

# Building Resilience

## Managing Mindset



# Getting started

To help with the running of the session today

- Most of us are new to virtual training so please don't worry about unexpected visitors, using the technology etc.
- It helps if you can stay on mute and raise hand if you want to come in.
- If the screen freezes, log back in via the link
- I am here to help so please ask questions
- Brief intro of each other

It is the capacity to remain flexible in thoughts, behaviours and emotions when under stress. That stress may come from a one-off event, such as career setback. It can also come from being exposed to relentless demands over a period of time.

Carole Pemberton

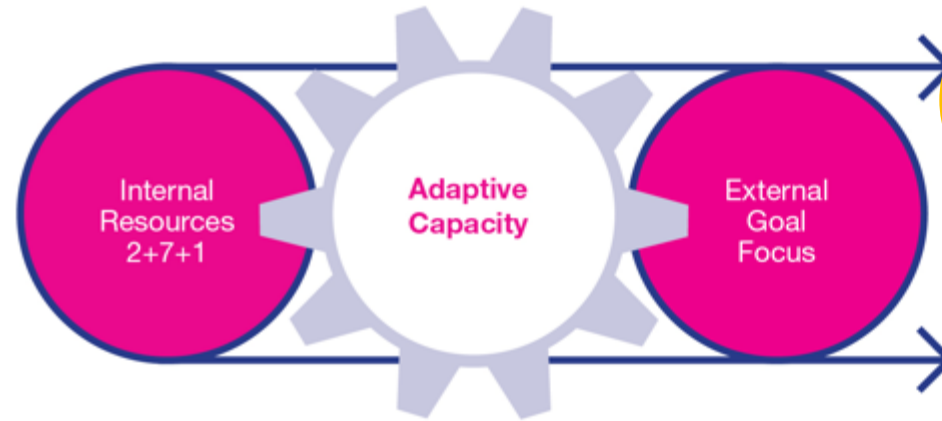
What do you want out of today and one good thing that happened this week?





# Why Mindset?

## The Resilience Engine



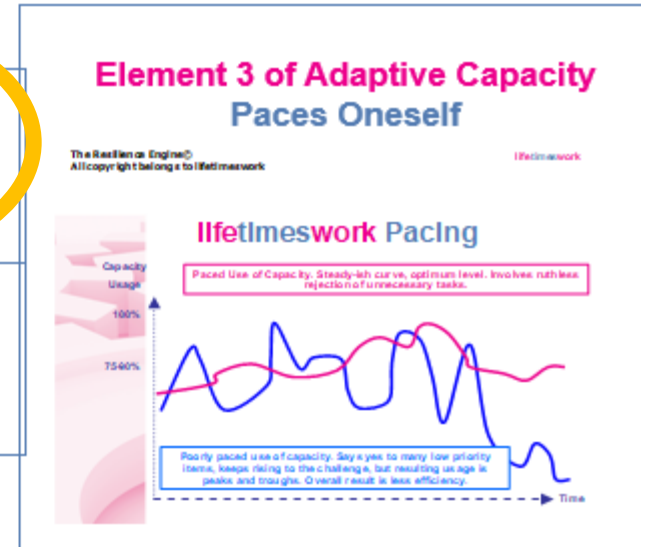
**The External Goal : Stable**  
 Outcome oriented  
 Ruthlessly pursued  
 Can do, will do  
 Will overcome all barriers – good problem solver, good learner  
 Connected to it all times

**The Internal Resources '2+7+1'**

<b>The '2'</b> Belief in a purpose Belief in judgement	<b>The '1'</b> Accepts Self
<b>The '7'</b> Takes Full Responsibility for Self Not taking oneself too seriously Doesn't dwell, moves on Optimistic + Pragmatic Independent + Needs others	

**Element 1 of Adaptive Capacity Perspective**

**Element 2 of Adaptive Capacity Refreshes Oneself**



# What we will cover in this session



ANTs - Automatic Negative Thoughts



1. All-or-Nothing Thinking
2. Catastrophising
3. Negative Brain Filters
- 4 Labelling
- 5 Over generalising
- 6 Perfectionism



