



independent
schools
tasmania

Resilience for Educators

IST Leadership Team Retreat
Monday 12 May 2025



In the spirit of reconciliation Independent Schools Tasmania acknowledges the Traditional Custodians of our state and their connections to land, sea and community.



We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Aims for our time together:

- 1 Understanding resilience + the individual resilience scale
- 2 Unpacking the R@W scale + strategies to build resilience
- 3 Kicking off your resilience action plan + making a sustained commitment
- ? What else would you like to get out of today + tomorrow?

How we'll get there:



Personal reflection

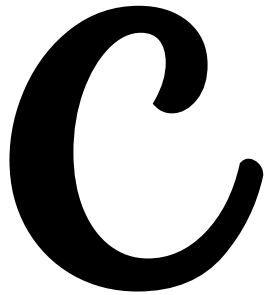


Table discussion

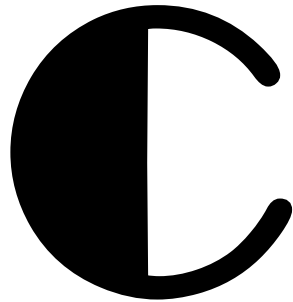


Whole group discussion

Guiding principles for our time together:

A large, bold, black serif letter 'C' with a thick stroke and a slight curve at the bottom.

Candour

A large, bold, black serif letter 'C' with a thick stroke and a slight curve at the bottom.

Confidentiality

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Collaboration

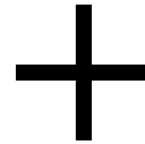


Whole group discussion

Please tell us a little about you...

- Your name
- Your school and role
- One thing that brings you professional joy

What do we mean when we talk
about *Resilience at Work*?



Resilience involves being able to withstand and overcome adversity and unpleasant or difficult events successfully and to be able to adapt to change and uncertainty.

KATHRYN McEWEN

Conceptualising resilience in the workplace.

Organisational/systemic

Team

Individual

Leader

Staff

Resilience at work.



Being resilient at work means ...

- Managing the stress of everyday work in a healthy way
- Rebounding and learning from unexpected setbacks
- Being adaptable
- Preparing for future challenges and change in a proactive manner

Key concepts.

- This is **not about stoicism**. Resilience is **not a fixed trait**.
- Resilience is a **changing state** that involves interplay with the environment. It's different every day.
- Context is critical – **needs a work focus** to get changed work behaviour
- We needs to take a **strengths and a coping** focus to be successful in achieving change
- At work, caring about resilience is not only a moral responsibility—it is the bedrock of **sustainable performance**.

Why do we prioritise resilience?

In education, our environment demands it...

Higher levels of **emotional labour** compared to the general population.

Higher levels of **burnout and stress** symptoms (difficulty sleeping, somatic symptoms)

The greatest source of stress = sheer **quantity of work**

Followed by a **lack of time to focus** on teaching and learning

Higher prevalence of **offensive behaviour** at work than the general

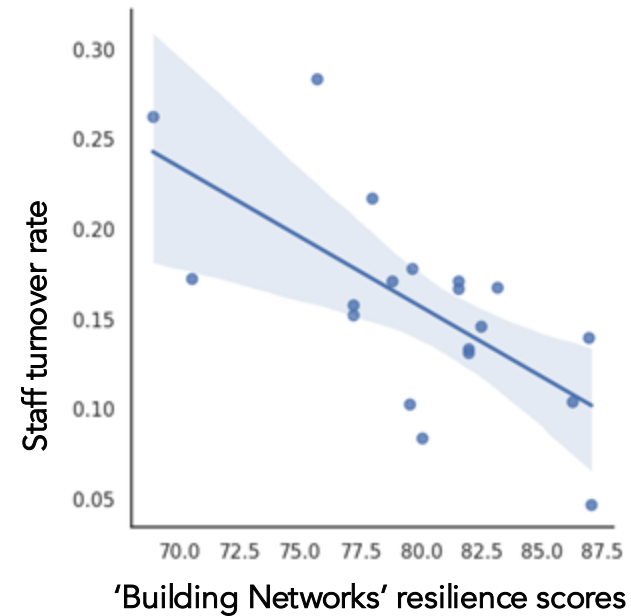
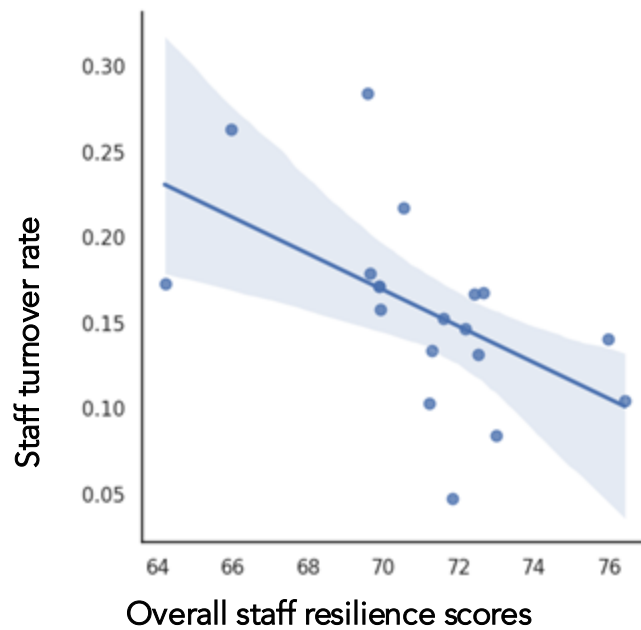
Lower than the general population on **all positive measures** (self-rated health; happiness; mental health; coping; relationships; self-worth; personal wellbeing index)

Higher on all negative measures (burnout; stress; sleeping troubles; depressive symptoms; somatic stress symptoms; cognitive stress symptoms).

