



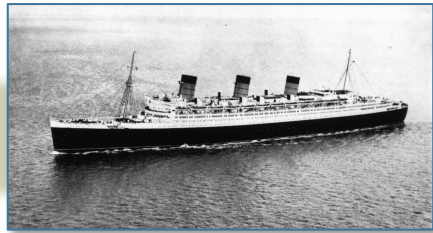
The Path to Workplace Resilience – Thriving Through Challenges

KATHLEEN FANNING

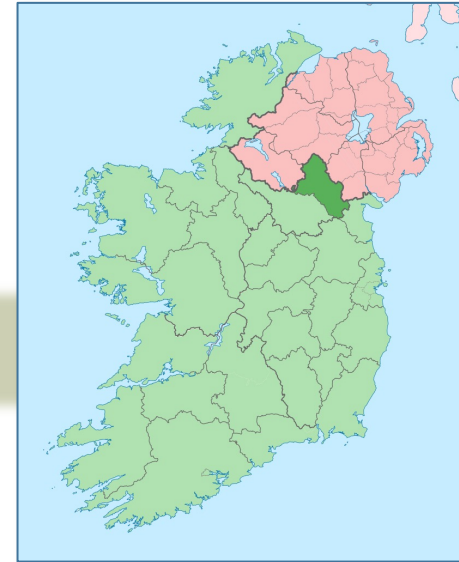


2 minute pause...

My journey of resilience...



My journey of resilience ...



My journey of resilience ...



My journey of resilience ...



Professional Certified Coach
International Coach Federation



**Kathleen
Fanning
Coaching**
Invest in Yourself



Women in Leadership



The next installment of our Empowerment Series

**The Path to Workplace Resilience:
Thriving Through Challenges**

Friday, the 20th of October 2023
11.30 am - 1.30 pm • Truist, King of Prussia • Register at IABCN.org

Let's start with
stress!



Join at menti.com use code 24 37 62 2

Causes of Stress in Oct 2023

74 responses



“If you ask what is the single most important key to longevity, I would have to say it is avoiding worry, stress and tension. And if you didn't ask me, I'd still have to say it.” George Burns



Frightening Facts About Stress!

