



# Building Resilience through Mindfulness

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# **Building Resilience through Mindfulness**



**Resilience**



# Resilience

The capacity to prepare for  
recover from and adapt in  
the face of stress,  
challenge, or adversity

(HearthMath, 2019)



# Stress

**The bodies reaction to any change  
that requires an adjustment or  
response**



**Physical – Mental - Emotional**



# Stress Response

## Good v's Prolonged

**Fight - Flight – Freeze Mechanism**



**Prolonged / Chronically Activated**



**Habitual**

**Distress**

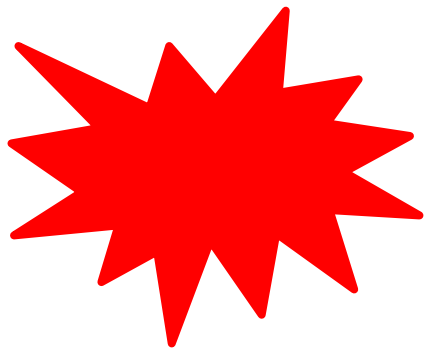
**Habitual**

# **Stress: a word that describes an experience**

**What is the experience**

**An experience which stimulates Allostasis**

**Homeostasis / Allostasis**



**Beware of Overload**



# Warning signs of overload

- **Loss of mental clarity and more prone to distraction and mistakes**
- **Feeling separate, edgy and shut off from others**
- **Diminishing capacity to rest, relax and sleep**
- **An eroding self confidence**
- **Struggling to motivate oneself**
- **Objectivity and empathy are compromised**

*(HearthMath, 2019)*



# Serious signs of overload

- Spending more energy than you are able to recoup
- Feeling tired becomes your new operational norm
- Increased anxiety, insecurity and feeling a loss of control
- Poor decision making
- Blaming yourself and others
- Catastrophising and physical stress symptoms

*(HearthMath, 2019)*





# Stressors of Environment

- ❑ **Fast paced and challenging**
- ❑ **Decisions important and often urgent**
- ❑ **Stakes of communication, teamwork and decision making often very high**

*Shirey (2006)*

*Tucker et al (2010)*



# Energy Balance

- **Constant energy expenditures without the balance of adequate rest and recovery lead to diminished performance, errors, burnout, relationship problems, health challenges**
- **Smart people do stupid things when they're stressed**

*(HearthMath, 2019)*



# Burnout

**Burnout is cumulative stress from the demands of daily life, a state of physical, emotional and mental exhaustion caused by a depletion of ability to cope with one's environment from prolonged high levels of stress at work:**

- job stress**
- work relationships**
- work conditions**

*(Maslach 1982)*



# Resilience

**Is developed by learning to train one's attention on more positive aspects of life.**

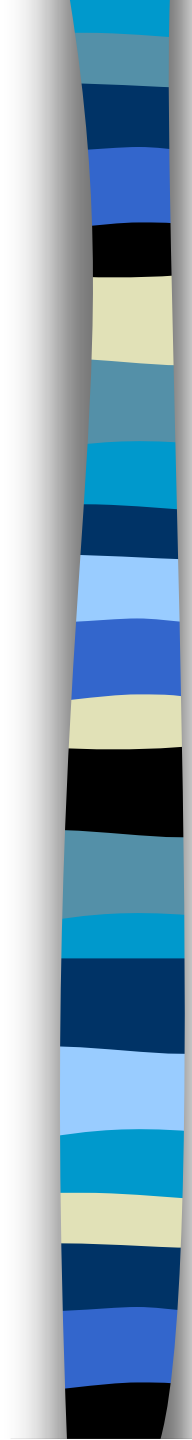
*Amit Sood (2018)*



# Resilience Training

**Purposeful trained attention is used to decrease negative thoughts and bring greater focus on the most meaningful aspect of an experience.**