Australian Principal Occupational Health, Safety & Wellbeing Survey (Riley)

It's linked to tangible outcomes

In our recent research Resilience was **statistically significantly correlated** with staff retention at the systemic level.



Your workbook.



Resilience for Educators workbook.

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04

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Your Resilience-building plan.

RESILIENCE ACTION PLAN

Living Authentically.

DEVELOPMENT DATE	
Action	What do I want to change?
	What do I want to maintain?
Managing the Influencing Factors	How will I build capability?
	How will I establish motivation?
	How will I create opportunity?
Support & Contingencies	Who can help, and how?
	What other resources are required?
	How will I deal with obstacles?
Review comments/reflections:	

18 © PeopleBench

REVIEW DATE	
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Review comments/reflections:	

PeopleBench • Resilience for Educators Workbook 19

Overview of the R@W framework.



The Resilience at Work (R@W) Model.

Conceptualises resilience as comprising 7 distinct yet interrelated components

Backed by 14 years of research

Rigorous + pragmatic

Intuitive and user-friendly for educators



Efficacy of the R@W scale.

Created in 2011 by Psychologist Kathryn McEwen

>136 International Academic Research Papers utilizing the R@W scale

Extensive use in Health, Community Services, Emergency Services and Aged Care

Education specific research conducted through a range of Universities (USA, Australia, UK, Europe, Asia)

Our own research in partnership with PennGSE

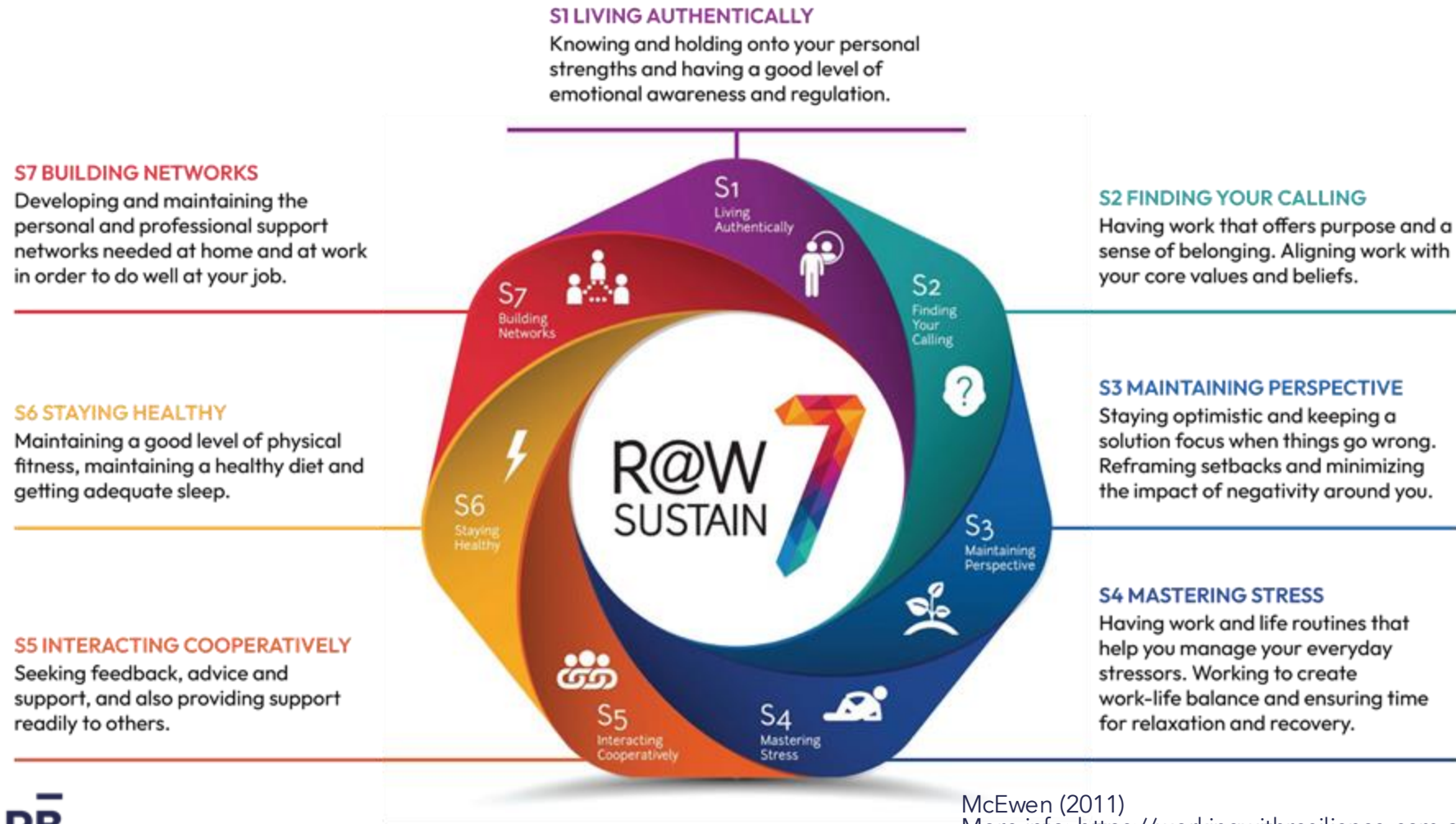


www.peoplebench.com

McEwen (2011)
More info: <https://workingwithresilience.com.au/>



The Resilience at Work model.