American Institute of Stress

Top Causes of Stress in the U.S. 2023

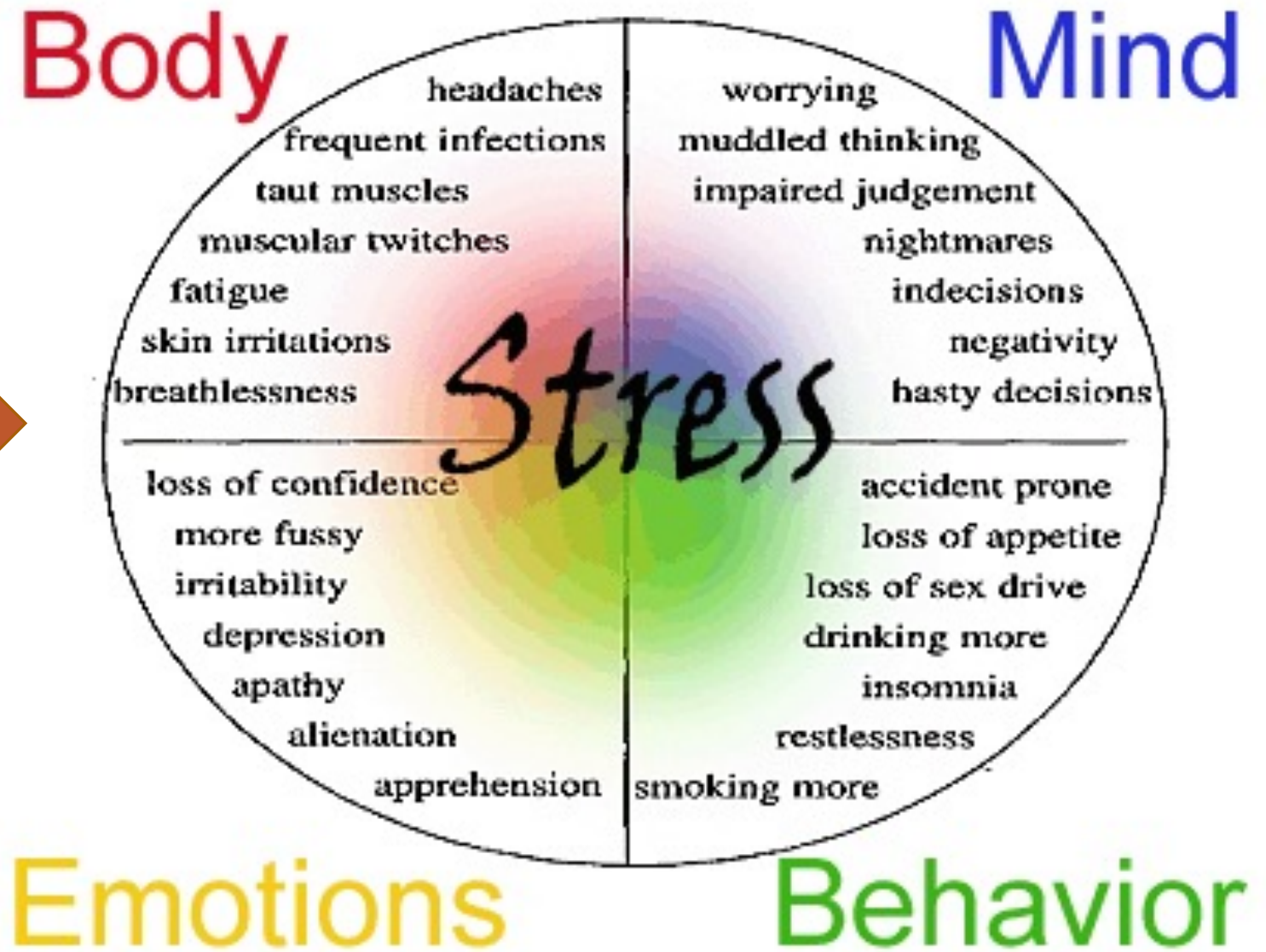
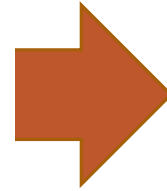
- Inflation (73%)
- The economy (72%)
- The cost of health care (58%)
- The job market (53%)
- The COVID-19 pandemic (50%)
- Climate change (47%)
- Conflict in other countries (42%)
- The cost of college tuition (37%)

Mental Health Foundation UK Study

74% of people surveyed said they felt so stressed that they felt overwhelmed or unable to cope

What does Resilience mean?

■ Familiar Effects of Stress



Physical Effects: Fight or Flight Response



Threatening event-
Amygdala sends
alarm to
Hypothalamus

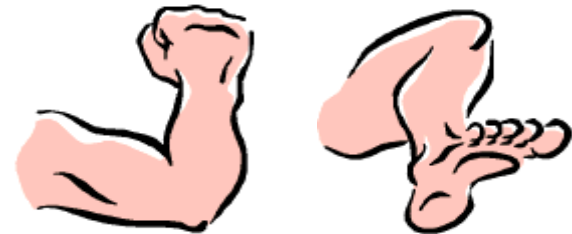


Sympathetic branch of the
Autonomic Nervous System
Activates
Adrenal Gland

1. Adrenaline then
2. Cortisol
Into our bloodstream



↑ Heart Rate
↑ Blood Flow
↑ Respiration
↑ Muscle
Strength



Energy is mobilised,
prepares for vigorous muscle activity,
elicits potential for extraordinary strength

Chronic Stress puts your health at risk!



Consequences of long term (chronic) stress

- ❑ Mental health problems: depression, anxiety
- ❑ Cardiovascular disease: heart disease, high blood pressure, abnormal heart rhythms, heart attacks & stroke
- ❑ Pulmonary issues: asthma
- ❑ Obesity & eating disorders
- ❑ Skin & hair problems: psoriasis, eczema & hair loss
- ❑ Gastrointestinal problems

The Key to Managing Stress in the Longterm ...



What does
Resilience
mean?



Definition of Resilience

*“The capacity to remain flexible in our **thoughts, feelings, and behaviours** when faced by a life disruption, or extended periods of pressure and stress, so that we emerge from difficulty **stronger, wiser, and more able.**”*

Resilience



Carol Pemberton

Or....

Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress. It means "bouncing back" from difficult experiences.

Research has shown that **resilience is ordinary, not extraordinary.** People commonly demonstrate resilience.

