TLS TRAINING SESSION

Navigating Change & Building Resilience

Transformative Leadership Strategies

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CERTIFIED PROFESSIONAL COACH

Revised 9/15/26

IN TODAY'S SESSION

You will …

1. Define what makes navigating change and uncertainty difficult
2. Explore the importance of being resilience during times of change
3. Identify self-care practices that support strengthening your resilience

Learning Agreement

- *Confidentiality*
- *Non-judgment*
- *Deep listening*
- *Share to your level of comfort*
- *Speak without interruption*
- *Minimize distractions*

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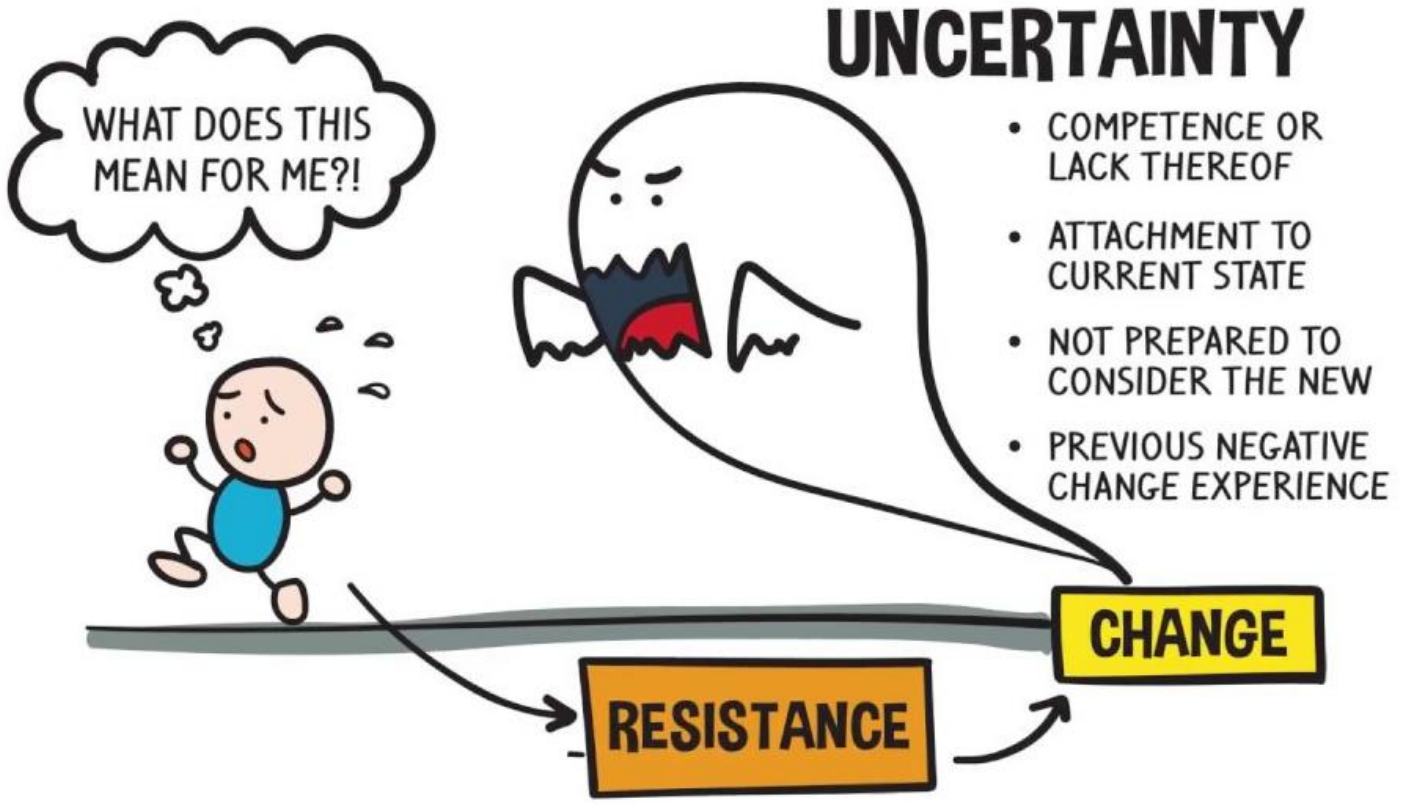
HUMAN RESPONSE TO CHANGE



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WHY IS CHANGE DIFFICULT?

We fear change because…

- We can't anticipate the outcome
- We cannot control the outcome
- We are hardwired to resist uncertainty
- We tell ourselves stories (real and imagined)

How do you respond in times of change?