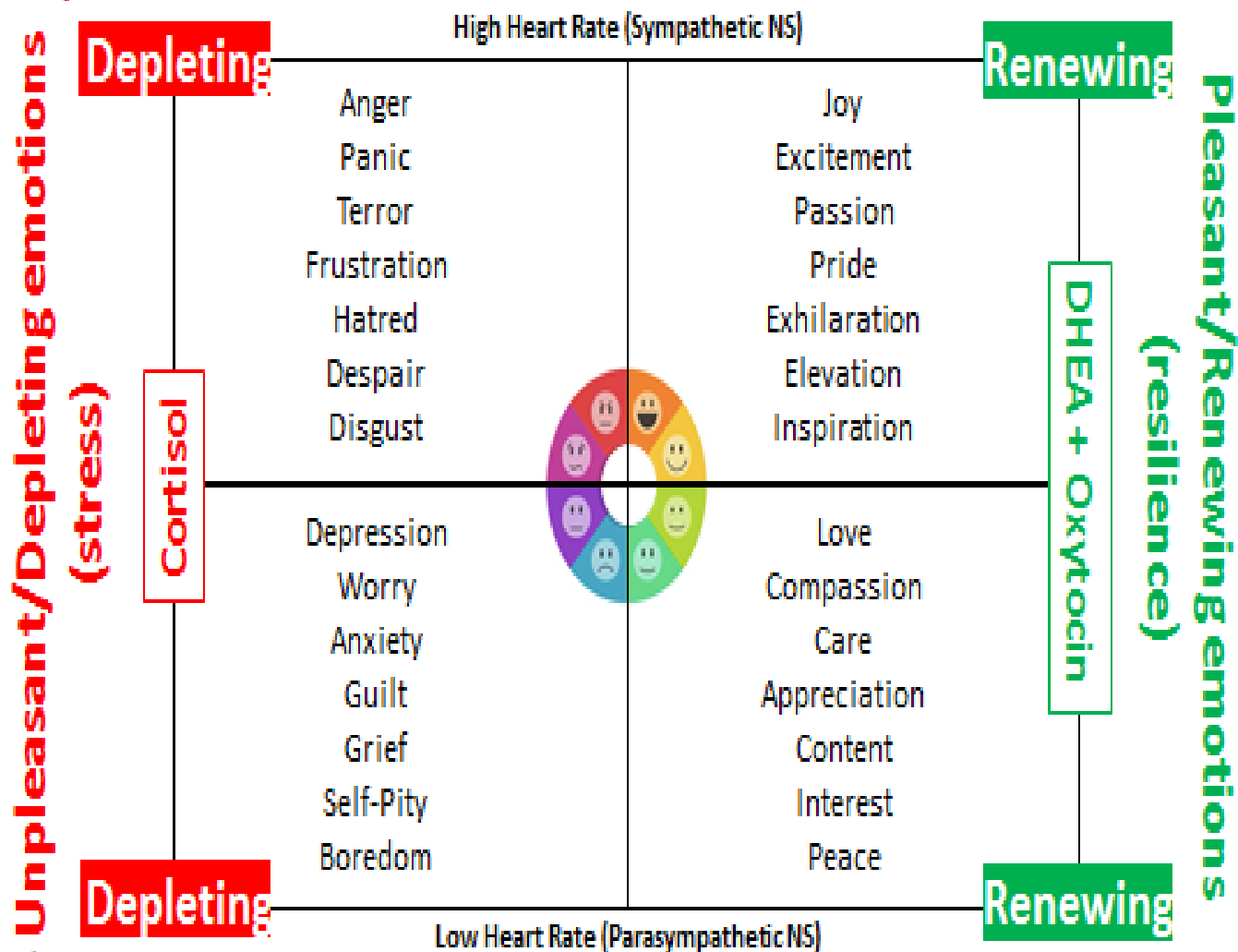
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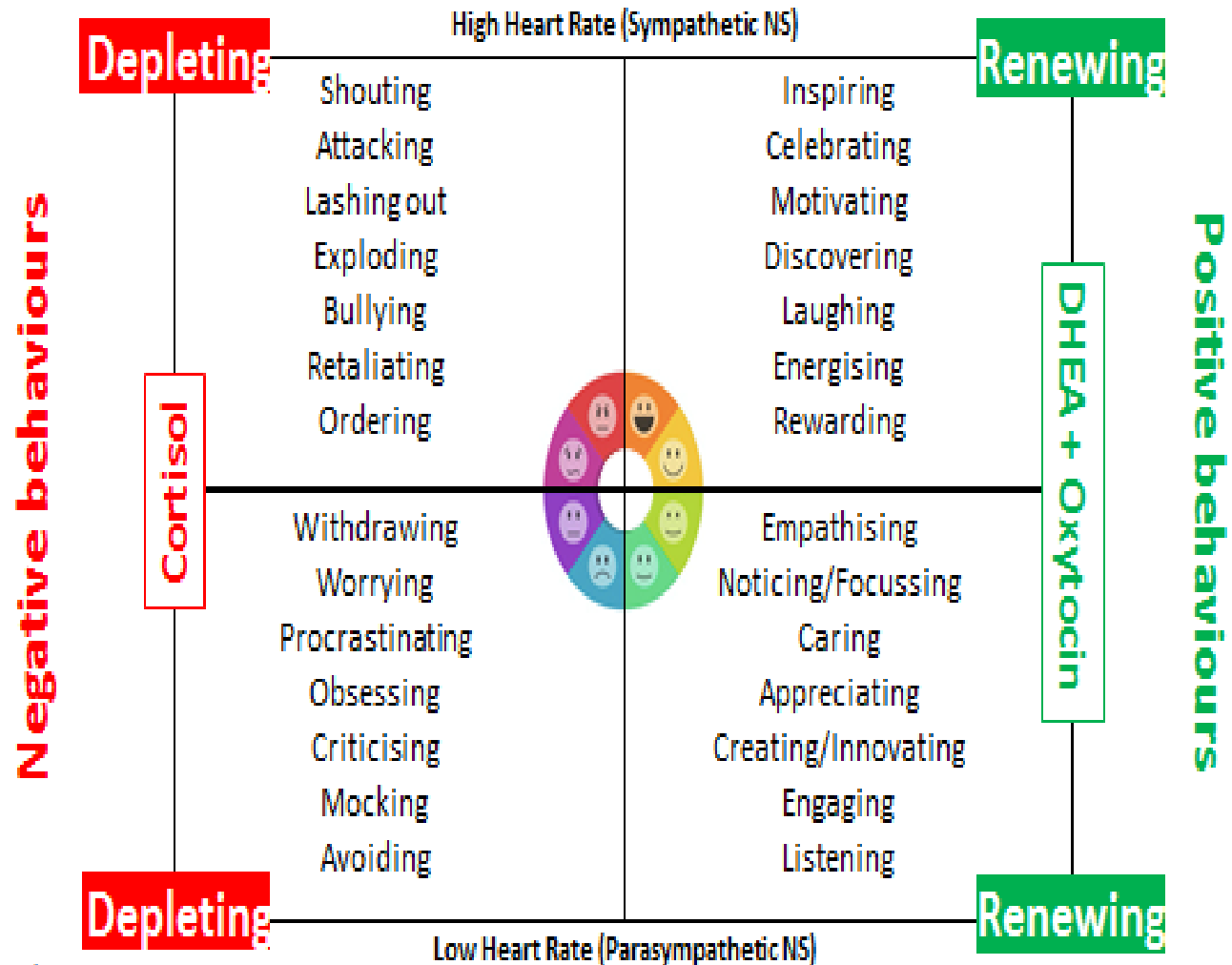
**“Positive emotions widen  
people’s outlooks in ways  
that little by little reshape  
who they are”**

*Fredrickson et al (2008)*

# Depletion to Renewal Grid™ - Emotions



# Depletion to Renewal Grid™ - Behaviours



Negative behaviours

Positive behaviours



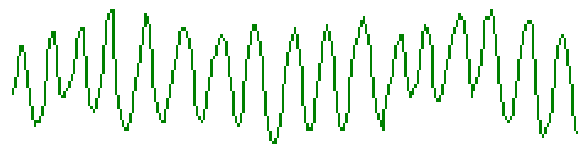
## Self-regulation

- Ability to respond appropriately, effectively and flexibly to the ongoing demands of daily life.
- Ability to monitor, evaluate and modify physiological and psychological state.
- Ability to initiate, inhibit and modulate physiology, emotions, feelings, thoughts and behaviours.
- Ability to permit or delay spontaneity or gratification.
- **Being the driver and not the driven!**