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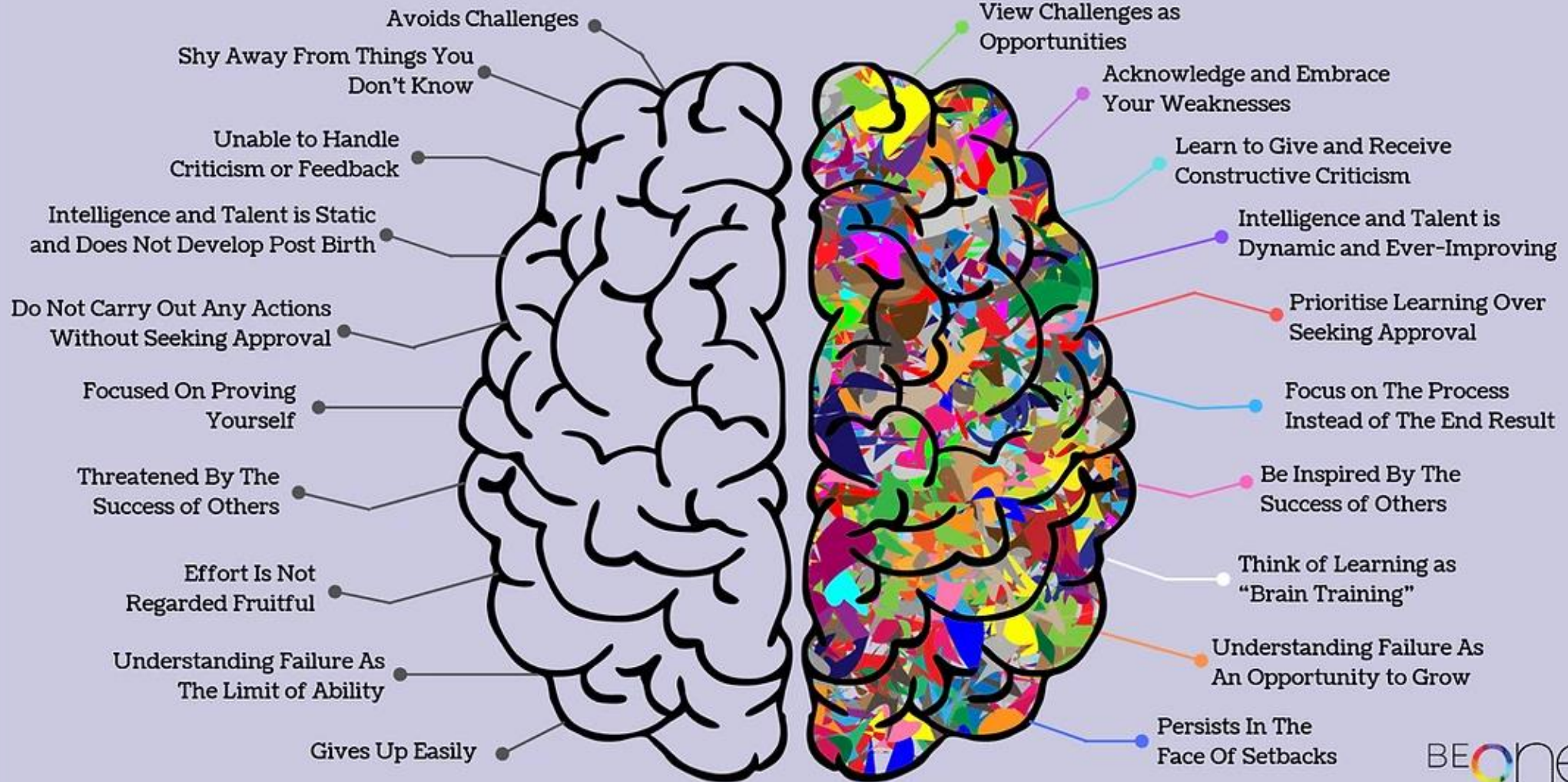


ANTs - Automatic Negative Thoughts

**Pick an ANT, what is the impact on you? What might you do differently?**



# FIXED MINDSET VS GROWTH MINDSET



BEone

# Pick a current tricky situation, how can you use a growth mindset?

## DEVELOP A GROWTH MINDSET

Instead of this...	Try thinking...
I'm not good at this	What am I missing?
I give up	I'll use a different strategy
It is not good enough	Is this really my best work?
I can't make this any better	I can always improve
This is too hard	This may take some time
I made a mistake	Mistakes help me to learn
I just can't do this	I am going to train my brain
I'll never be that smart	I'll learn how to do this
Plan A didn't work	There are 25 letters still left
My friend can do it	I will learn from them



# Discussion

- What has this short session made you think about?
- What will you work on to help with your mindset and resilience?