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Source: https://www.psychologytoday.com/us/blog/the-adaptive-mind/201809/how-overcome-the-fear-change

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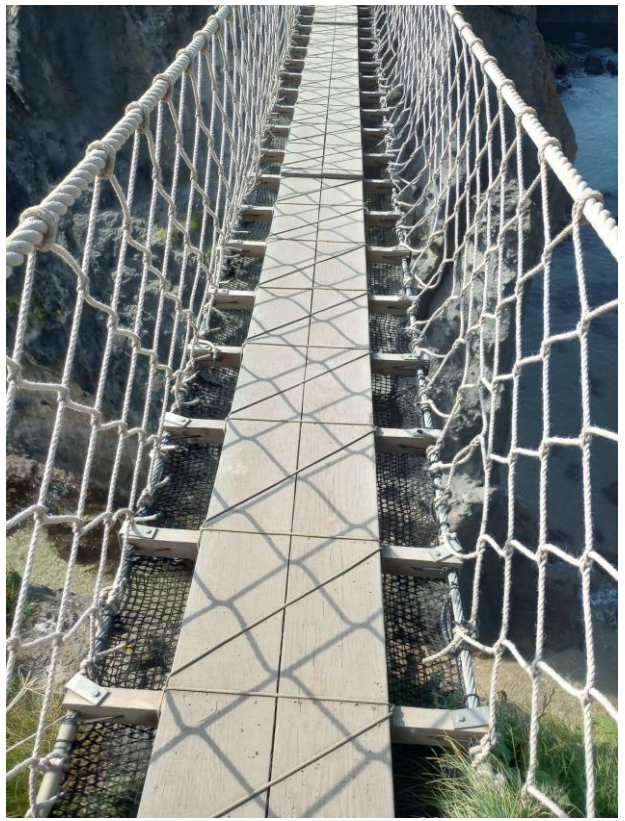
'THE RICKETY BRIDGE' METAPHOR

Dealing with change and uncertainty can feel like facing a 'rickety bridge' where the options for crossing are:

- Get to the edge and refuse to budge
- Be completely reckless with the crossing and hope for the best
- Army crawl while 'gripping the hell' out of the bridge, which may not be productive



WHAT ABOUT YOU?

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Source: Brené Brown, Dare to Lead Podcast

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HOW DOES UNCERTAINTY AFFECT YOU…

In your personal life?

At work?

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WHAT IS RESILIENCE?

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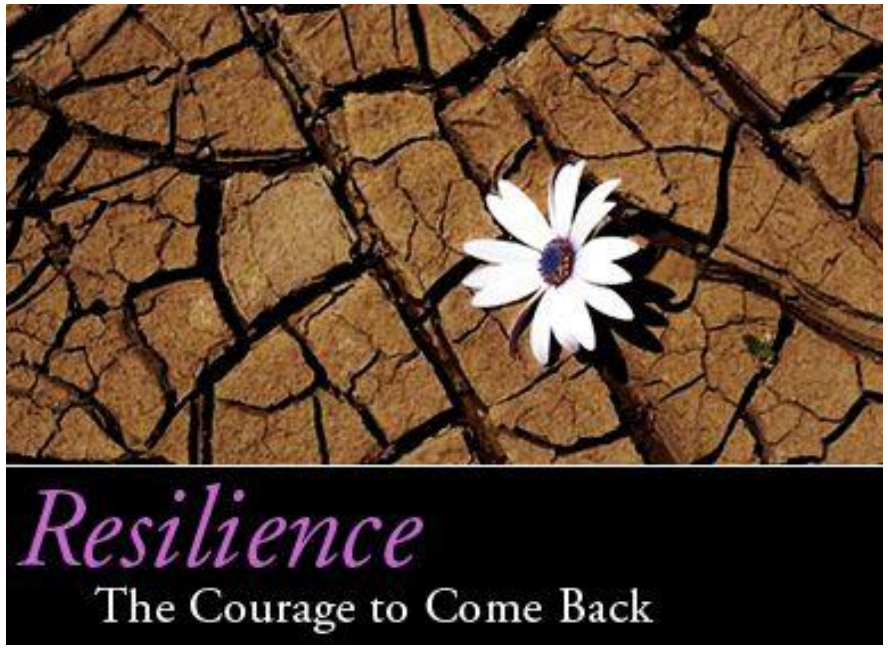
DEFINING RESILIENCE

The capacity to adapt successfully in the presence of risk and adversity



Source: www.heartmath.org

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WE ARE ALL RESILIENT!

We can forget examples of our resilience when we are feeling overwhelmed. However, every person has countless examples of resilience!