## Summary

$$E + R = O$$

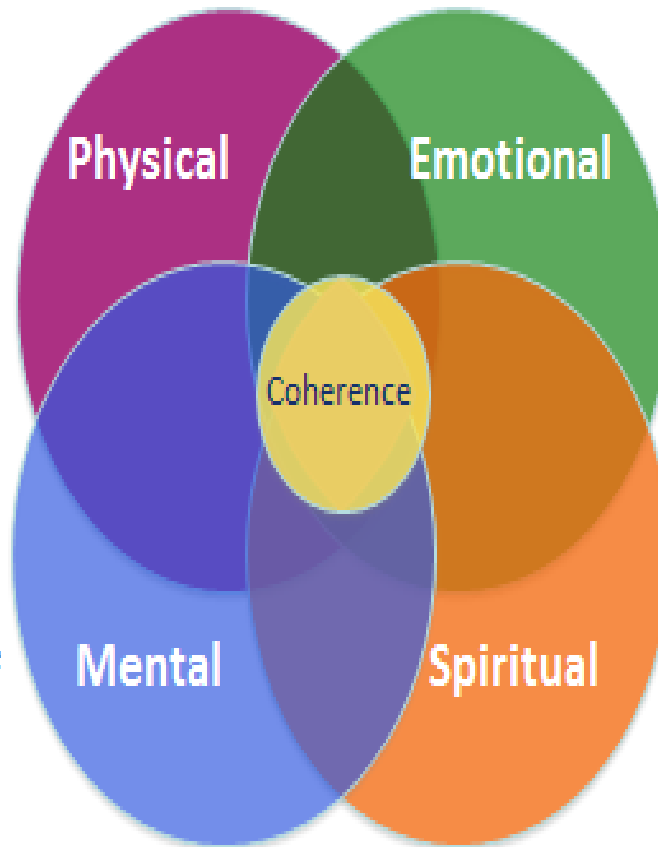


Event + ~~Reaction~~ = Outcome  
Response

# Domains of Resilience

- Physical flexibility
- Endurance
- Strength

- Mental flexibility
- Attention span
- Ability to focus
- Incorporate multiple points of view



- Emotional flexibility
- Positive outlook
- Self-regulation

- Spiritual flexibility
- Sense of meaning
- Commitment to values
- Tolerance of others' values and beliefs



# Mindfulness

**Paying Attention with Intention in the present moment non-judgementally**



**Aware – Alert – Notice**



Mind Full, or Mindful?

