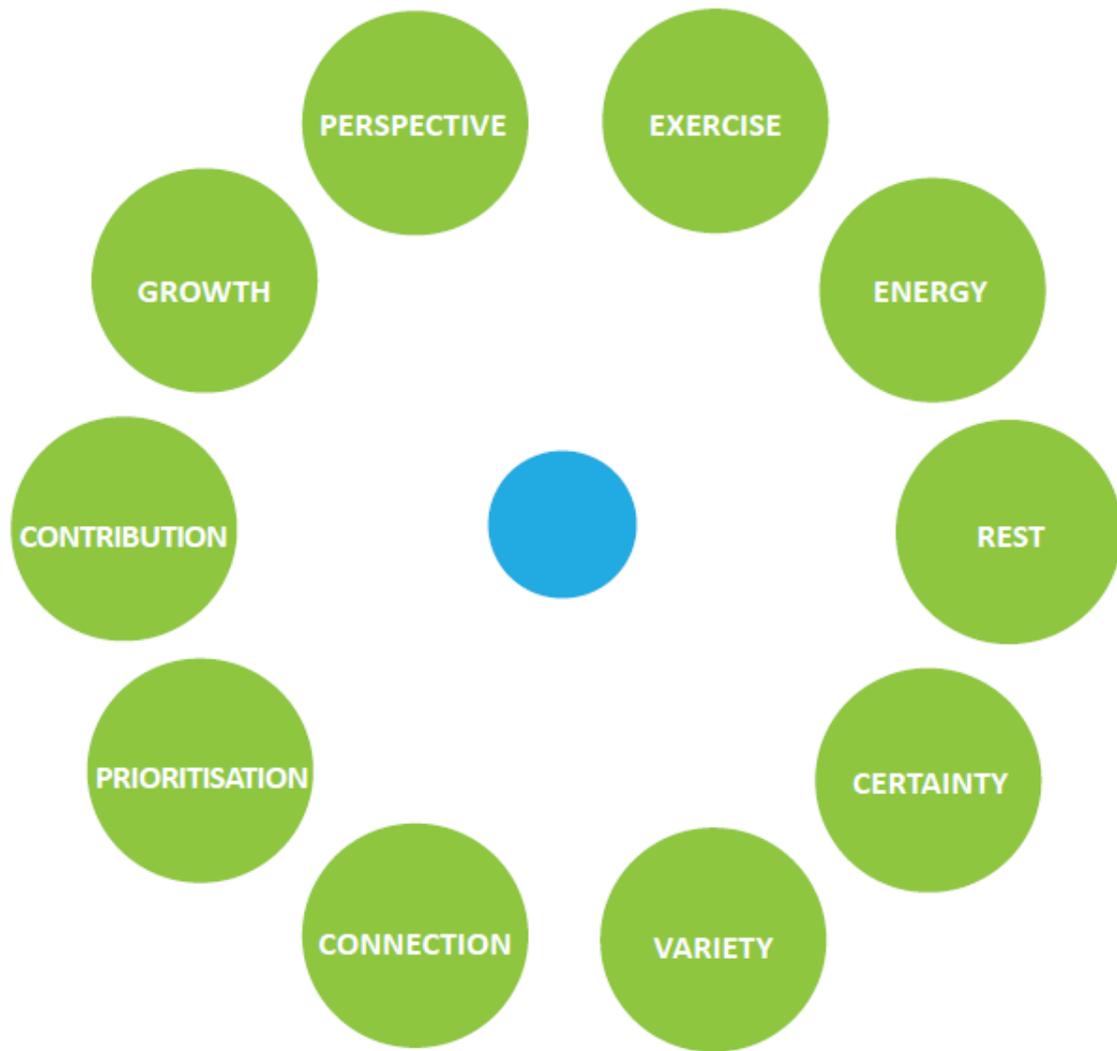
Think of situations when you've experienced these states, and jot down your associated thoughts, feelings and behaviours for each stage. You can then use these as indicators to prevent moving into stagnancy, strain or stress and ensure you stay in the steady and stretch stages.

	My Thoughts, Feelings and Behaviours
Stagnant	
Steady	
Stretch	
Strain	
Stress	

Example of a completed review...

	My Thoughts, Feelings and Behaviours
Stagnant	<p>Bored. Lethargic. Low motivation. Disorganised, Easily distracted.</p> <p>No clear goals or objectives. Drifting. Low activity level. Lack of purpose.</p> <p>Poor diet and sleeping habits.</p>
Steady	<p>Happy and content. Healthy routines. Feeling engaged. Organised. In control.</p> <p>Able to be supportive to others. Creative and thoughtful. Positive coping. Wide variety of activities. Life in good balance. Positive perspective.</p>
Stretch	<p>Highly motivated and energised. Objective and goal focussed. Determined and driven. Positive vision. Learning and developing. Out of "comfort zone". More decisive and organised. Priorities aligned to objectives and needs.</p>
Strain	<p>Becoming tired. Losing focus and becoming disorganised. Less energy and less motivated. Negative questioning ("why me? etc.)". Doubting self and others. Increasingly negative perspective. Irritable and less patient. Making mistakes and less productive. Disruptions to sleeping patterns. Poor nutrition.</p> <p>Disengagement with hobbies and interests. Life becoming out of balance. Not celebrating achievements.</p>
Stress	<p>Emotional outbursts - anger, tears, panic. Constant negative thinking. Inability to focus. Highly disorganised. Fatigue. Illness. Sleep deprivation. Product abuse - alcohol, drugs etc. Isolated and withdrawn. Loss of optimism.</p>

Personal Resilience Factors



Thoughts, notes, ideas...