Measuring the Resilience in
the room today...



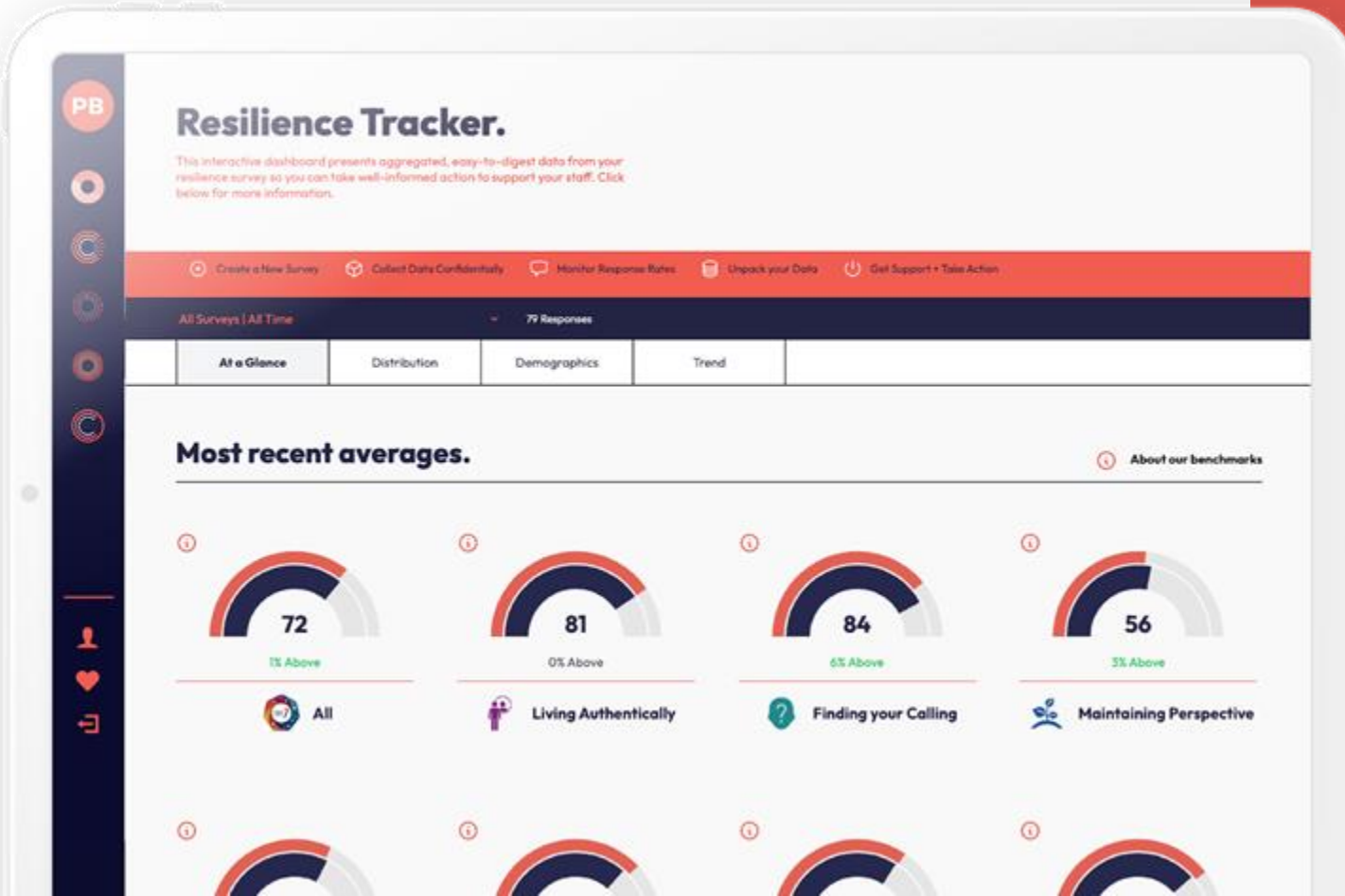
WORKFORCE RESILIENCE TRACKER™

SURVEY

5 mins to complete

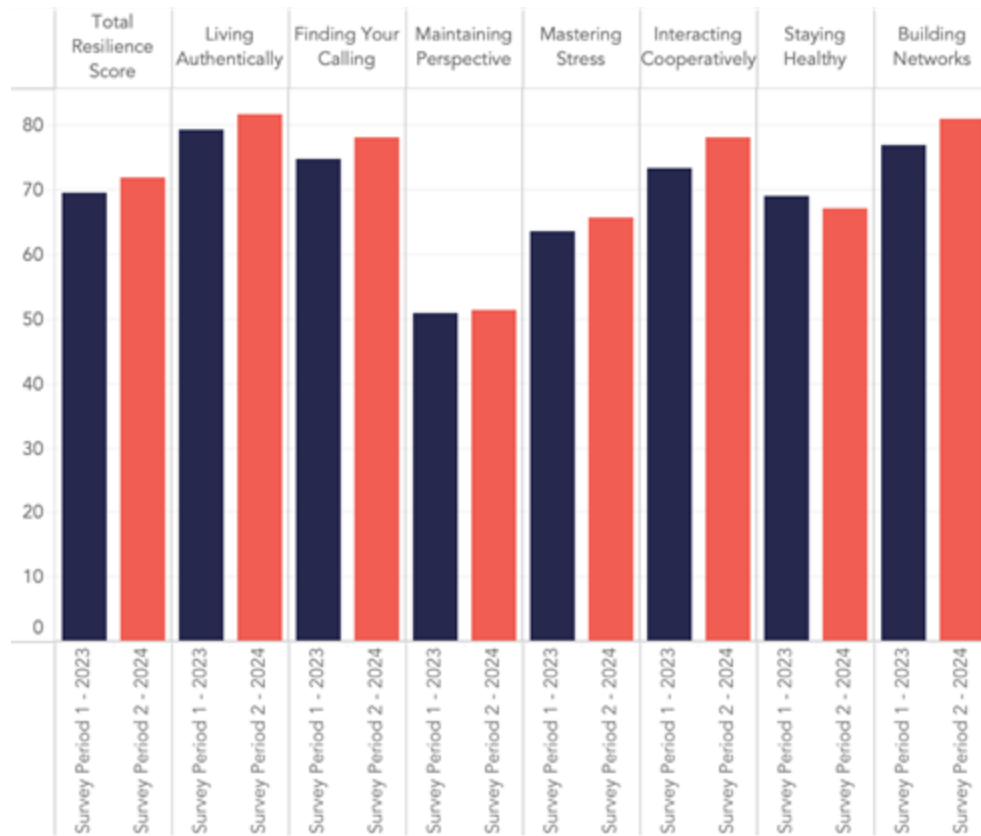
Confidential (no individuals identified)

Voluntary



<https://bit.ly/istretreat>

Paying attention to resilience and planning for action can be impactful on its own.



- Chart shows change in workforce resilience levels between Resilience Tracker™ surveys conducted at same time of year on consecutive years.

Resilience @ Work.

Breaking down the 7 factors.





Living authentically.



Living authentically.

Knowing & holding onto personal values, deploying strengths, and having a good level of emotional awareness and regulation.



Pro tip:
An overdone strength can
become a weakness.

Living authentically.



What does it look like when it's in balance?

- Capable
- In control
- Where I'm "meant to be"

When it's over done?

- Stubbornness
- Righteousness

Living Authentically

An important aspect of personal fulfillment and well-being is being able to align how you *live* with how you *work*.

Here are some strategies to try:

- **Practice self-reflection.** In order to align your work with your values you must first have an understanding of what your values truly are. Reflect on your experiences and emotions - what brings you joy, what fulfills you, what do you believe in and what matters most to you?
- **Align your actions.** Assess whether your current actions and environment, including the people you connect with, align with or challenge your values. Look to change your actions, not your values, and intentionally chose a path that most resonates with your authentic self.
- **Seek continuous growth and learning opportunities.** Deepen your self-awareness by trying new things and new experiences - what resonates with you and what gives you strength. Seek opportunities that help you grow personally and professionally.
- **Be true to yourself.** Trust your instincts and where possible, express your thoughts, beliefs and opinions openly and respectfully to help others understand what's important to you.

Living Authentically

Reflection questions:

- What aspects of your job are not aligned with your strengths and can you decrease the time spent on these?
- In what ways could you craft your job to better use your strengths?
- What have you reacted to at work that demonstrates an important value for you?
- How do you maintain your values when compromised or under pressure?