# WHY NOTICE?

## AUTOMATIC PILOT



# AUTOPILOT





# BUSY MIND

Thoughts +++

Feelings +++

Emotions +++



BEHAVIOURS





**BUSY MIND**



**PUSH BUTTONS**



**REACT**

***BANG!***  
***CRASH!***  
***SMASH!***



# BUSY MIND

**PAST**

**FUTURE**

**STORIES**

**NOTIONS**

**COULD BE**

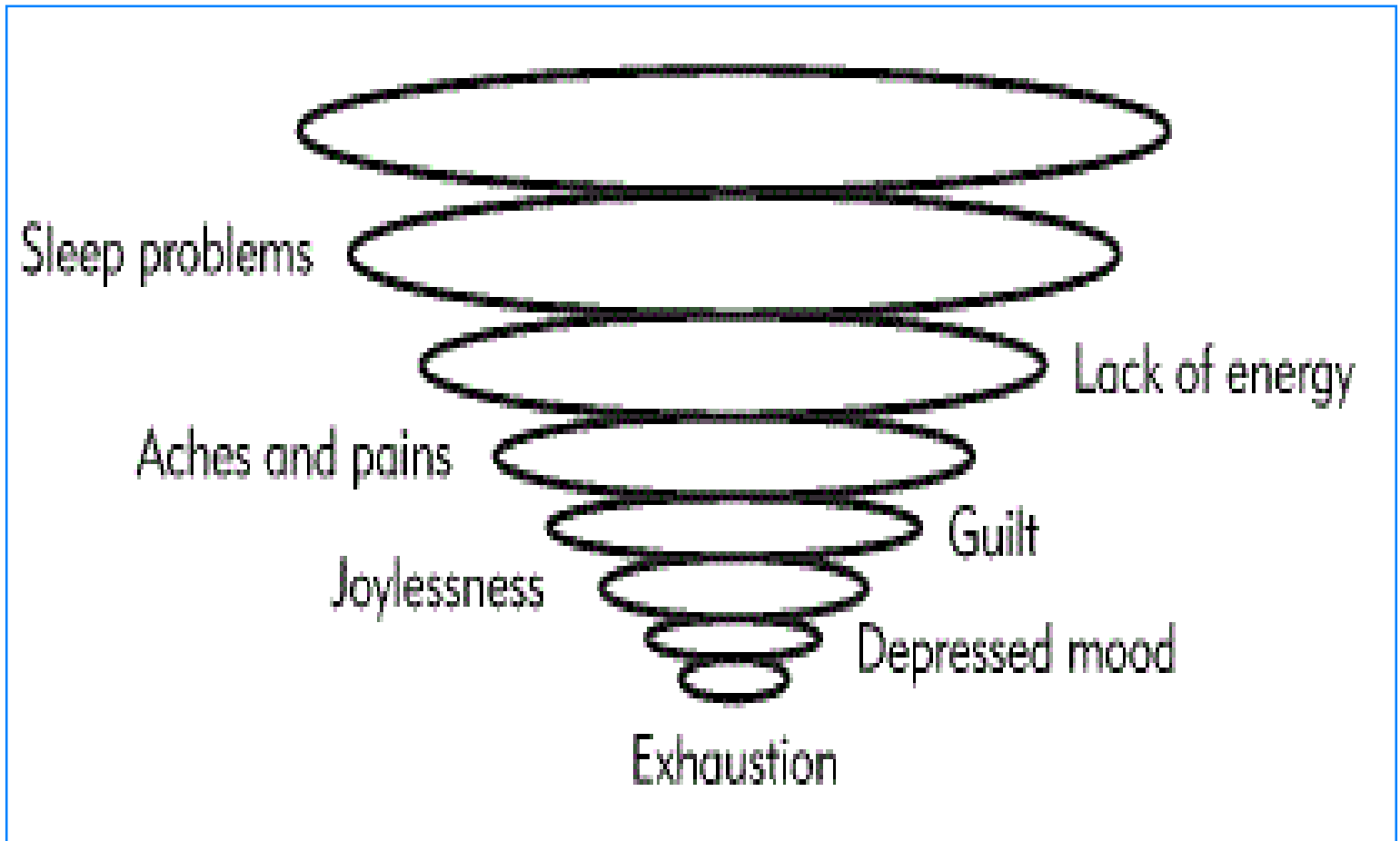
**IF ONLY**

**MIGHT BE**

**PERCEPTIONS**

**SHOULD BE**

# THE EXHAUSTION FUNNEL





# WHAT HAPPENS WHEN?

**INTENTIONALLY**

**Awake**

**Alert**

**Aware**

**WOW!**

**Notice What is Happening**



**WHERE?**

- **In the Body**
- **In the Mind**
- **All Around Us**



**MINDFUL MIND**



**QUIET MIND**



**RESPOND**



# HOW TO TRAIN THE MIND?

Stress Reduction Techniques

**MINDFULNESS**

*Jon Kabat Zinn 1979*

**MEDITATION PRACTICES**

**MBSR**

**MBCT**



# MBSR

8 weeks

Formal & Informal

PRACTICE – PRACTICE – PRACTICE



# Introduction Sessions

- **Taster Days**
- **Drop-in Sessions**
- **Retreat Days**
- **Guided Meditations App**
- **Paws b and .b**
- **HearthMath Coaching**





# Attitudes of Mindfulness

**BRAIN**

**V's**

**HEART**

**DEMAND**

**COMPASSION**

**DEFEND**

**NON JUDGEMENTAL**

**DISCONNECT**

**PATIENCE**

**JOY**

**KINDNESS**



# Mindfulness

Qualities of mind and heart that contribute to broadening and deepening the embodiment of mindfulness in our lives.

- Non Judging
- Patience
- Beginner's Mind
- Non Striving
- Acceptance
- Letting Go
- Trust
- Equanimity
- **Compassion**
- Kindness
- Non Harming
- Generosity
- Gratitude
- Forbearance
- Forgiveness



# Mindfulness

- ❑ **is not about clearing the mind**
- ❑ **is a lucid awareness**
- ❑ **is seeing the mind and its patterns clearly**

# Compassion

<b>Kanov et al (2004)</b>	<b>Gilbert (2010)</b>	
<b>Noticing</b>	<b>Cognitive</b>	<b>Awareness</b>
<b>Feeling</b>	<b>Affective</b>	<b>Sympathy Empathy Patience</b>
<b>Responding</b>	<b>Behavioural</b>	<b>Motivation</b>
		<b>Distress Tolerance</b>
		<b>Non Judgement</b>



# Self Compassion

- **simply compassion directed inwards, relating to oneself as the object of care and concern when faced with the experience of suffering.**

*(Neff, 2003)*



# Self Compassion

- builds resilience against depression and anxiety while increasing life satisfaction, optimism, social connectedness and happiness

