

4 Building Blocks of Resilience

Insights to sharpen leadership best practices

1 Self-Compassion

While resilience allows us to bounce back from challenges, the first step in the process is to recognize that what you are experiencing is in fact “challenging.” Give yourself permission to say “this is scary” or “I’m uncertain of what is next” and use compassion with yourself.

INVEST IN: The Mind Strong Program is a resiliency training recommended by Dr. Deana Sievert, CNO of the Metro Region ProMedica Health System. *“Even if you’re around resilient people, you’re still going to struggle sometimes... give them some tools to help when they’re not at work.”*

2 Flexibility

As you grapple with your new normal, there will be moments of loss of “the old normal” and maybe even frustration. Flexibility is key. Adjust previously held standards that no longer serve you as you navigate these uncertain times.

SHIFT YOUR MIND: David Baiada, CEO of BAYADA Home Healthcare, reminded us: *“Resilience isn’t only required when you’re in crisis. Right now, people are dealing with all kinds of challenges in their personal and professional life, all the time.”*

3 Reframe Frustrations

Mindset is everything as you work to build your resilience skills. Those who can detect “the good” in situations, even in difficult situations, tend to be more resilient. When you find yourself frustrated, pause to examine your situation and reframe it in a positive light.

PRACTICE: The leadership standpoint of being “radically caregiver centric,” a viewpoint Brian Helleland, CEO of St. Jude’s Medical Center deployed during the pandemic: *“You know, we took thank you and appreciation and recognition to a completely different level.”*

4 Rest

Your brain recharges during sleep, and sleep deprivation impairs your ability to think clearly. Power down before you actually jump in bed to provide the opportunity for better sleep so you can sustain the energy needed for tomorrow’s resilience.

LISTEN TO: Dr. Maureen Fagan’s Gut + Science episode on using **“Reflection to Recharge”** on wambi.org/blog. The CNE of University of Miami Health shared: *“When I get home, I sit outside. No matter what the temperature is, to be able to actually breathe without your mask [outdoors] with no one else around is a saving grace in this pandemic.”*



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