Personal Resilience Factors

Perspective	Exercise
Energy	Rest
Certainty	Variety
Connection	Prioritisation
Contribution	Growth

Personal Resilience Factors

Example of a completed self-reflection exercise...

<p>Perspective</p> <p>At the moment I have a positive outlook on myself and what is going on in my life.</p>	<p>Exercise</p> <p>I am quite an active person generally and I also go to a gym about 3 times a week.</p>
<p>Energy</p> <p>I eat a balanced diet and I eat regularly through the day. I have treats and occasional fast food but it's generally good.</p>	<p>Rest</p> <p>I sleep well and I make sure I take regular breaks during my days and at weekends.</p>
<p>Certainty</p> <p>I have a good understanding of my roles and responsibilities, I feel confident I can achieve them and that I have not got too much going on. I also feel generally in control of my life in terms of health, finances etc.</p>	<p>Variety</p> <p>I think that I am possibly following my routines too closely and that I am beginning to get a bit bored. I need to look at ways to freshen up my gym routines and my social life.</p>
<p>Connection</p> <p>My social life has gone a bit stagnant because I have lost touch with a couple of good friends. I could do with making new friends, maybe through a new hobby.</p>	<p>Prioritisation</p> <p>I do find that I am often working too much on other people's priorities when there is not really a need to do it. I should look to find a way to avoid this before it becomes a problem.</p>
<p>Contribution</p> <p>I often find myself doing things for other people but I don't do anything in a proactive way, just as and when I can.</p>	<p>Growth</p> <p>Currently, I do not feel I am developing at all. Things are quite steady and I'm not being challenged at all. This is a bit of a concern because I don't want to get bored or not progress. Time for some personal development.</p>

Building Resilience

Resilience levels can be built by doing activities that lift your energy and your spirit, build essential skills, boost positivity and confidence and make you feel supported and valued. By purposefully engaging in the right activities personal resilience levels will rise as will levels of health, happiness and performance.

Research has highlighted a number of factors that help boost personal resilience. They include:

- Being physically active
- Eating healthily
- Sleeping well & relaxing
- Being part of a group
- Having close friendships and connections
- Helping others in need
- Dealing with life's uncertainties
- Creating variety
- Taking on a challenge
- Learning new skills
- Acquiring knowledge
- Having goals and a sense of purpose
- Having fun

Recovery Action Plan To help recover, re-energise and recharge...

What I need to **DO** for myself is...

What I need to **AVOID** doing is...

Personal Resilience Plan

Thinking about the performance/pressure curve and the other factors you've reflected on, write down at least one thing that you want to start, continue and stop doing, that will help to enhance your wellbeing. Make sure they are SMART objectives and you're fully committed to implementing them.

Start Doing...

Continue to do...

Stop doing...

Example of a Recovery Action Plan

What I need to DO for myself is...

Go outside and get some fresh air. Sit in the sunshine (if the sun is shining!) and closely watch what is going on around me for 5 minutes.

Drink some fresh cold water and eat a healthy snack or a healthy meal.

Call a good friend for a quick catch up.

Refresh my perspective by thinking about why I'm doing what I'm doing and what my key values are.

Make a plan for what I'm going to do when I start again and what I'm going to do later to have fun or refresh.

What I need to AVOID doing is...

Avoid crowded, noisy places.

Don't make or take any work-related phone calls.

Don't drive or take public transport.

Consuming treats, sugar, caffeine and alcohol.

Internet browsing and TV.

Example of a Personal Resilience Plan

Start Doing...

Spend 10 minutes planning each day/week.

Spend 10 minutes reflecting on each day for positives and learning opportunities

Look to start some personal development training in the next 3 months.

Start a new hobby and make some new friends.

Continue to do...

Exercise 3 times a week but change my routines.

Have a family day/night out once a week.

Read good quality, positive books.

Stop doing...

Leaving my work phone switched on at night

Checking work emails every night

Drinking coffee in the afternoons

Binging on Netflix at night and at weekends.

Eating lunch at my desk.

Support Services Available to You

Employee Assistance Programme (EAP)

Our Employee Assistance Programme (EAP) is here to help with a range of support, from telephone and face-to-face counselling services to general guidance. It's free, so to find out more view our EAP policy.

For UK staff, EAP is available 24 hours a day:

Telephone from the UK: 0800 1116 387

Telephone from abroad: 0044 845 330 5132

Text phone users dial: 0800 1116 387

Management support (UK only): 0800 1116 385

Colleagues based overseas and locally engaged staff can contact the FCO EAP service 24 hrs a day:

Telephone from the UK: 0800 111 6387

Telephone from abroad: 0044 845 330 5132

Management support line from the UK: 0800 111 6385

Management support line from abroad 0044 845 330 5132

Alternatively, DIT staff abroad can email: helpline.wellness@rehabworks.co.uk

Mental Health First Aiders

Mental Health First Aiders are a point of contact for anybody experiencing mental health issues or emotional distress, or for anybody with concerns for somebody else's mental wellbeing. Find a Mental Health First Aider to talk to via the digital workspace.

Mental Health First Aiders have:

- An in depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support - whether that's self-help resources, through their employer, the NHS, or a mix

We are growing our MHFA community to support you. It is good practice to know who the MHFAs are in your local areas and arranging for them to introduce themselves to your team.

Our MHFAs can be found here: <https://workspace.trade.gov.uk/working-at-dit/policies-and-guidance/find-a-mental-health-first-aidler/> [this is our digital workspace]

DIT Networks

Did you know that there are over 25 networks and groups across DIT? DIT networks are where you can come together to share ideas and experiences, raise awareness and support each other across a range of topics and issues.

The Mental Health Wellbeing Group for example brings together staff from across our global network to build DIT's capability to look out for the mental health and wellbeing of our staff.