CHANGE & CHALLENGES

Navigating with resilience

Presented by
Cigna Employee Assistance Program
SEMINAR GOALS

• Recognize the characteristics of a resilient person
• Discover your own skills and strengths
• Learn tactics and techniques for developing resilience
• Know how to stay strong and resilient during change
• Review the benefits of Employee Assistance Program
Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress, such as family and relationship problems, serious health problems, or workplace and financial stressors.
WHO DO YOU LOOK UP TO?

“Although the world is full of suffering, it is full also of the overcoming of it.”

– Helen Keller

(Goodreads, n.d.)
CHARACTERISTICS OF RESILIENT PEOPLE

- Have inner strength
- See beyond the present
- Face their problems
- Take initiative
- Examine themselves
- Are adaptable
WHEN CHANGE HAPPENS...

- Blame yourself
- Lose confidence or hope
- Have difficulty rebounding

- Find new opportunities
- Adapt and overcome
- Focus on the positive

How do you respond?
KNOW YOUR CORE

Mind

Body

Heart

Spirit
KNOW YOUR NETWORK

- People who care about you
- Organizations
- Professionals
- Wisdom
- Yourself
FIND THE POSITIVE!

- Focus on the positive events in your life
- Identify self-defeating thoughts
- Replace negative thoughts with positive
ADOPT AN ATTITUDE OF RESILIENCE

• Help others
• Find the humor
• Have a mantra
DEVELOPING RESILIENCE

Techniques
• Reframe the situation
• Remind yourself of strengths
• Practice problem-solving
• Improve your self-control
• Fake it till you make it
DEVELOPING RESILIENCE

Techniques

• Grow in flexibility
• Focus on what you can control
• Acknowledge the negative
• Rethink your worries
• Let go of shame and blame
DEVELOPING RESILIENCE

Action steps
• Gather facts
• Get perspective
• Expand your skills
• Explore your options
• Make a move!
Resilience in the short term

- Respond creatively
- Keep calm and confident
- Identify obstacles
- Bend a little
HOW ARE WE WEATHERING THE STORM?

Resilience in the long term
• Build an environment for resilience
• Keep hope alive
• Set goals for yourself
• Find new activities, establish new habits

(Hurley, 2020)
THINKING ABOUT FUTURE CHANGE

You can do it!
• Recognize that change is inevitable
• Anticipate and monitor change
• View change as an adventure
• Face-to-face sessions
• Confidential
• Prepaid
• Unlimited telephonic consultation
• Available 24 hours a day, 7 days a week
• Household benefit
• Work/life support such as elder care, child care and pet care
• Convenience services
• Financial services
• Legal services

BENEFITS OF THE EAP

Benefits vary by employer. Please check with your HR for your specific EAP benefits.
REFERENCES


