

RESILIENCY

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NOTES

*Sometimes storms don't come to disrupt your life. Sometimes they come to clear a path.
(Unknown)*

Understanding the Give-Up or Get-Up paradigm:
Resiliency can be taught.
We can teach and train how to Get-Up

Life is Hard – Not because you are doing it wrong. It is hard, because life is hard!

Our deepest need is for safety and security. Every needs to believe that they are okay.

THE **FIVE** CORE TRAITS OF RESILIENCE

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- 1 **BELONGING**
- 2 **PERSPECTIVE**
- 3 **ACCEPTANCE**
- 4 **HOPE**
- 5 **HUMOUR**

RESILIENCY IN ACTION

Dr. RHD's Resiliency Trajectory Model (2020)

**RESILIENCY
PRIOR
TO EVENT**

**ADVERSITY
HAPPENS**

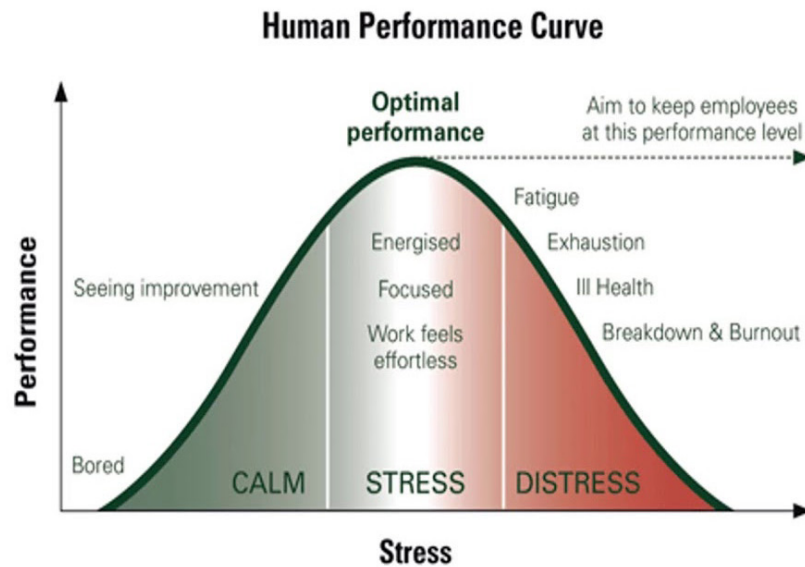
DECLINE
PHASE

ADAPT
PHASE

RECLAIM
PHASE

RISE
PHASE

Figure 1: The Yerkes-Dodson Human Performance and Stress Curve



LIVING IN UNCERTAIN TIMES

Micro-Habits: Work & Productivity

- Expectation Management: 'Origins of Distress'
- Be Visible & Vocal w/ clients & staff ***Communicate**
- Be Willing to Adjust Your Schedule ***Flexibility**
 - > Mon – Plan, Tues-Thurs – Heavy Work, Fri – Reflect/Recharge
 - > Be Flexible but Set Expectations
- Day Map: Morning (hardest work), Afternoon (correspondences) ***Plan**
- One Main Productivity Block per-day (3 priorities) ***Clarity**
- Have an End Point ***Self Preservation** vs. Self-care
- SET YOUR WORD of the DAY: i.e., IMPACT or QUALITY (not quantity)

SET YOUR WORD of the DAY

EXAMPLES

Impact / Care / Adapt
Flexible / Deeper

Micro-Habits: Leadership & Followership

- **Focus:** Assurances in uncertain times – Direct the narrative
- **Generate positive energy:** Be open to flexible thinking and opportunities
- **Routines:** Normalcy in not normal times – Regular check-in's
- **Confidence in Chaos:** (Clear – Direct – Calm) with compassion
- **Respect:** (Parallel Experience) – Your employees and clients are human beings – Listen to them before leading
- **Recognize Others & Efforts:** People need to hear this more than ever
- **Use Uncertainty Constructively:** Encourage skilling-up
- **Protect:** Your office/team/profession's culture
 - > Be mindful of reputation and perception

SET YOUR WORD of the DAY

EXAMPLES

Honest / Accountable
Authentic / Kind

Micro-Habits: Wellness

- NOT ALL or NOTHING
- First Hour: Make your bed & drink water
- Final Hour: Bedtime ritual
- Stretch break every hour
- Know your non-negotiables
- Protect your peace
- Connect with nature once per day (walking)
- Extreme Ownership – No one can do this work for you.

SET YOUR WORD of the DAY

EXAMPLES

Peace / Nature / Enough
Gentle / Present

MICRO HABITS / BEHAVIOURAL CHANGE

How to actually develop a new behaviour and make it stick during?

BEST PRACTICES FOR REAL BEHAVIOURAL CHANGE

Using the Clear Model – 4 Steps

1. Make it **obvious**
2. Make it **attractive**
3. Make it **easy**
4. Make it **satisfying**

LIFE WITH WORK BALANCE

Work/ Life Balance Myth

There is one way to balance both work and life equally, that works for everyone.

Life with Work Balance Reality

Establishing the right amount of time, that matches my priorities, so I feel balanced (Hanley-Dafoe, 2019).

LIFE WITH WORK BALANCE TAKE-AWAYS

1. Multi-tasking versus Mono-tasking
2. Habit Stacking
3. Knowing your Non-Negotiables
4. Winning Your Mornings!
5. Weekly Score Cards

WEEKLY SCORE CARD | Out of **10**

- | | |
|---------------------|---------------------------------|
| 1. Physical Health | 6. Inner Circle Relationships |
| 2. Emotional Health | 7. Outer Circle Relationships |
| 3. Physical Space | 8. Finances |
| 4. Job Performance | 9. Leisure, Joy, Hobbies |
| 5. Purpose & Goals | 10. Spirituality (or) Character |

Score out of **100%**

Lighthouses

In the rush to return to **normal**, perhaps we can use this time to evaluate which parts of **normal** are worth rushing back to. - *Dave Hollispic*

I **can** do hard things.

Be stubborn about your **goals**, and flexible about your **methods**.

Sometimes **fear** doesn't go away, so we have to learn how to do things **afraid**.

What makes you feel like your best version of yourself – do **more** of that.

Those who have a 'why' to live, can bear with almost any 'how'. - *Viktor Frankl*

If you find a path with no obstacles, it probably doesn't lead anywhere. - *Frank A. Clark*

It's not the load that weighs you down, it's the way you carry it. - *C.S. Lewis*

There are some things you can only **learn** in a **storm**.

Make what **matters** most, **matter** most.

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