FOR DISCUSSION:

- What's one way you have demonstrated resilience in your personal life?
- What's one way you have demonstrated resilience in your professional life?

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RESILIENCE = MOVING FORWARD

- There is no bouncing back … ***there is only moving through***
- We cannot bounce back because we cannot go back in time to the people we used to be
- What happens to us becomes a part of us
- Resilient people do not bounce back from hard experiences; ***they find healthy ways to integrate them into their lives***

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Source: Esther Perel, podcast "How's Work?", episode, "Breaking News Has Broken Us"

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BUILDING RESILIENCE THROUGH RECHARGING

Resilience is not about how we 'push through' difficult times

Resilience is affected by the …

- Amount and intensity of energy expended
- Duration of time, and then ways we RECOVER!

- The key question is …

What do you do to recharge yourself after experiencing a prolonged and/or intense challenge?

Marathon vs. Sprint

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Source: www.heartmath.org

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RECHARGING PRACTICE

Step One – STOP

- Allow yourself permission to simply 'STOP'
- Consider your own battery level by asking: "What percentage is my battery at right now?

Step Two – SETTLE YOUR MIND

- Notice your busy-ness and shift your focus to your breath
- Take 3-5 deep belly breaths

Step Three – RECHARGE YOUR CAPACITY

- Check your battery percentage now
- Notice any shifts that may have occurred, even minor ones
- Repeat as is helpful

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HOW IS RESILIENCE RELATED TO SELF-CARE?

- When faced with adversity, we tend to hyper-focus on the challenge
- Habits and behaviors that support our well-being are often the first to be compromised in our hyper-focus on the challenge
  - *Check this out for yourself…for example, what do you notice about your eating, sleeping, and/or movement when faced with adversity?*
- This can create a cycle of worry, stress, and anxiety without resourcing ourselves with what we need to foster resilience

Image from: https://www.nccjtriad.org/2019/11/21/5-tips-for-self-care/

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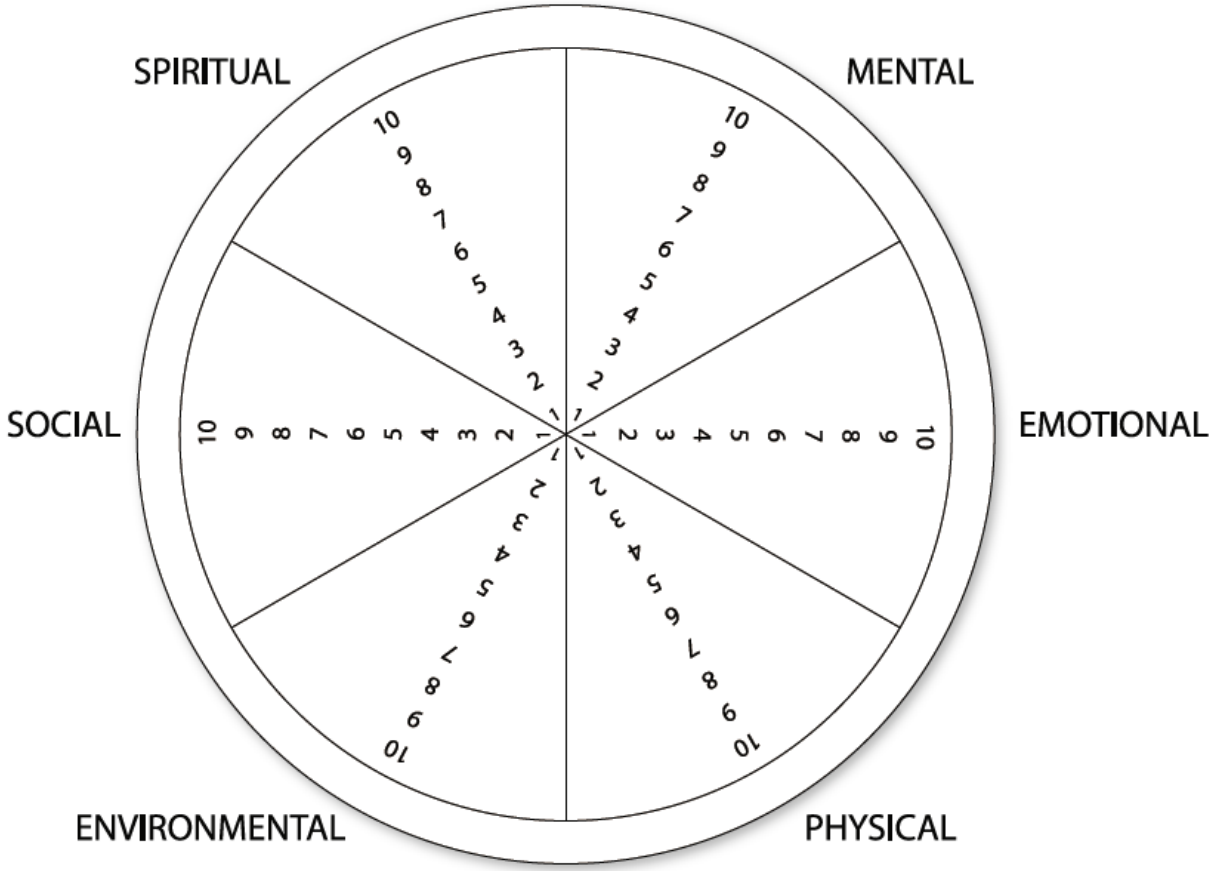
SELF-CARE WHEEL



