

RE-INVENT YOURSELF IN GERMANY 2.0

# Resilience in Uncertainty



Navigate the uncertainty and enjoy the ride!

Tools & Resources

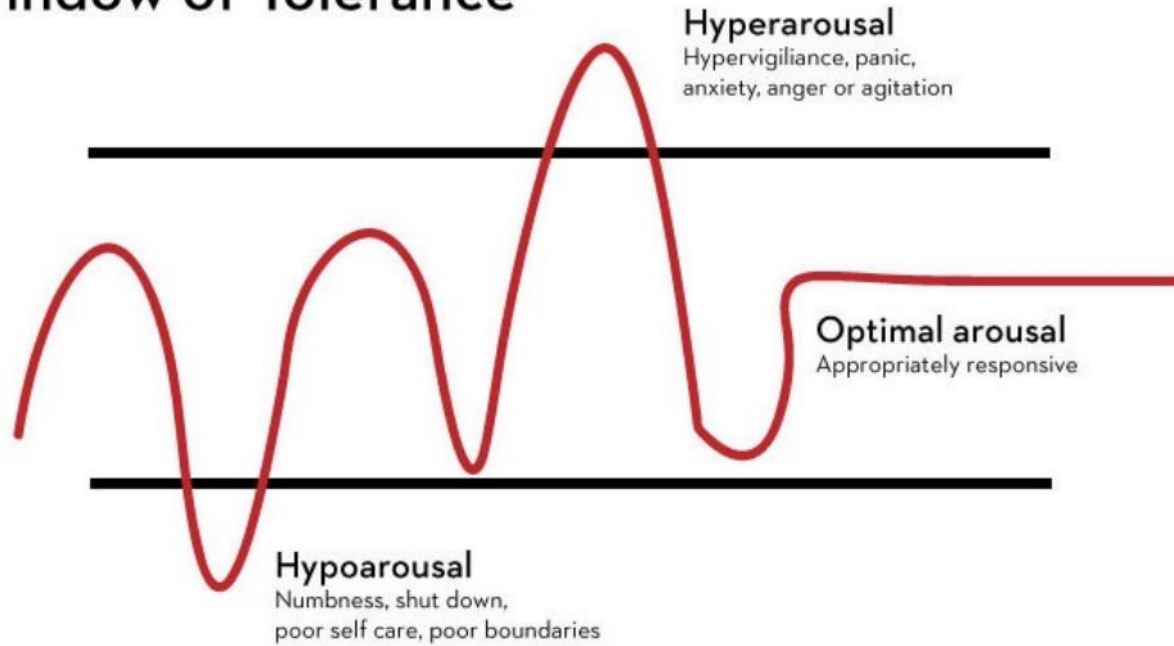
# Building Resilience

- **Tools & practices**
- **Boundaries & conflict**
- **Habits & motivation**



# Window of Tolerance

## Window of Tolerance



- Hand-breath anchor exercise
- Activate 5 senses
- 3M: Micro break, Meso break, Macro break

Stress and Trauma Can Shrink Your Window of Tolerance.

This means that it may be harder to stay calm and focused. When you're outside your window of tolerance, you may be more easily thrown off balance.



**HYPERAROUSAL**  
This is when you feel extremely anxious, angry, or even out of control. Unfamiliar or threatening feelings can overwhelm you, and you might want to fight or run away.



**DYSREGULATION**  
This is when you begin to feel agitated. You may feel anxious, revved up, or angry. You don't feel out of control, but you also don't feel comfortable.

**WINDOW OF TOLERANCE**  
This is where things feel just right, where you are best able to cope with the punches life throws at you. You're calm but not tired. You're alert but not anxious.



Your Work with Your Practitioner Can Help to Enlarge Your Window of Tolerance.

They can help you stay calm, focused, and alert even when something happens that would usually throw you off balance.

**DYSREGULATION**  
This is when you begin to feel like you're shutting down. You may feel a little spacy, lose track of time, or start to feel sluggish. You don't feel out of control, but you also don't feel comfortable.

**HYPOAROUSAL**  
This is when you feel extremely zoned out and numb, both emotionally and physically. Time can go missing. It might feel like you're completely frozen. It's not something you choose – your body takes over.