# Post Course – Tips to help



ANTs - Automatic Negative Thoughts



## 1. All-or-Nothing Thinking

This is also known as **black and white** thinking. It's about thinking in extremes. Either something is really good or absolutely terrible. There's no middle ground, only extremes.

Some examples include saying to yourself "I'm a total loser" after making a mistake or saying "my diet is completely ruined" after being tempted by a little bit of chocolate. How about "nobody likes me" after one person ignored you.

So what is happening here? One experience or just some small part of life is creating a negative belief that is very black-and-white.

### How do you overcome this?

Start by noticing that your experience is not black or white, right or wrong, it's shades of grey. Most things are good or pretty average with the occasional negative experience thrown in every so often.

When you find yourself falling into this all-or-nothing thinking pattern, simply say to yourself "really" and this will allow your thinking to pause and recognise that there is a more helpful thought pattern to reach for.



## 2. Catastrophising

Catastrophising is imagining the worst-case scenario without any assessment of how likely that worst-case scenario really is. It's also about believing that you won't be able to cope if this scenario did happen.

Some examples

A member of your family is late home and in your head you are phoning the hospital as you have convinced yourself they have been in an accident

Someone coughs near you in the supermarket and you are sure you will catch the virus

**To overcome this common thinking trap**, look at the likely reality. Ask yourself: "How likely is this event to happen?". In most cases, it's unlikely. Also, look at the unexpected things that have happened to you in the past and how you've successfully coped with them. This will help you feel that if the worst-case scenario did happen, you would find a way to cope, just as you have done so in the past.



### 3. Negative Brain Filters

Negative brain filters are about noticing and focussing on negative experiences only and ignoring the positive ones. This is one of the most common thinking traps.

Examples of this include beating yourself up for eating cake whilst ignoring all the salads and other healthy foods that you have eaten recently. Looking only for negative in the news and focusing exclusively on that, or focusing only on what you are missing out on by staying at home rather than recognising what you might be gaining.

**To overcome this thinking trap**, become consciously aware of the entire experience and notice both the good, average and bad aspects of any activity. Also try a gratitude practice identify 3 things, however small to be grateful for each day and at the end of the day identify 3 things that have gone well, again they can be tiny .



## 4 Labelling

Labelling is describing yourself or your sense of identity with just one word such as “stupid”, “fat” or “disaster”. This is one of the most dangerous common thinking traps, because all behaviour stems from your sense of identity. So, if you see yourself as a stupid person (and that becomes part of your identity), then you may start doing stupid things more often.

If you become aware that you are doing this, **resolve to be kinder to yourself, would your best friend speak to you like that? Ask yourself if labelling yourself like this is helping or harming you.**





## 5. Over generalising

This is making sweeping judgments about yourself based on one or two experiences. It is often characterised by the use of the words “always” and “never”.

This is not helpful, because it takes one or two experiences and applies them to **all** situations and events. For example, let’s say that you stumble on your words when making a presentation. You then think or say “I’ll never be any good at public speaking.” Did you notice the word “never” in there?

Here is another example. You make a mistake in a report that your manager notices so you say to yourself “I always make mistakes”. Notice the word “always” in there.

**The way out of this common thinking trap** is to realize that you can’t judge yourself based on one or two negative experiences. Look for counter-examples, such as times and situations where you performed well and had good experiences.



**7. Perfectionism** is when you tell yourself what “should”, “ought”, or “must” happen, or what you “should ‘ought’ or “must” do

This is a recipe for frustration and anxiety and usually these things are outwith our control.

Getting around this simply involves changing your language. Instead of the word “should”, use the word “could”. This makes you feel like you have a choice. You don’t have to do something, you can choose to do it instead.

Other words that give you a feeling of having choices and options are, “choose” and “will”. For example, “I choose to” or “I will do”.