*(Neff, 2003)*

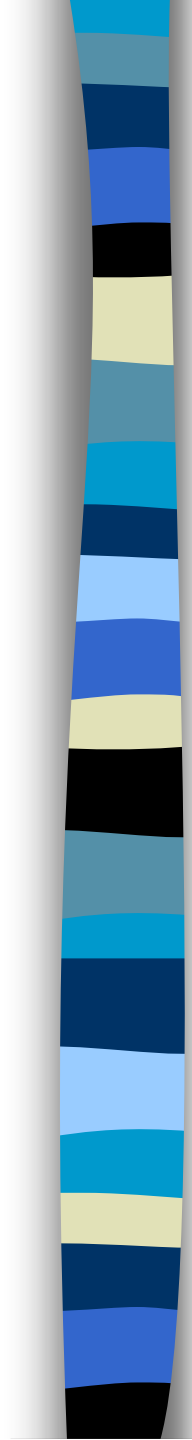


# Self Compassion

**Self Compassion is a three faceted structure:**

- **Self kindness**
- **Common humanity**
- **Mindfulness**

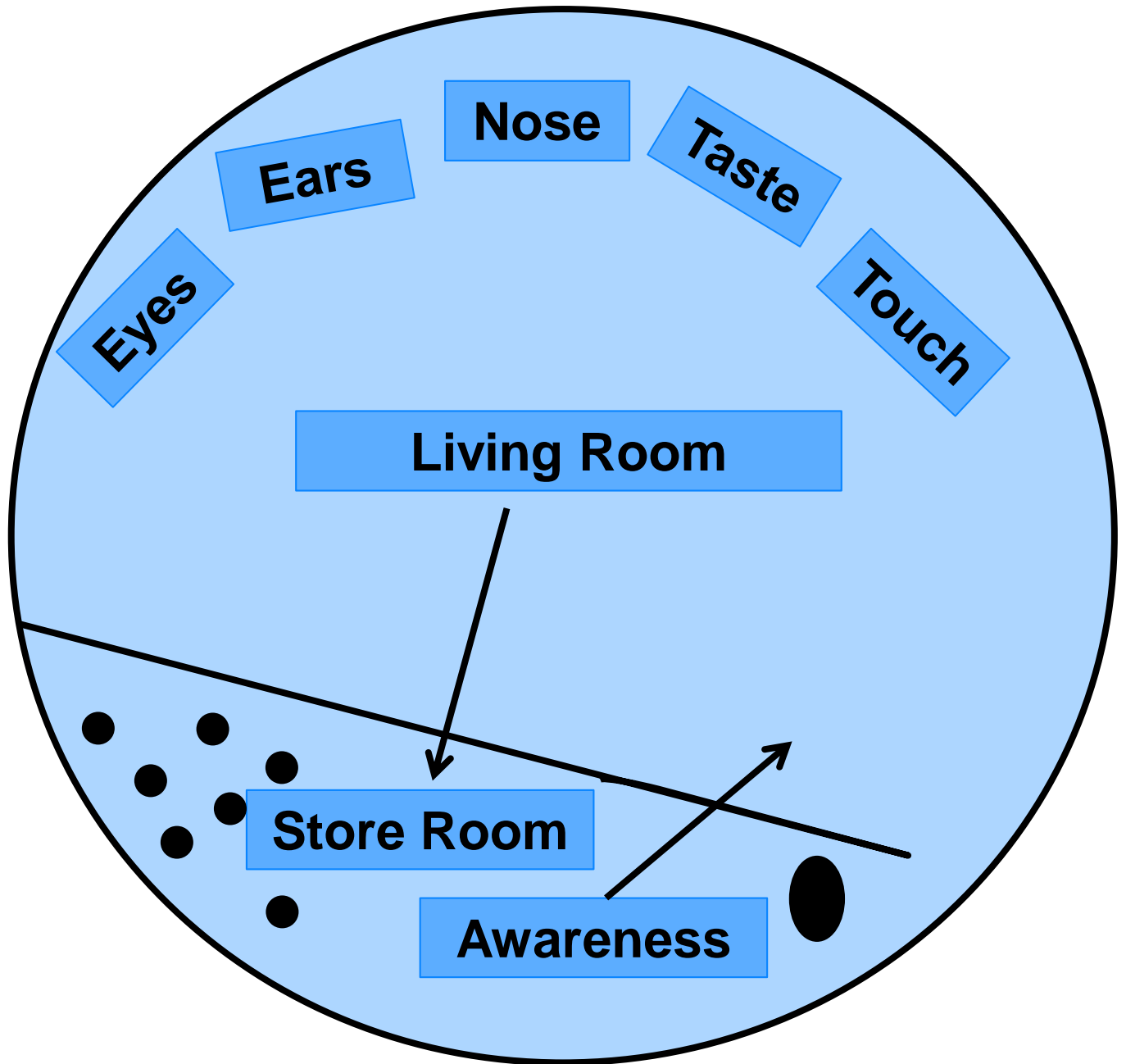
*(Neff, 2003)*



**“without mindfulness we  
simply act out all the  
habits of our  
conditioning”**

*(Goldstein, 2013)*





**Eyes**

**Ears**

**Nose**

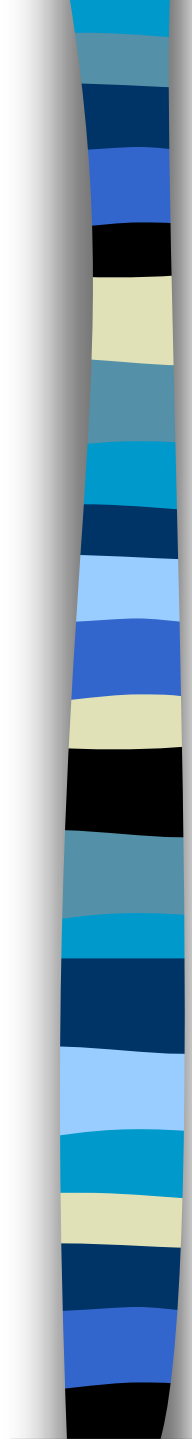
**Taste**

**Touch**

**Living Room**

**Store Room**

**Awareness**

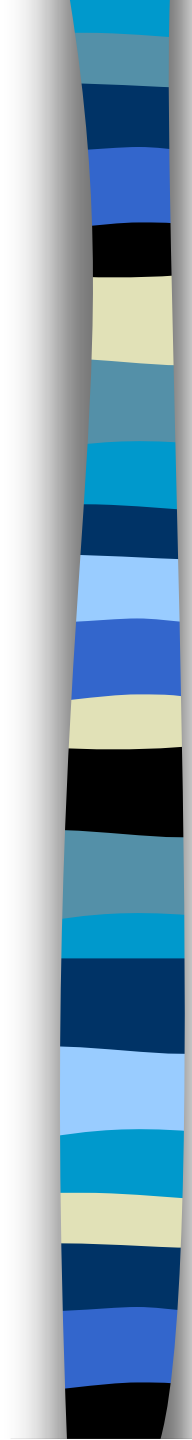


**Our negative thoughts get into the rehearsal pool and strengthen over and over again until they become the self and I become those negative thoughts.**



**“Mindful awareness dissolves  
habitual patterns of thinking  
and associations”**

*Chris Cullen (2019)*



**“Positive emotions widen  
people’s outlooks in ways that  
little by little reshape  
who they are”**

*Fredrickson et al (2008)*



# Mindful Resilience

**S – Social Connection**

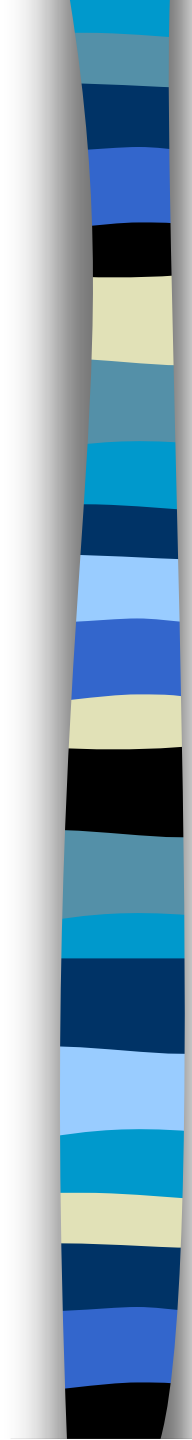
**A – Attitude – 3 P's**

**V – Values**

**E – Emotional Acceptance**

**S – Silliness**

*Greg Eells*



**“We are all here on earth to  
help others;  
what on earth the others are  
here for - I don’t know”**

*W.H. Auden*



# Toolkit for Resilience

- Value Social Connection**
- Keep your P's straight**
- Bring meaning to your values**
- Name and tame your emotions**
- Laugh at yourself**



# Resilience

- ❑ Is the ability to adapt to life's ever changing landscape and recover quickly from stressors and potential stressors.
- ❑ Agility is the ability to do so quickly and in a variety of situations.

