

Building Employee Resilience Through Person-Centered Approaches

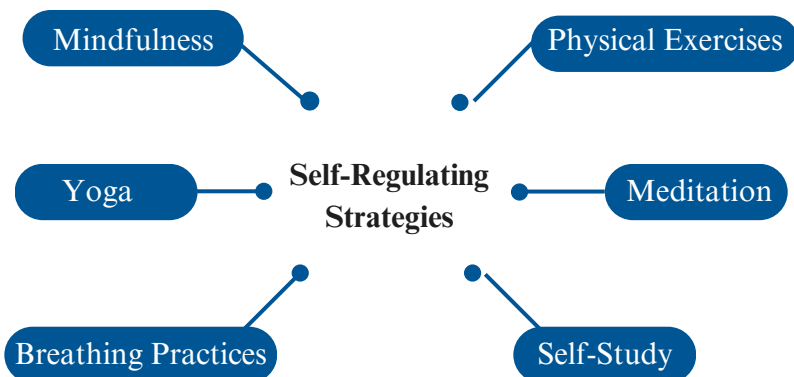
Trauma and stress impact everyone at some point in their life. Without resiliency, we see frustration, anger, fear, depression, sadness, anxiety, guilt, and embarrassment. We need these extreme exposures and stressors to activate a unique opportunity for profound growth, provided we have the tools to explore those opportunities. This requires a shift that involves self-awareness, intentionality to move the needle, and engagement in practice leading us to resilience.

Resilient people are better prepared to handle the stressors that enter our lives every day. People who are resilient have better mental health and well-being. Resiliency revolves around our ability to adapt to the changing environment, situations, and events that happen around us and the ability to reduce stress.

With resiliency at work, we see:

- General employee wellbeing – increased productivity and satisfaction, less stress with reframed stress perceptions.
- Career development – better coaching feedback loops.
- Innovation and learning – growth mindset.
- Teamwork – improved team dynamics, communications, and reduced negative feelings by changing interpretation and thinking patterns.

Motivate Behavior Change Through A Person-Centered Approach



Co-regulating Strategies

- Enlist a champion to mentor, partner, support, or just listen to the needs of others, thereby multiplying our abilities to support our workforce beyond traditional management/hierarchical roles and increasing the opportunities to meet people where they are.

Simple Ways to Add Yoga, Mindfulness, and Relaxation Practices at Work

- Have compassion for the process. What works one day may not work the next. Be flexible.
- Commit to the journey and practice, not the checklist, to infuse yoga philosophy, intention, relaxation, and mindfulness into work.
- Create a peaceful working space for people to decompress where the senses are heightened through ideas like aroma therapy, music, sights, healthy comforting foods, and tactile objects.
- Teach breathing techniques to increase or decrease energy or chi.

- Invite the word of the day into daily huddles.
- Buy a subscription to an app and stream content for staff, like Head Space.
- Hire a yoga or meditation teacher and supply yoga mats for staff sessions.
- Stream free yoga from YouTube to try different types of yoga without committing
- Encourage a culture where people can practice their own yoga, breathing exercises, mindfulness, and relaxation techniques.

Engage in a Mindfulness-Based Stress Reduction Program

Background: An eight-week program that guides participants in understanding what mindfulness is and then equips them with the tools they need to succeed in mindfulness-based stress reduction (MBSR).

Tools for MBSR Programs

S.T.O.P.

- S - Stop, stop everything, stop what you are doing
- T - Take a deep breath
- O - Open yourself up and observe your surroundings
- P - Proceed without judgement

Respond versus React

- Requires one to separate emotional reactions to a situation. Instead, one invites logical reasoning to respond without judgement, or emotional attachment.
- Simply put, you put space between your emotions and the situation. This becomes your mindful moment and engages emotional intelligence.
- One way to do this is by stopping whatever it is you are doing, breathing deeply several times, and then responding to the situation instead of the immediate emotional reaction to what is happening.

The Body Scan

- Starting with your toes, how do you feel?
- Slowly move up your leg taking note of how each part feels.
- Slowly move to your waist, then up to your stomach, how does each part feel?
- Slowly move to your arms, then neck, and last head taking note of how each body part feels.
- Remember to breathe slowly and deeply throughout the process.

Mindful Movement

- Engages the entire body in flexing and relaxing muscles in a coordinated and controlled manner.
- Engages breathing exercises throughout body movements.
- Incorporate (where appropriate and able) lying down exercises such as full body stretch, standing poses such as leg lifts, and chair yoga such as shoulder lifts.

Resources:

- [Building Employee Resiliency through Person-Centered Approaches](#)
- [Self-Care: The Secret to Surviving!](#)
- [Improving Staff Resiliency and Retention: An Action Plan that Works](#)
- [Caring Together and the Power of Self-Care](#)
- [Bullying Is Not Limited to the Playground – It's Time to Take a Breath!](#)