## 4 PILLARS OF RESILIENCE



### Physical Resilience

- Frequent exercise
- Balanced diet
- Good sleeping habits



### Mental Resilience

- Drawing or painting
- Playing an instrument
- Negotiating with your 3-year-old kid
- Doing puzzles



### Emotional Resilience

- Self-reflection through:
- Meditation
  - Journaling
  - Talking to family and friends
  - Coaching



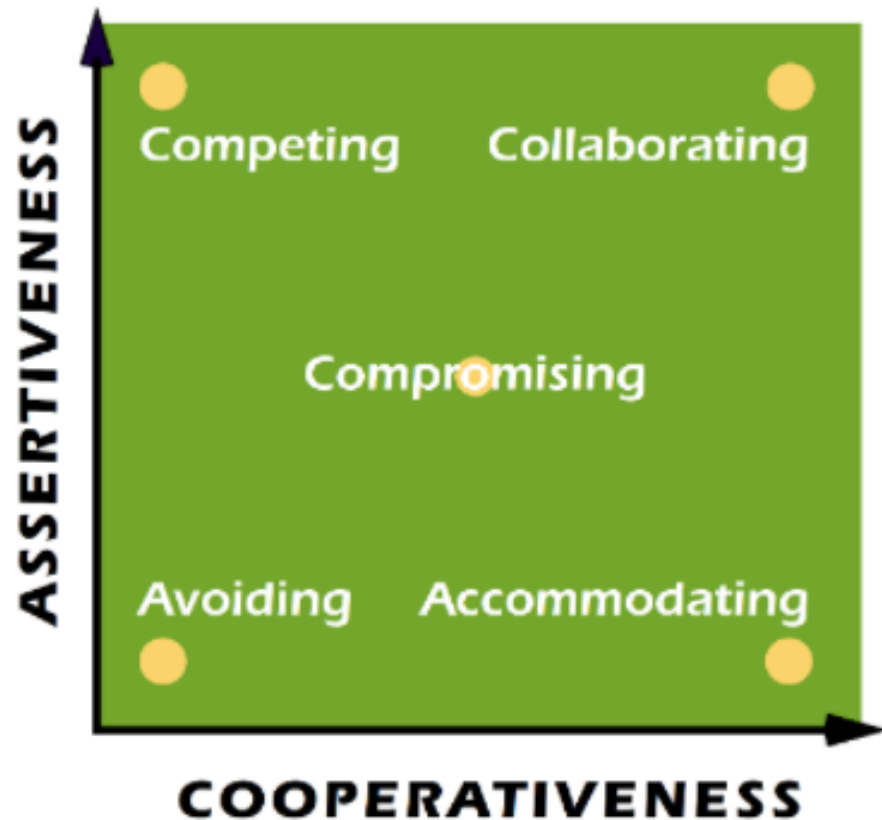
### Social Resilience

- Listen from a place of genuine interest
- Leave your judgments and worries aside
- Be present and responsive

## 12 RESILIENCE BUILDERS - FROM ALTA STARR

1. Nature (forests, oceans, sunsets, stars, etc.)
2. Animals (both wild and domestic)
3. Creativity, Music and Art (making art and enjoying others' creations)
4. Imagination
5. Knowing that we can learn
6. Exercising our skills and competencies
7. Purpose
8. Agency (acting on our choices)
9. Making meaning
10. Awe (experience of something greater, of being connected and belonging)
11. Connection to others (includes helping others)
12. Collective action with others

# THOMAS-KILMANN CONFLICT MODES



- 5 conflict modes – use the online assessment tool or deep self-reflection to find out which is your 'usual' mode
- No 'right' or 'fit all' mode – each mode is useful and appropriate for a different type of situation
- Practice other 'modes' besides your usual one, to expand your toolbox and be able to set healthier boundaries and react more efficiently in stressful situations

# THE FOUR HORSEMEN

AND HOW TO STOP THEM WITH THEIR ANTIDOTES

## CRITICISM

Verbally attacking personality or character.



## CONTEMPT

Attacking sense of self with an intent to insult or abuse.



## DEFENSIVENESS

Victimizing yourself to ward off a perceived attack and reverse the blame.



## STONEWALLING

Withdrawing to avoid conflict and convey disapproval, distance, and separation.



## GENTLE START UP

Talk about your feelings using "I" statements and express a positive need.



## BUILD CULTURE OF APPRECIATION

Remind yourself of your partner's positive qualities and find gratitude for positive actions.



## TAKE RESPONSIBILITY

Accept your partner's perspective and offer an apology for any wrongdoing.



## PHYSIOLOGICAL SELF-SOOTHING

Take a break and spend that time doing something soothing and distracting.



The Gottman Institute

# THE FOUR HORSEMEN OF TOXIC COMMUNICATION (AND THEIR ANTIDOTES)

- 4 toxic modes of reaction in a conflict situation – we each tend to fall most often into one mode. Use self-reflection to identify which is your usual mode
- In a stressful or conflict situation, be aware of when you're falling into your usual mode – then practice the antidote from your own perspective instead of reacting 'as usual'
- Notice other people's modes and practice the antidotes as a reaction to them to solve conflict more efficiently – as well as set healthy boundaries
- Remember, conflict and stress cannot be avoided completely – but they can be resolved more effectively by having better boundaries and more communication & behaviour tools at your disposal