*Tugade & Fredrickson (2004)*

*Tugade, Fredrickson & Barrett (2004)*





**BUT**

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**HOWEVER**



# A Mindful Organisation

## ■ Realistic

- Accept V.U.C.A.
- Volatile, Uncertain, Complex, Ambiguous

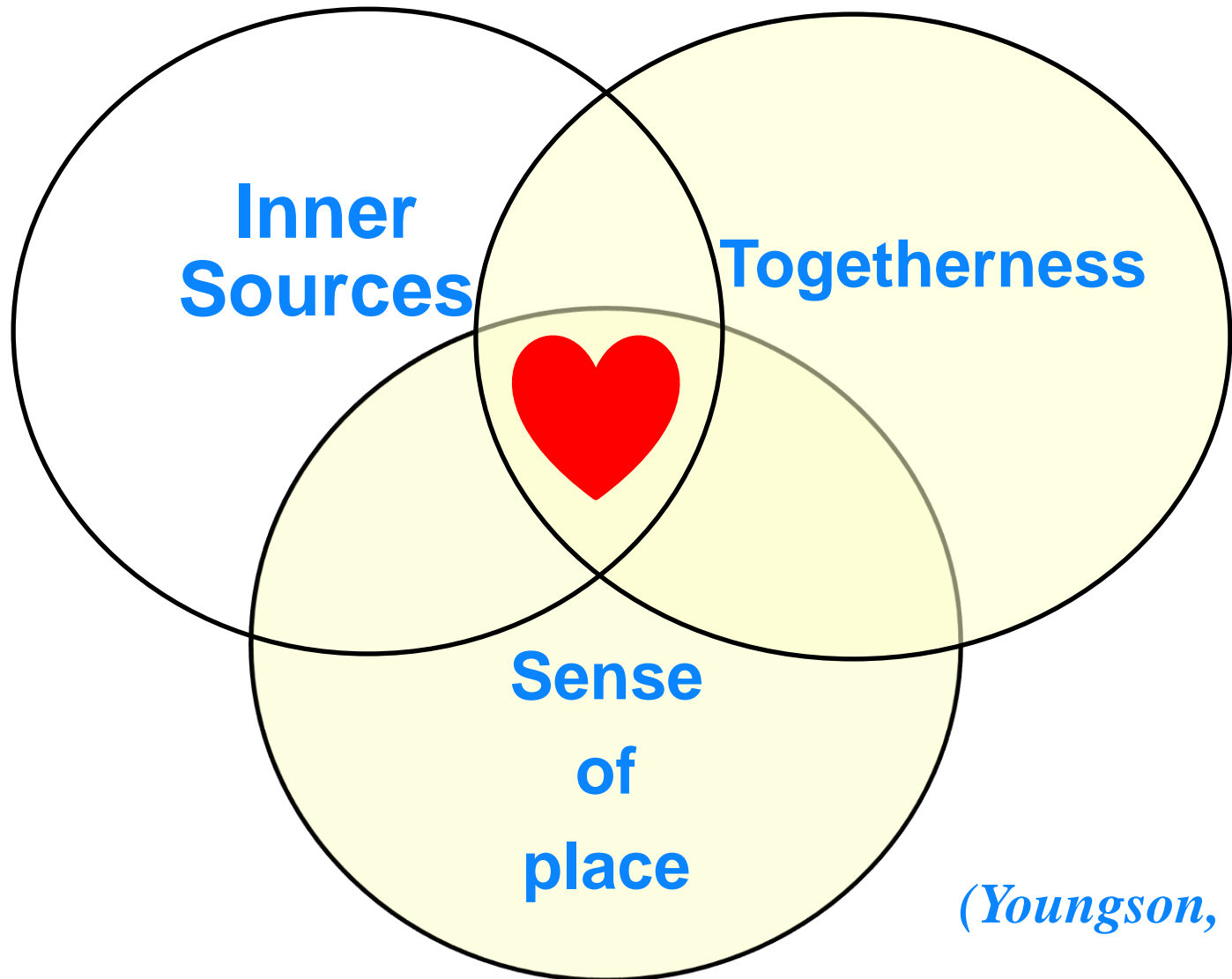
## ■ 99.9% of working life is collaborative not competitive:

