


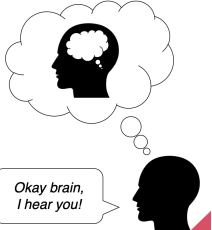

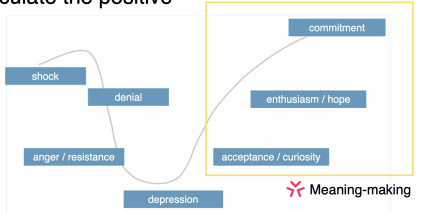




# Adaptivity & Resilience Skills Key Points

**Tip:** Bookmark or print this overview for easy reference. Add a calendar reminder to review these skills within 30 days.

<p><b>Today's topics</b></p> <p>1 <b>Awareness skills</b></p> <p>2 Individual level</p> <p>3 Team level</p>	<p><b>Awareness</b></p> <p>...of 'style under stress'</p> <ul style="list-style-type: none"> <li>Know your <b>default coping style</b></li> </ul> <p><b>For example:</b></p> <ul style="list-style-type: none"> <li><b>Freeze:</b> slow / stall</li> <li><b>Fight:</b> aggressive problem-solve, debate</li> <li><b>Rabbit holing:</b> dig deep on one topic</li> <li><b>Spin:</b> jump from topic to topic, distract</li> <li><b>Robot-mode:</b> show no emotions</li> <li><b>Helper-mode:</b> give advice</li> </ul> <p>✦ Discuss default stress styles with team</p> 	<p><b>Awareness</b></p> <ul style="list-style-type: none"> <li><b>See through:</b> Don't take others' responses personally. 'Oh! That's them coping!'</li> </ul> 
<p><b>Today's topics</b></p> <p>1 <b>Awareness skills</b> ✓</p> <p>2 <b>Individual level</b></p> <p>3 Team level</p>	<p><b>Individual level</b></p> <p>1. Pause / Self-interrupt</p> <p><b>Goal:</b> Regain homeostasis</p> <p><b>How?</b></p> <ul style="list-style-type: none"> <li>Animals shake it out</li> <li>Humans? Breathe, stretch, move</li> </ul> <p><b>Add deliberate pause!</b></p> <ul style="list-style-type: none"> <li>Micro, meso, macro breaks</li> </ul> 	<p><b>Individual level</b></p> <p>2. De-fuse</p> <p><b>Prevent thought-fusion!</b></p> <p>➤ <b>Try it!</b></p> <p>Create your 1-minute worry list For each, write the <b>need</b></p> <p>Source: Dialectical Behavior Theory</p> 
<p><b>Individual level</b></p> <p>3. Do a two-hander</p> <p><b>Goal: organize your thinking</b></p> <ul style="list-style-type: none"> <li>Can't control, can control</li> <li>Won't focus on, will focus on</li> <li>What I don't know, do know</li> </ul> <p><b>Choose your focus:</b> internal vs. external locus <b>Comfort with not knowing = wisdom</b></p> <p>Source: Rotter, 1954; Rosenhow, 1999 &amp; 2017; Lefcourt 2019; Baltes 1981</p> 	<p><b>Individual level</b></p> <p>4. Articulate the positive</p> <p>What am I grateful for?</p> <p>What can I learn from this?</p>	<p><b>Individual level</b></p> <p>4. Articulate the positive</p>  <p>Source: Kübler-Ross &amp; Kessler</p>

<p><b>Today's topics</b> <span style="float: right;">LifeLabs<sup>1</sup> Learning</span></p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div style="border: 1px solid black; border-radius: 15px; background-color: yellow; padding: 10px; width: 100px;"> <p>1 <b>Awareness skills</b> ✓</p> </div> <div style="border: 1px solid black; border-radius: 15px; background-color: yellow; padding: 10px; width: 100px;"> <p>2 <b>Individual level</b> ✓</p> </div> <div style="border: 1px solid black; border-radius: 15px; background-color: yellow; padding: 10px; width: 100px;"> <p>3 <b>Team level</b></p> </div> </div>	<p><b>Team level</b> <span style="float: right;">LifeLabs<sup>1</sup> Learning</span></p> <p>1. Invite cognitive offload</p> <ul style="list-style-type: none"> <li>• Small talk isn't small.</li> <li>• <b>Playback:</b> choice of 3 levels:</li> </ul> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid gray; border-radius: 10px; padding: 5px; width: 25%;"> <p><b>Content:</b> <i>Right, so I'm hearing you say [two things, X &amp; Y]</i></p> </div> <div style="border: 1px solid gray; border-radius: 10px; padding: 5px; width: 25%;"> <p><b>Feeling:</b> <i>Sounds like you're feeling [frustrated / worried / confused]</i></p> </div> <div style="border: 1px solid gray; border-radius: 10px; padding: 5px; width: 25%;"> <p><b>Need:</b> <i>Ok, you're wanting [certainty / closure / clarity]</i></p> </div> </div> <p style="text-align: center; margin-top: 10px;">➤➤ Draw these three boxes now!</p>	<p><b>Team level</b> <span style="float: right;">LifeLabs<sup>1</sup> Learning</span></p> <p>2. Ask reset questions</p> <p><b>To get unstuck, pause!</b></p> <p><b>Observation statement:</b> <i>I feel like we are spinning</i>  <b>Reset:</b> <i>How about we pause and do a quick reset.</i></p> <div style="text-align: right; margin-right: 20px;">  </div> <ul style="list-style-type: none"> <li>• What's the <b>top priority</b> / MIT (Most Important Tl)</li> <li>• How should we <b>best go about this</b> (convo)?</li> <li>• What are our <b>decision criteria</b>?</li> </ul> <p>➤➤ Other questions? Pick your go-to!</p>
<p><b>Team level</b> <span style="float: right;">LifeLabs<sup>1</sup> Learning</span></p> <p>3. Scenario planning</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="border: 1px solid gray; width: 60px; height: 60px; text-align: center; line-height: 60px;">1</div> <div style="border: 1px solid gray; width: 60px; height: 60px; text-align: center; line-height: 60px;">2</div> <div style="border: 1px solid gray; width: 60px; height: 60px; text-align: center; line-height: 60px;">3</div> </div> <p style="margin-top: 10px;">✧ Use the term 'let's create scenarios'</p>	<p><b>Team level</b> <span style="float: right;">LifeLabs<sup>1</sup> Learning</span></p> <p>4. Celebrate adaptivity</p> <div style="text-align: center; margin-top: 20px;">  <div style="border: 1px solid gray; border-radius: 15px; padding: 10px; width: 150px; margin: 0 auto;"> <p><i>Great! Going into 'Adaptive Mode.'</i></p> </div> </div>	