- What would others say is a lived value that you demonstrate at work?

Risk factors:

- Working outside of your strengths
- Values conflict with org/key stakeholder



Finding your calling.



Finding your calling.

Seeking work that has purpose,
gives a sense of belonging,
and fits well with one's core values and beliefs.



Finding your calling.



What does it look like when it's in balance?

- Energised
- Driven
- Motivated
- Included

When you over-invest?

- Over-zealousness (*everyone* should be all consumed by this purpose)
- Martyrdom (I will pursue this purpose at *any* cost to myself)

Finding Your Calling.

Finding a sense of purpose and belonging from your work is a personal and ongoing journey. It may evolve over time, and it's important to regularly reassess and align your work with your values and aspirations.

Here are some strategies to try:

- **Reflect on the impact of your work.** Understand the broader purpose and impact of your work. Consider the positive difference are you making, no matter how small, and take time to appreciate the impact this may have on others.
- **Seek feedback and recognition.** If you are not sure how your work fits in with the bigger picture - ask others. They will likely have a different perspective and can help you better recognize your achievements.
- **Seek out meaningful projects.** Look for opportunities to engage in projects or initiatives that align with your interests and values. Taking on projects that have personal significance can create a stronger sense of purpose and fulfillment.
- **Cultivate relationships and support networks.** Actively contribute to a positive and inclusive work culture. Engage in open communication, collaboration, and support others in their work.

Finding Your Calling.

Reflection questions:

- What is the 'why' in your job?
- When have you felt particularly valued by those at work?
- What team have you worked on where you felt the greatest sense of belonging?
- What gets in the way of you feeling like you belong?
- What would you like to say 10 years from now about how you contributed through work?

Risk factors:

- Lack of meaning in work
- Passion-Organisational goals misalignment
- Alienation from team



Table discussion
10 mins



Table discussion + scribe:

What's **one thing** that has helped you with Living Authentically at work?

What's **one thing** that has helped you with Finding Your Calling in your career?