Being resilient does not mean that a person doesn't experience difficulty or distress. Emotional pain and sadness are common in people who have suffered major adversity or trauma in their lives. In fact, **the road to resilience is likely to involve considerable emotional distress.**

Resilience is not a trait that people either have or do not have. It involves behaviors, thoughts and actions that can be learned and developed in anyone.

“People are like
tea – They
don’t know
how strong
they are until
they are put in
Hot Water”

Eleanor Roosevelt



My role model
of Resilience!



Your Journey of Resilience

Who in your life has been a role model of Resilience and name 3 qualities you associate with her or him.

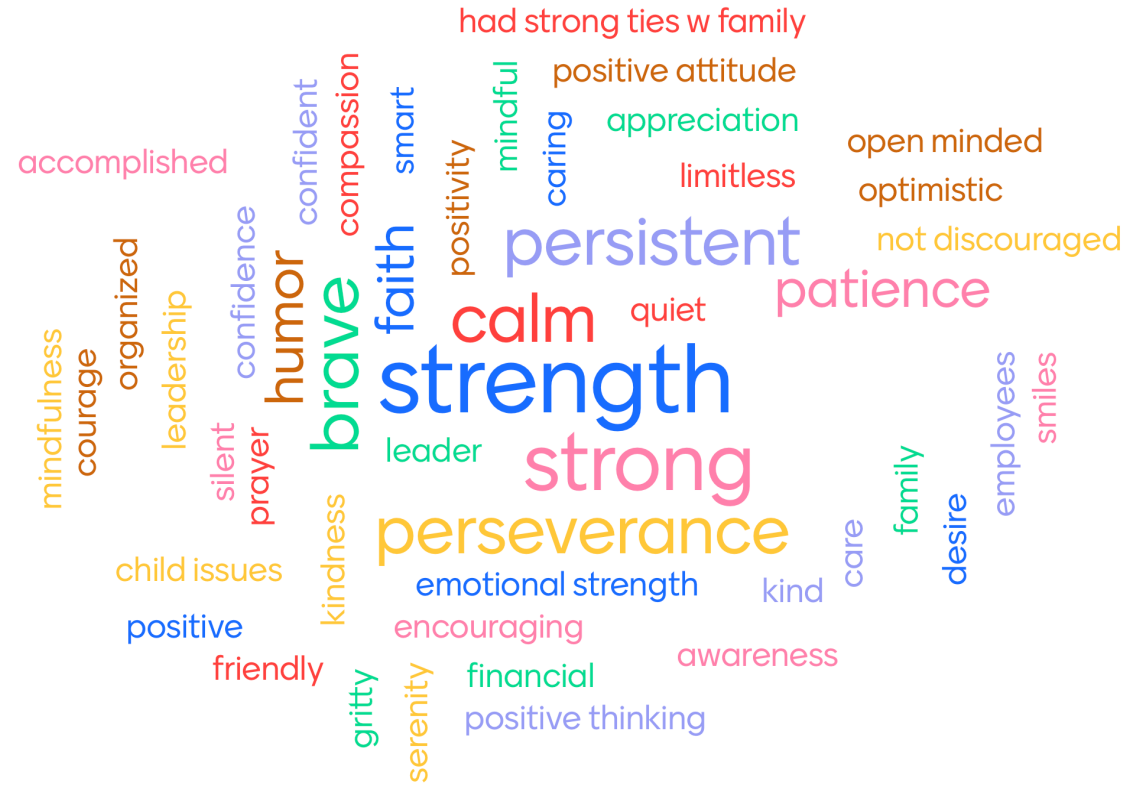
Menti.com

2437622



3 qualities you associate with your role model of resilience

68 responses



Factors that Contribute to Resilience.

- ❑ High self-confidence and self-esteem
- ❑ Problem-solving skills
- ❑ Ability to successfully manage emotions and impulses
- ❑ Communication skills and the ability to connect with others
- ❑ The ability to accept unwanted change
- ❑ The ability to set realistic goals
- ❑ Taking positive steps to carry out plans

Two Paths



Cultivating
Resilience: 3
Good Practices

Mindfulness /
Breathing

Learned Optimism

Gratitude



“Be aware of
your breathing.
Notice how this
takes attention
away from your
thinking and
creates space.”