- Employees are Beings of Feeling

## ■ Key Drivers for success will always be equality, social inclusion, trust and information sharing.

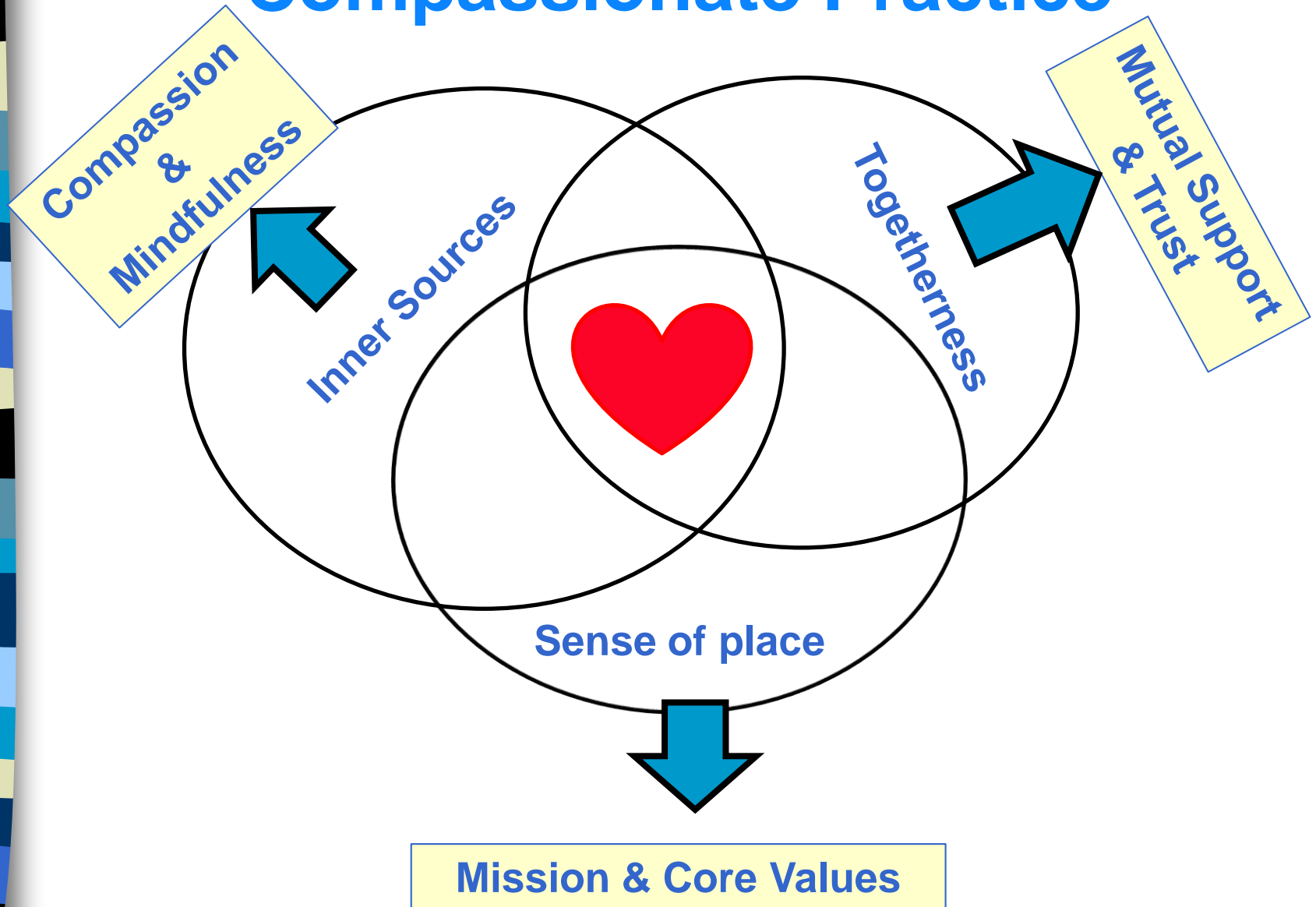
*Chris Tamdjidi (2019)*

# Humane & Compassionate Practice

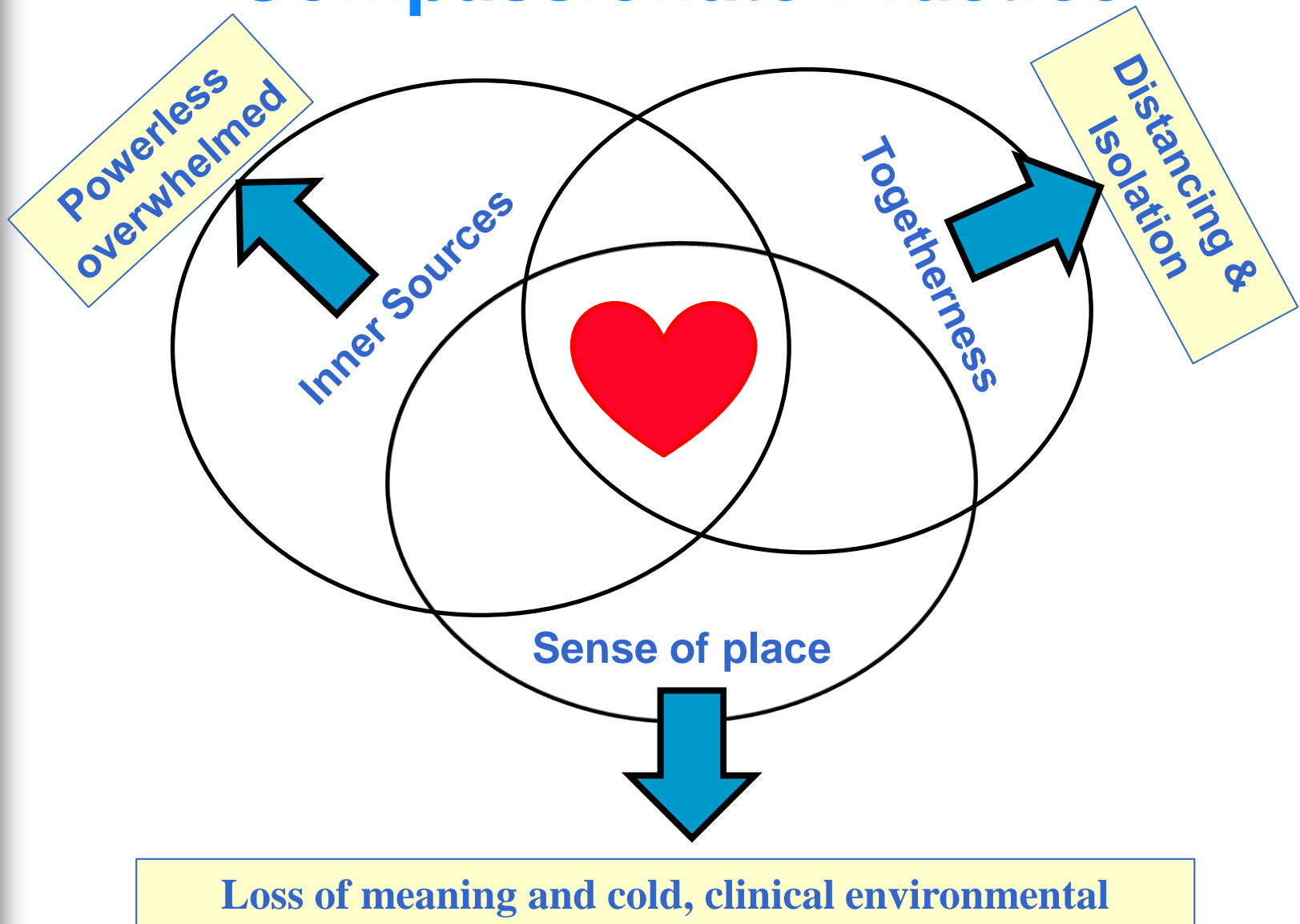


*(Youngson, 2013)*

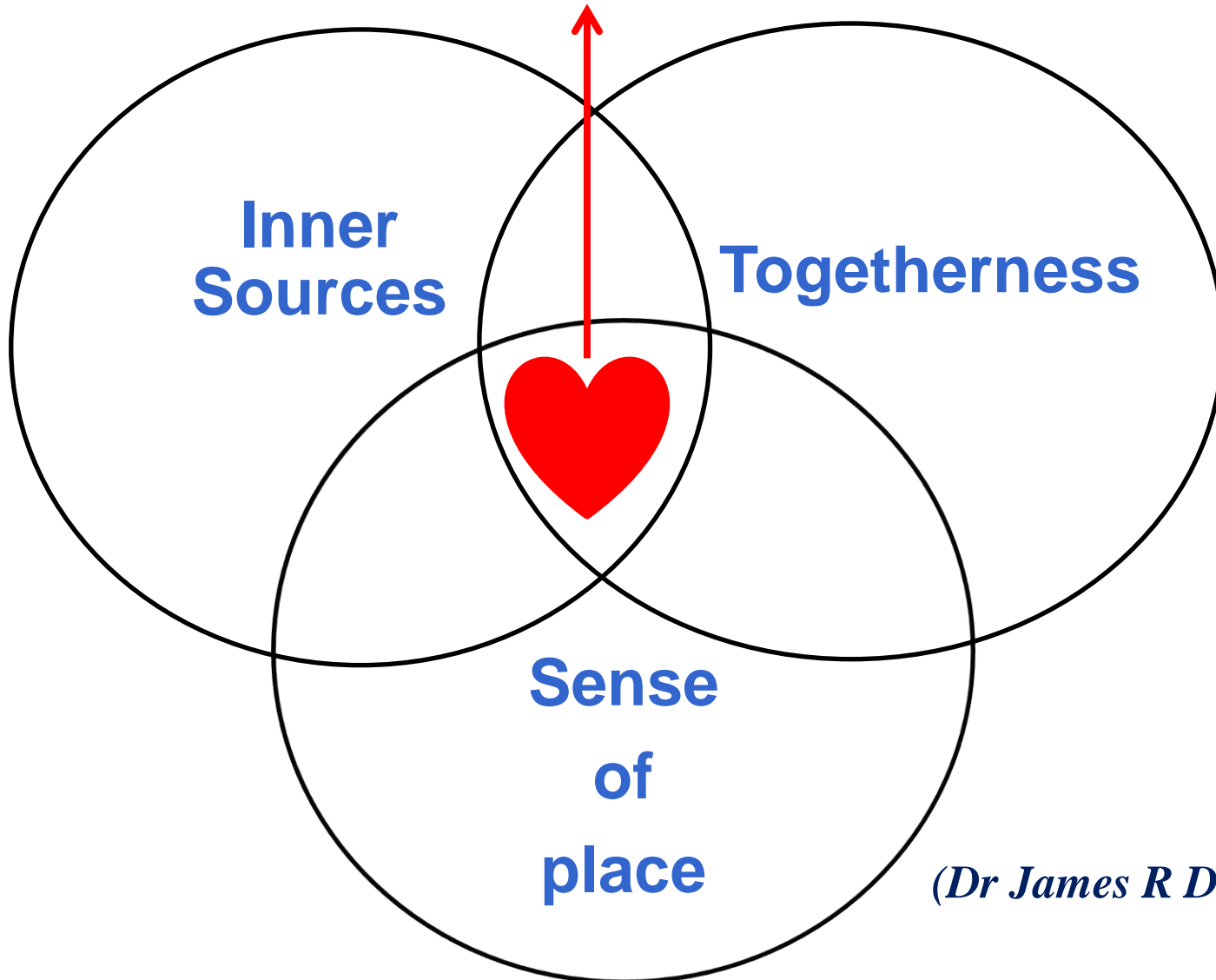
# Re-integration of Humane & Compassionate Practice



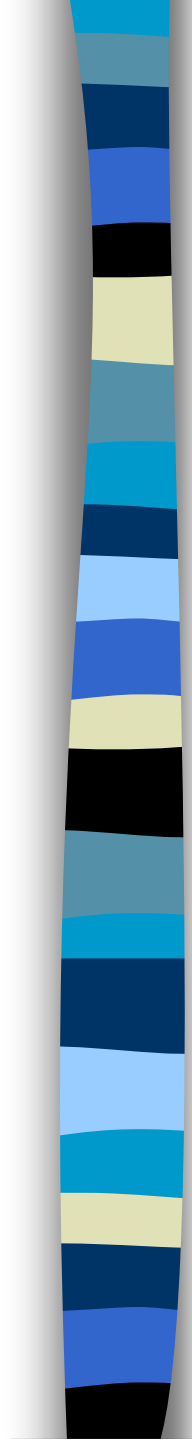
# Dis-integration of Humane & Compassionate Practice



**C D E F G H I J K L**




*(Dr James R Doty, 2016)*



**“A small change in a  
big population can  
have a greater  
common good effect”**

*(Mark Williams, 2019)*



“Between stimulus and response there is a space.  
In that space is our power to choose our response.  
In our response lies our growth and our freedom.”

Viktor Frankl