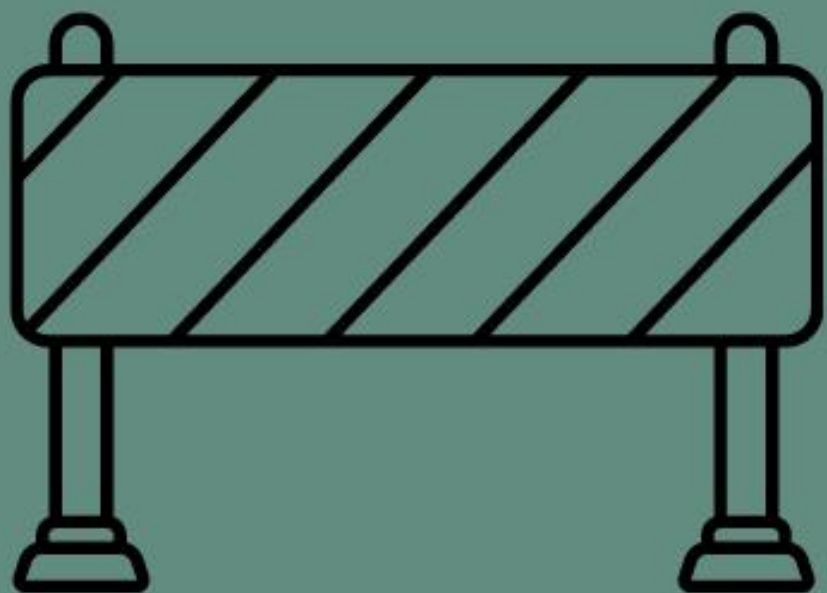
# Strategies to set boundaries at work

**1. Set a clear structure:** Go ahead and block time in your schedule for your tasks and activities. And this is valid for both your personal and professional sphere. Schedule check-in or review meetings in your calendar to talk to your boss or exchange with your team at a particular time where you can give them your undivided attention. If you have a task demanding extra focus, block your time to avoid interruptions.

**2. Say *no* more often:** At work, especially if it comes from your boss, do not feel the need to answer immediately. Take time to think it through and if the answer is no, make the case to your boss by exposing clearly and with confidence your questions and concerns. It may be tough the first time you do it, but it will definitely avoid unnecessary conflicts down the road.

**3. Delegate work:** you can delegate work to your team when you are a manager, but this is not the only alternative. If you find yourself feeling overwhelmed and in need of an extra hand, why not ask a colleague or discuss with your boss the possibility of hiring – or scouting within the company – additional resources. Delegating tasks frees you up for other work where your expertise might be required, or where your skills can grow.





# Strategies to build new and healthier habits

**1. Decide what to keep:** Sit down, draw two columns and list all the habits – good and bad – that are part of your routine. After you have finalized the two lists, go head and point out which of these activities you would like to keep and which ones you would like to quit or leave behind. Also, you can add to your final list other good habits you would like to start.

**2. Be consistent:** Consistency is key to activate new brain patterns, in order to establish new behaviors until they become automatic. You decide to start doing more exercise. First few weeks, even months, will not be easy. What may help is to follow a routine when it comes to exercise. For instance, doing it always at the same time of the day or same days of the week. This allows your brain to prepare beforehand, knowing when the time to exercise has arrived.

**3. Track your progress:** When you have reached consistent habits, meaning that they are now part of your routine and require less effort than when you started, it is time to target for improvement. It does not have to be huge; it can be incremental steps. You have been exercising 3 times a week for 45 minutes, now you can add 15 more minutes to each training session. Plus, imagine your initial list has 3 good habits that you have committed to, you can add one more to the list every 3 weeks or every month.

# Additional tools & Resources

- **7 types of rest** (=7 areas to build well-being and resilience from) – physical, mental, emotional, social, sensory, creative, spiritual. Consider which of those areas in your life feel full or overwhelming and take care to give yourself the type of rest you need at each given moment.
- **Building efficient habits:**
  - Design your environment to help you
  - Bundle with already established habits to make adoption easier
  - Visualise your progress to act as a stimulus
  - Many more effective strategies in "Atomic Habits" by James Clear
- **Replacement strategy** – imagine it's not your situation but the experience is happening to your best friend. What would you tell them? (you might be kinder than your inner self-critic) How would you assess the situation? (it might look different from another perspective than a first-person experience) What would your advice be for them? (things usually look simpler from the 'outside' – follow that lead)

# We are here for you, feel free to reach out!



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# Future topics



- THE ART OF NAVIGATING RISKS...  
...lies in the courage to let go
- THE SECRETS TO CREATIVITY IN UNCERTAINTY  
Active listening and cultivating intuition
- HOLISTIC WELLBEING WITH CONSCIOUSNESS  
The key to stress management
- AND A SURPRISE TOPIC TO BE REVEALED...