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THE ROLE OF MICRO AND MACRO SELF-CARE PRACTICES FOR YOU!

Micro	Macro
Requires less than 10 minutes of time / focus	Requires more than 10 minutes of time / focus
Easy to incorporate between meetings or other activities	Invites you to set aside (i.e. prioritize) what's important
Requires being intentional!	Requires being intentional!
EX: 5-10 min walk at lunch	*EX: 30-min walk after dinner*

Refer to your self-care wheel and identify 1-2 areas that would benefit from more focused attention. Write 1 or 2 micro/macro practices that might help!

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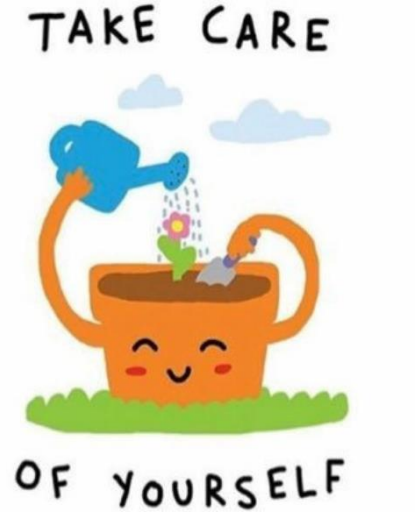
BUILDING YOUR CAPACITY FOR RESILIENCE

- *Fight 'Permanence'* which is the belief that our overwhelm, exhaustion, grief or pain will last forever
  - Replace words like 'always' with 'right now' or 'in this moment'
  - Remember: *Wherever you place your focus will expand!*
- *Focus on your key goals*, and break them into smaller, more manageable tasks to build momentum
- *Practice Self-Compassion* (how would you treat your best friend?):
  - Be open to your feelings
  - Take breaks when required
  - Remind yourself that you are worthy of your own care & attention



Source: www.forbes.com/sites/francesbridges/2021/12/31/5-ways-to-build-resilience-in-dififcult-times

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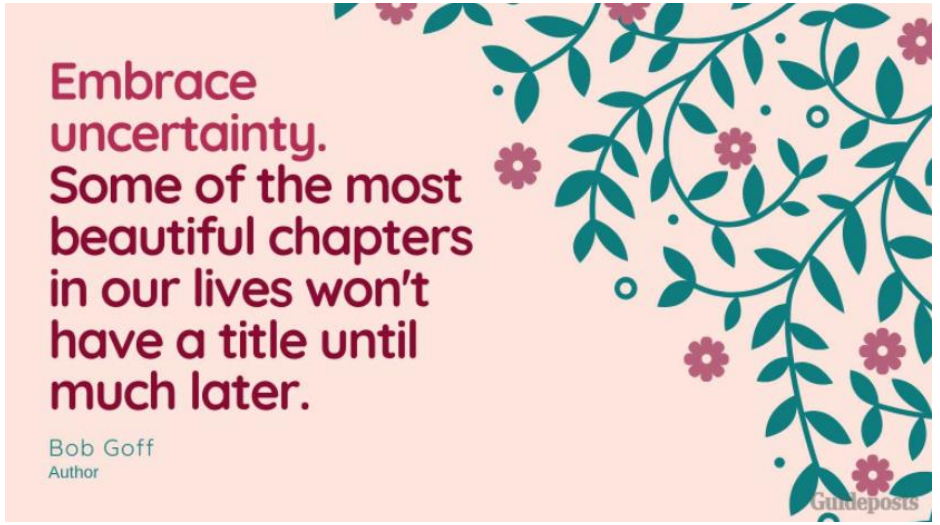
INSPIRATION!



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STAY CONNECTED WITH TLS!

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