—Eckhart Tolle



“Breath control helps quell errant stress response”

Harvard Health

Breathing / Mindfulness / Meditation



- Breathing interrupts stressful thinking anxiety and worry
- Breathing increases the function of the relaxation nerves
- Deep breathing can become automatic
- Deep breathing exercises pay off

Parachute Breath

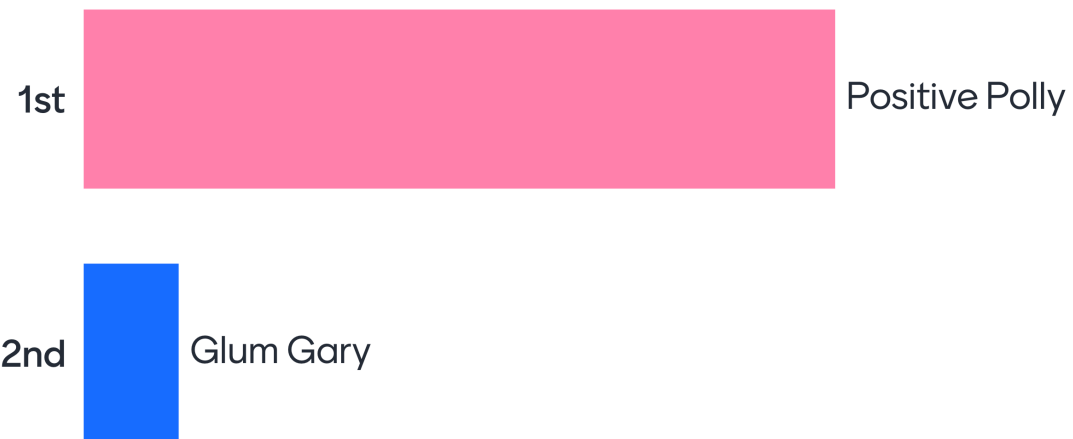




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 Mentimeter

Which one are you?



Learned Optimism

Is It Really Worth It?

Yes. Scientific evidence shows that becoming an optimist is good for your mind and body.

Being Optimistic Can Help You to Live a Longer Life

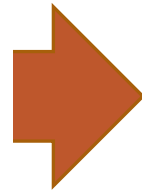
Numerous studies also found that optimism is related to longevity, in addition to the physical and mental well-being benefits.

Optimism Pays Off!!

Optimism is a behavioural style, a choice, rather than a personality trait.

Research by Professor Martin Seligman .

How to control negativity



Remember “This too Shall Pass”



Replace to erase....



Fight ‘I can’t’ with action



Stop and take stock



Avoid over analysing



Control what you can



Re-vamp your vocabulary



Gratitude

Gratitude



In positive psychology research, gratitude is strongly and consistently associated with greater happiness. Gratitude helps people feel more positive emotions, relish good experiences, improve their health, deal with adversity, and build strong relationships. Harvard Medical School "In Praise of Gratitude"

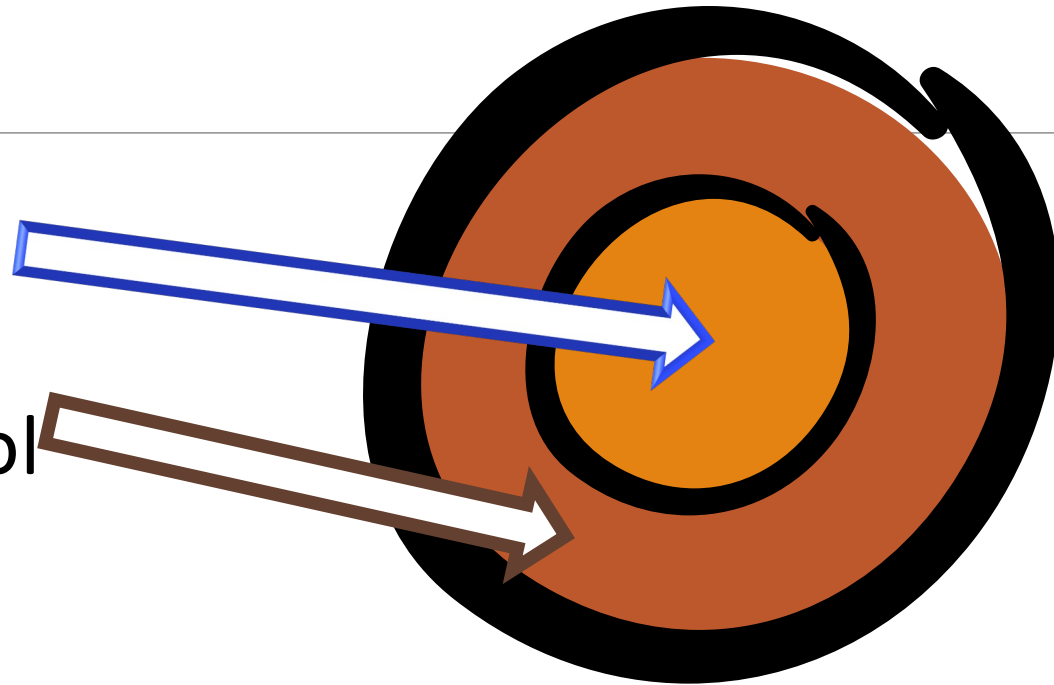
Practice: Write down 3 things each day that you are thankful for!