Maintaining perspective.



Maintaining perspective.

Having the capacity to reframe setbacks, maintain a solution-focus and manage negativity.



How do you go with this one?

Explanatory style:

Optimistic Explanatory Style

+ Positive Event

- ✓ Personal
- ✓ Permanent
- ✓ Pervasive

- Negative Event



- X Personal
- X Permanent
- X Pervasive

Pessimistic Explanatory Style

- X Personal
- X Permanent
- X Pervasive

- ✓ Personal
- ✓ Permanent
- ✓ Pervasive

Thinking traps.

Thinking Trap	Example	Reframe
Loss of perspective	Magnifying or minimising an event "That's the end of my career now that I didn't get that job"	"There will be other opportunities if I look for them; work is cyclical so I need to keep my skills current and transferrable"
All or nothing	Being inflexible in options "There's nothing else I can do here – it's over for me"	"What could be some options from here for me?"
Personalising	Frequently feeling at fault "Why does this always happen to me? I should have done xyz..."	"There was nothing more that I could have done in the circumstances – the rest is out of my control"
Overgeneralising	Adopting a global thought without evidence to support it "Management never know what's going on"	"George does not seem to have been updated properly about this specific situation"
Mind reading	Assuming to know what's happening "I knew that HR would do that – they are looking for ways to discredit us"	"I need to talk with xyz to find out the reason behind this decision"

Using solution-focused language.



The way we speak influences the way we think. Phrasing our language around the solution can make an impact...

- What is the first step I could take?
- What would it look like if it was working?
- How did I/we resolve this last time?
- What strengths can I/we bring to this?
- Who can assist us with this?

Managing negativity.

- “Misery loves company”, but both positivity and negativity are contagious
- It’s important to “call” negative behaviours in the right way
- Social contracts



Maintaining Perspective.

Maintaining perspective is an ongoing practice. Be mindful of your thoughts and emotions, and make intentional choices to maintain a healthy perspective on your work and life.

Here are some strategies to try:

- **Re-prioritise.** Define your personal & professional goals, both short and long-term. What matters most to you and are you working towards achieving these goals? Set boundaries, re-prioritise and make informed decisions on where you spend your energy. Break daunting work down into what needs to be done *now*, *next* and *later*.
- **Manage expectations.** Avoid creating unrealistic expectations for yourself (and others!). Perfection is unattainable.
- **Ask questions.** When things get stressful, take a breath and ask yourself, is this personal? Is it permanent? Is it pervasive? Give yourself permission to take a break in order to distance yourself from the stressor, ready to come at it from a different angle.
- **Embrace the uncomfortable.** Connect with colleagues or other sources of information where the perspective, opinion or experience is different from your own. It may feel uncomfortable at first, but it will promote a broader understanding and either validate or challenge previous thinking.
- **Cultivate gratitude.** Focus on the positive aspects of your work, including the people that support you, and express appreciation for all that you have accomplished and the opportunities for growth that have presented themselves to you (often disguised as challenges or setbacks!).

Maintaining Perspective.

Maintaining perspective is an ongoing practice. Be mindful of your thoughts and emotions, and make intentional choices to maintain a healthy perspective on your work and life.

Here are some strategies to try:

- **Practice solution focused action planning:** What will help? Who can help? What has worked before?
- **Use the circle of control** to help focus your energy where you'll get the most impact.
- **Use journaling (formally or informally) and story editing** to help you see an issue from another perspective. For example:
 - What if I did that again as my best self?
 - What if my super-hero/best friend/mentor had handled it?
- **Minimise the airtime for negativity:** Set specific time for raising and exploring problems, then agree to move onto solutions.

Making this explicit with teams can help keep everyone on track.

Maintaining Perspective.

Reflection questions:

- How well do you communicate in a solution-focused way around challenges?
- What are you holding onto, that you can't influence, that is creating tension for you?
- What thinking traps are you prone to? E.g., catastrophising, black and white thinking
- Who do you need to spend time with to sustain your optimism?
- What are some actions you can take at work to generate more positive energy?

Risk factors:

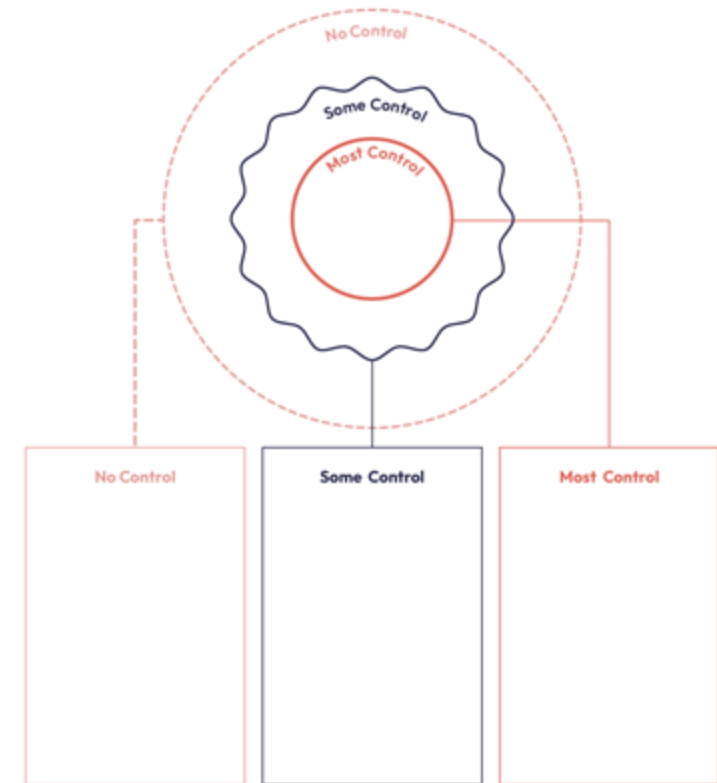
- Poor morale
- Negative colleagues
- Lack of influence in decision-making



Workbook p6:
Personal reflection
5-10 mins

ACTIVITY 3.

Circle of Control.





Mastering stress.



Mastering stress.

Employing work and life routines that help manage everyday stressors, maintaining work-life balance and ensuring time for relaxation.



Mastering stress.



When we invest in mastering stress ...

- We are more likely to demonstrate resilient responses when the challenges come

Strategies for mastering stress at work.



Remember:

- The stressors are unlikely to go away ...
- This factor is particularly proactive – prepare during the “peace” time ...

Do:

- ✓ Explore meditation and mindfulness – the scientific evidence is overwhelming
- ✓ Genuinely reassess work time, rest time, play time
- ✓ Invest in recovery

Mastering Stress.

Stress is an everyday part of life. Managing this stress and its impacts on you in a healthy, productive and proactive way is what matters.

Here are some strategies to try:

- **Spend time on time management!** Prioritizing your time, tasks and schedule may be a no brainer, but few of us do it well. Find tools to help you and keep yourself accountable to follow them. Set realistic deadlines and don't over commit yourself.
- **Communicate clearly.** Fostering open, timely and proactive communication within the workplace can help ease stress-related tension. Clearly articulating the 'what, why, how and when' of the situation helps align priorities and understandings.
- **Control what you can.** Wherever possible, build flexibility and autonomy into your work. Creating a sense of control can help reduce stress associated with rigid schedules or micromanagement, so look for opportunities to ownership. You may not be able to control everything, so focus on only that which you can.
- **Build in breaks and downtime.** Taking breaks for physical activity and exercise, however small, is a great way to burn off stress, but you need to build this into your routine and make sure it's sustainable. Blocking time out your calendar or committing to a regular class will help, but start small and work your way up to your ideal.

Mastering Stress.

Reflection questions:

- What are your early warning signs of overload and what can you do when you are experiencing these?
- What is important in your life and how do you ensure work does not overly intrude on it?
- What are your self-care activities at work and how do you embed them in your routines?
- What would assist with your daily work-home transition?
- What are your 'switch off' activities at home and how do you make them a habit?

Risk factors:

- Excessive workload
- Work-home conflict
- No leadership support for self-care



Table discussion
10 mins



Table discussion + scribe:

What's **one thing** that has helped you with Maintaining Perspective at work?

What's **one thing** that has helped you with Mastering Stress at work?



Interacting cooperatively.



Interacting cooperatively.

Seeking feedback, advice and support,
and providing support to others.



Interacting cooperatively.



When we invest in this we might feel ...

- Helpful
- Able to tackle harder stuff

Out of balance this can sometimes look ...

- Fierce independence/stoicism
- Dependence

Maintaining perspective on conflict.



- Conflict comes about when we acknowledge difference, which leads to challenge
- This can lead to growth when there is psychological safety in the relationship, i.e. absence of fear, absence of shame, and absence of rejection from the team



Normalising feedback.

Feedback shouldn't only come about when someone has done something sub-par.
One framework for making feedback conversations part of daily life:



"I'd like you to do **more** of..."

START



"I'd like you to do **less** of..."

STOP



"I'd like you to do **about the same** amount of..."

CONTINUE

Strategies for interacting cooperatively at work.



- The key here is reciprocity – cooperation means we need to ask for help as well as give it
- Effective listening is critical – it's a learned skill – help folks study it mindfully
- Focus on embedding open-feedback loops – every day – not just when something's up

Strategies for interacting cooperatively at work.



Things that will deplete it ...

- Perceived lack of support
- Absence of open communication
- Interpersonal conflict
- Competitiveness
- Bullying
- Fear of judgement
- Absence of psychological safety

Interacting Cooperatively.

In any team setting, cooperative interaction is crucial in building a positive work environment. That said, interacting with others may not come naturally to you and you may need to proactively seek opportunities to build this skill set.

Here are some strategies to try:

- **Build trust.** Ask yourself, do you feel comfortable sharing your opinions and being vulnerable with your colleagues? Do they feel safe sharing the same with you? Challenge yourself to be open and honest in your dialogue, modelling behaviour you hope will be reciprocated. Start with someone you trust and expand your network to include others.
- **Practice empathy and understanding.** Consider different perspectives, recognize others' challenges, ask questions and seek to understand before being understood. Acknowledge and appreciate others' cooperative behavior and model it yourself.
- **Feedback matters.** Seeking and providing feedback in a positive and constructive manner is essential for personal and professional growth. Approach feedback with an open mind, ask for specifics and show appreciation for others' perspectives.
- **Seek cross-functional collaboration opportunities.** Look for opportunities to join teams or cross-functional projects. In doing so, you will likely have to practice your active listening (and maybe conflict resolution) skills, which will ultimately help you build relationships and develop a sense of camaraderie as you work towards a shared goal.

Interacting Cooperatively.