Gratitude Meditation

And remember...

The stuff You can control

The stuff You can't control



Where do you place your focus?



Please sign up for my
Bi-Monthly Newsletter

<https://kathleenfanningcoaching.coachesconsole.com/newsletter-optin.html>

Recap

My journey!

Impact of Stress

Building your Resilience Muscle

What your Role Model of Resilience taught you

3 Resilience Practices:

- Breathing / Mindfulness / PQ Rep
- Learned Optimism
- Gratitude





What do I offer?

The ways
organisations
utilize me:

Training: resilience, leadership skills,
positive intelligence, communication

Coaching: 1-1 and group

As a Speaker

Retreats

4 Pillars of my Time to Believe™ Program



Act with Care

Where Your Self Care is
Transformed into an
Active Practice



Believe in You

Now You Can Stop
Comparing & Start Owning
Your Authentic
Leadership Style



Communicate Clearly

Boundaries Create
Freedom For
Relationships That
Matter



Get More Done

You Choose What's
Important For You &
Empower This In
Others.



“Kathleen engages in a truly genuine way. Her approach to coaching is to nurture strengths and develop confidence and inner wisdom. This allowed me to forge my own path and to believe thoroughly in my choices. She challenged me to be brave and gave me lots of tools and techniques to overcome the barriers in my own way, both physical and mental.” EMc



How has 2023 been so far?

Imagine yourself able to remain calm, clear headed, stress-free, and positive even in the midst of handling work and life's greatest challenges.

What becomes possible for you, in achievement, in peace of mind and wellness, and in your relationships?

Make a commitment now to boost your mental fitness.



Why not build up your Mental fitness to make the most of the opportunities the rest of the year may have for you! It's time to build up your positive strengths (Sage) and shrink your critical voice (AKA Judge) and Saboteurs! **Don't let another year go by with your Perfectionist (Stickler), Avoider or the other Saboteurs leading the way. It's time to take the leading role in your own life and start making decisions from your best, most wise part of your brain.**

Research with 500,000 participants has shown that Positive Intelligence® - PQ can increase how happy you are and how well you perform relative to your potential.



Mental Fitness (PQ) the X-Factor in Performance & Happiness

If you're **physically fit**, you can climb steep hills without physical stress.

If you're **mentally fit**, you can handle life's great challenges **without mental stress** or other negative emotions.

TESTIMONIAL



“(I’ve gained) the ability to see anxiety for what it is, not a part of my character, just an habitual thought pattern.(And I’ve gained):

- an increase in gratitude*
- an increase in empathy*
- an increase in confidence*
- a much calmer relationship with my partner due to being less reactionary*
- acceptance of my imperfections, which racked me with guilt previously” LB*

www.kathleenfanningcoaching.com

What I'd appreciate from my IABCN colleagues



INTRODUCTIONS: INDIVIDUALS,
COMPANIES AND ORGANISATIONS



SUGGESTIONS AND/OR INVITATIONS
FOR SPEAKING AND OTHER
OPPORTUNITIES



Give feedback to Kathleen

1. Scan this QR code



or go to talk.ac/kathleenfanning

2. Enter this code on the screen



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*Thank
You!*