Reflection questions:

- What do you need more feedback on?
- Who is the best person to provide objective and valid feedback to you?
- What support would be great to get at work if it was easy to do?
- What prevents you from asking for the assistance you need?
- What type of support do you give to colleagues without waiting to be asked?

Risk factors:

- Lack of support
- Competitiveness
- Interpersonal conflict
- Bullying
- Lack of open communication
- Fear of judgment



Table discussion
10 mins



Table discussion + scribe:

What's **one thing** that has helped you
with Interacting Cooperatively at work?

Staying healthy.



Staying healthy.

Maintaining a good level of physical fitness and a healthy diet (and sleep).



Staying healthy.

What does it look like when it's in balance?


- Feeling "well"
- Sticking to your regular self-care routines

If we over-invest ...

- Sickness/injury can derail us



Personal behaviour change.

- 1. Set** Establish a **specific, meaningful target** and break it down into **manageable steps**
 - 2. Plan** Create **simple rules** and an **actionable plan** which inks to **daily routines**
 - 3. Commit** Make a **commitment**; write it down; **make it public**; appoint a referee
 - 4. Reward** Put **something meaningful at stake** and use small rewards (or anti-rewards if you fail!) to stoke motivation (but beware of backfire effects of financial incentives)
 - 5. Share** Draw on the **help of others** by asking for help, tapping into your networks or forming a group with a shared goal
 - 6. Feedback** Know how you're tracking against your goals and **seek out specific, actionable feedback.**
- 

Staying Healthy.

Creating and maintaining healthy eating, exercise, and sleeping routines requires commitment and consistency. When you get it right, it has a positive impact on all aspects of your personal and professional life, so it's worth spending the time finding what works.

Here are some strategies to try:

- **Practice mindful eating.** Map out your meals for the week. This will help you make sure the fridge is stocked with healthy options and help you avoid making impulsive, unhealthy choices when you are tight on time. Pay attention to your body's hunger and fullness cues, and avoid distractions (like screens) while eating.
- **Stay hydrated.** Aim for 4-6 cups of water a day and make it easier by keeping a full glass of water on your desk, carrying a water bottle or setting a timer. Most adults don't drink enough water in the day and how much we need varies.
- **Incorporate movement & find a buddy.** Big or small - build exercise into your everyday routine. For example, take the stairs instead of the elevator, get off the bus one stop earlier and walk the rest of the way. Or find activities you genuinely enjoy as you are more likely to stick with it! Consistency is key. Also find a colleague or workout partner and hold each other accountable for your health goals. Start with small, attainable targets and work your way up.
- **Get your ZZZs.** Create a bedtime routine and sleep-friendly environment. Go to bed and wake up as close to the same time as you can, and create a relaxing routine to help signal to your body that it's time to switch off. Limit the use of electronic devices before bed and give yourself time to digest after meals.

Staying Healthy.

Reflection questions:

- When are your good habits likely to slip and how can you better anticipate this?
- Are you getting enough sleep? If not, what changes can you make in your sleep routine?
- What is the impact on you of poor sleep? Of good sleep?
- What exercise goal would motivate you?
- Who can you exercise with or share your fitness goals and success with?

Risk factors:

- Illness or injury
- Time poverty/excessive workload



Table discussion
10 mins



Table discussion + scribe:

What's **one thing** that has helped you
with Staying Healthy?

Building networks.



Building networks.

Developing and maintaining personal support networks.



Building networks.



What does it look like when it's in balance?

- Feeling supported
- Belonging
- Inspiration

If we underinvest here ...

- Humans get lonely
- It can be tricky to maintain an identity that is consistent with our role

Building Networks.

It's true - building personal and professional networks requires time, effort and a genuine interest in others. Many baulk at the idea of 'networking', but once established, these networks can provide invaluable support, guidance and opportunities for growth, and it's not as hard as it sounds!

Here are some strategies to try:

- **Identify your needs.** Where do you actually need or want more support and where can you find people able to offer that type of support? For example, support with things like career or skill development may look different to emotional support, so understanding your needs will help you see the appropriate connections.
- **Utilize the tools available to you.** Are there networking events or conferences coming up that you could attend? Are there mentoring opportunities or an online community you could join? Utilize the professional networking platforms (liked LinkedIn) available and connect with other colleagues and leaders in their fields.
- **Maintain your connections.** Regularly nurture your relationships by reaching out, scheduling catch-ups, or attending networking events. Stay connected through social media, email, or in-person meetings. Show genuine interest in others and be supportive of their endeavors.

Building Networks.

Reflection questions:

- What support do you need at work and at home (e.g., practical help, advice, debriefing)?
- What would ideal support look like for you?
- Who provides this support to you and how well are you investing in these relationships?
- Are there significant gaps in your support network and how might you address these?

Risk factors:

- Over-reliance on limited sources
- Critical gaps in network

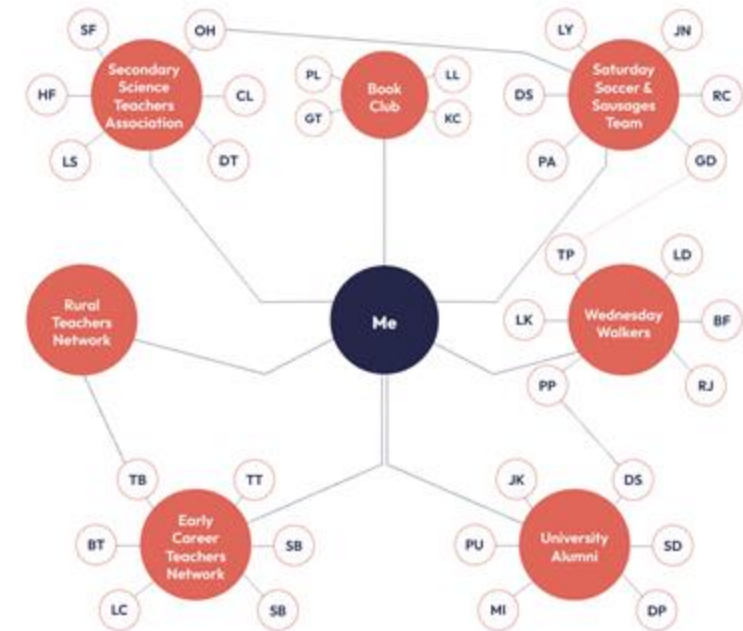


Workbook p8-9: Personal reflection 5-10 mins

ACTIVITY 5.

Network Mind Map.

Your network mind map can be hand drawn or you can access one of the many online tools. Start with you as the central node in the network. Draw the key areas of support that you require around you, then populate these with the people currently in your network. Once you've finished, take a step back and consider whether you currently have enough people - or the right people - in each of your areas of need.



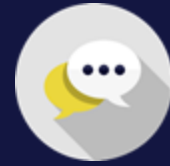


Table discussion
10 mins



Table discussion + scribe:

What's **one thing** that has helped you
with Building Networks?

Self-assessment reflections.





Workbook p11:
Personal reflection
5 mins



Table discussion 5 mins:
*What are your top 2 priority
areas for yourself?*

*What are your top 2 priority
areas for your team?*

The screenshot shows a page from the 'Resilience for Educators Workbook'. At the top right, it says '© PeopleBench'. The page features seven colorful cards, each with a white circle containing a diagonal slash and the number '10'. The cards are arranged in three rows: the first row has two cards ('LIVING AUTHENTICALLY' in purple and 'FINDING YOUR CALLING' in teal); the second row has three cards ('MAINTAINING PERSPECTIVE' in dark blue, 'MASTERING STRESS' in blue, and 'STAYING HEALTHY' in orange); the third row has two cards ('INTERACTING COOPERATIVELY' in orange and 'BUILDING NETWORKS' in red). Below the cards is a section titled 'In general, how are you travelling right now?' with the instruction 'Record your comments below.' and a large empty rectangular box for writing. At the bottom right of the page, it says 'PeopleBench - Resilience for Educators Workbook' and '11'.

Summing up.



Bringing it all together.

Living authentically	Finding your calling	Maintaining perspective	Managing stress	Interacting co-operatively	Staying healthy	Building networks
<p>Understanding and using personal strengths</p> <p>Personal values and impact on well-being (integrity)</p> <p>Emotional regulation and control</p> <p>Mood management</p>	<p>Linking work to a higher purpose</p> <p>Developing social connectiveness</p>	<p>Perspective on setbacks</p> <p>Solution-focused problem solving</p> <p>Avoidance of thinking traps</p> <p>Positive energy and optimism</p> <p>Response to, and management of, negativity</p> <p>Adaptability</p>	<p>Self-care routines at work and home</p> <p>Passive and active relaxation</p> <p>De-stressing and de-briefing techniques</p> <p>Time management</p> <p>Workload negotiation</p> <p>Work-life balance</p> <p>Mindfulness</p>	<p>Seeking feedback on performance</p> <p>Seeking support</p> <p>Offering support</p> <p>Listening</p>	<p>Study/learn how to change habits</p> <p>Healthy eating</p> <p>Exercise</p> <p>Better sleep</p> <p>Limit exposure to blue light and news/media</p>	<p>Identifying network gaps</p> <p>Developing access to all levels of support required</p>

Risk factors.

Living authentically	Finding your calling	Maintaining perspective	Mastering stress	Interacting co-operatively	Staying healthy	Building networks
<p>Working outside of strengths</p> <p>Values conflict</p>	<p>Lack of meaning in work</p> <p>Passion-Organisational goals misalignment</p> <p>Alienation from team</p>	<p>Poor morale</p> <p>Negative colleagues</p> <p>Lack of influence in decision-making</p>	<p>Excessive workload</p> <p>Work-home conflict</p> <p>No leadership support for self-care</p>	<p>Lack of support</p> <p>Competitiveness</p> <p>Interpersonal conflict</p> <p>Bullying</p> <p>Lack of open communication</p> <p>Fear of judgment</p>	<p>Illness or injury</p>	<p>Over-reliance on limited sources</p> <p>Critical gaps in network</p>

Your action plan.



Final reflections..

1. What are your strengths when it comes to maintaining your resilience?
2. Any areas you're over-investing in?
3. Any you're neglecting?
4. What could you do differently to boost your resilience right now?

Strategies for sustained success.

- Establish reflective practice
- Plan for ongoing resilience
- Harness your networks!
 - Peer pairs
 - Supportive networks
- Individual accountability mechanisms

Two final commitments for today:

1. What's one thing you'll do differently after today?
2. Who is one person you'll share your intentions with?

Progressing your plan.

For the rest of the session...

- Pick one factor to flesh out fully in your plan
- Feel free to walk around the room and steal some of the ideas your peers have shared
- You're welcome to work individually or in pairs/groups
- Tomorrow you'll pick up where you finish up today and complete the rest of your plan.

Thank you.
Let's keep
in touch.

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