

Building Personal Resilience Jamuna Jones, LCSW

Senior Leaders

📕 Senior Leaders + Managers & Team Leaders

Senior Leaders + Managers & Team Leaders + Individuals



9. REAL-TIME MEASUREMENT

Effective feedback systems track progress regularly, enabling continuous improvement and ensuring transparent, data-driven efforts to enhance workplace jay.



8, WELLNESS AND RESILIENCE

Organizations support employee wellness and resilience through stress management, work-life balance, mental health resources, and a system-wide commitment to wellbeing.



7. DAILY IMPROVEMENT

Teams focus on daily opportunities for improvement, applying improvement science to implement changes that enhance processes and systems continuously.



6. CAMARADERIE AND TEAMWORK

Social cohesion is built through trust between employees and leadership, mutual support, and teamwork toward meaningful goals, fostering strong relationships and collaboration.



1. PHYSICAL AND PSYCHOLOGICAL SAFETY

A safe, respectful workplace free from harm where individuals feel secure, able to speak up, and prevent problems without fear.

COMPONENTS

OF JOY IN WORK



2. MEANING AND PURPOSE

Employees find meaning in their work and feel a connection to a larger purpose, aligning their work with the organization's mission and their individual calling.

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3. CHOICE AND AUTONOMY

Individuals have choice in their work, feel empowered to make improvements, and influence decisions affecting their daily responsibilities.

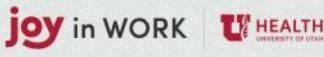


4. RECOGNITION & REWARDS

Employees and teams receive regular, meaningful recognition of contributions from leadership, acknowledging achievements, celebrating outcomes, and fostering camaraderie.

5. PARTICIPATIVE MANAGEMENT

Leaders create space to listen, understand, and engage employees in decision-making, ensuring clear communication, consensus building, and collaboration from the start of initiatives for shared success.



Adapted from the IHI Framework for Improving Jay in Work: Perio J, Balik B, Swensen S, Kabcenell A, Landsman J, Feeley D. IHI Framework for Improving Jay in Work. IHI White Paper. Cambridge, Massachusetts: institute for Healthcare Improvement; 2017. (Available at Ihi org)

Learning Objectives

- Define core principles of positive psychology
- Understand how positive psychology differs from traditional psychology
- Identify and describe the 5 critical components of wellbeing
- Learn how to apply positive psychology strategies to everyday life



Intro to Positive Psychology

"The aim of Positive Psychology is to catalyze a change in psychology from a preoccupation only with repairing the worst things in life to also building the best qualities in life." Dr. Martin Seligman



Traditional vs. Positive Psychology

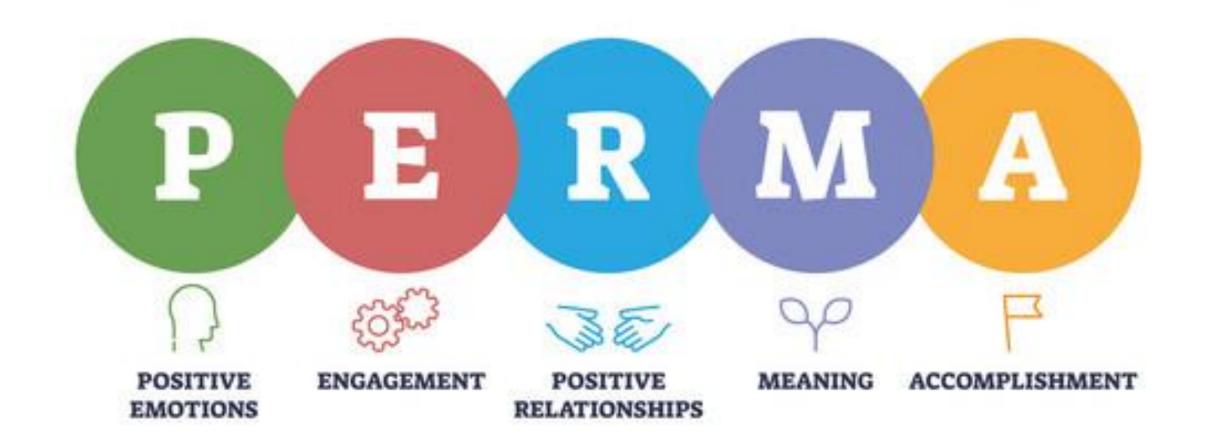
- Focus- diagnosing and treating mental disorders
- Goal- alleviate symptoms and manage mental health issues
- Perspective- problem focused

- Focus- identifying and nurturing positive emotions, strengths, and character traits that contribute to a meaningful life
- Goal- reduce symptoms while promoting happiness, resilience, and overall flourishing.
- Perspective-strengths focused and aims to complement traditional psychology



Positive Psychology is not all about sunshine and rainbows









Positive Emotions

Positive Emotions

- Much more than happiness!
- Includes hope, interest, joy, love, compassion, pride, amusement and gratitude
- Prime indicator of flourishing and can be cultivated or learned to improve well-being
- Increasing positive emotions helps individuals build physical, intellectual, psychological and social resources



Ways to build positive emotion

- Spend time with people you care about (Kok et al., 2013).
- Do hobbies and creative activities that you enjoy (Conner et al., 2018).
- Listen to uplifting or inspirational music (Juslin & Sakka, 2019).
- Reflect on things you are grateful for and what is going well in your life (Emmons & McCullough, 2003).



What you pay attention to grows. If your attention is attracted to negative situations and emotions, then they will grow in your awareness.

Deepak Chopra

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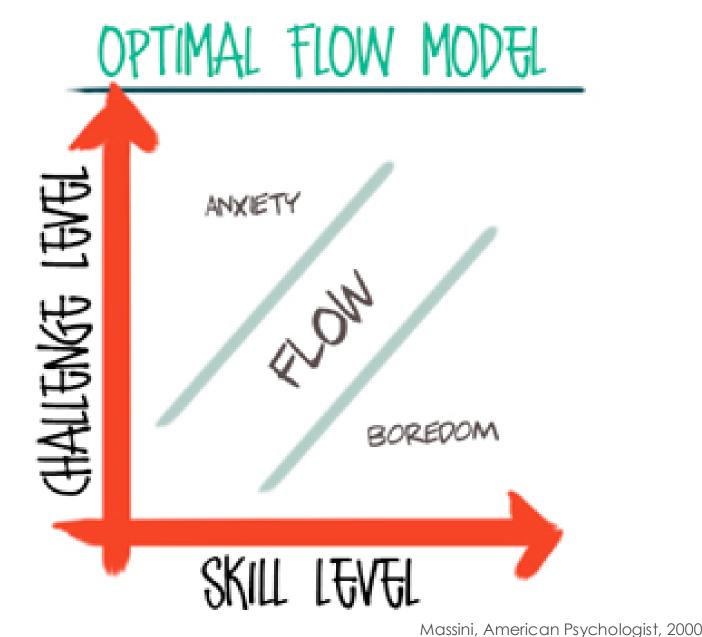
ENGAGEMENT

Engagement and Flow

- "Being one with the music."
- Loss of self-consciousness
- Complete absorption in an activity
- Living in the present and focusing on the task at hand



FINDING & CREATING FLOW



https://www.curiouscoaches.com/2015/06/02/the-task-design-matrix-a-coaches-guide-to-designing-highlyeffective-learning-environments/

Ways to increase engagement

- Participate in activities that you really love, where you lose track of time when you do them (Bonaiuto et al., 2016).
- Practice living in the moment, even during daily activities or mundane tasks (Belitz & Lundstrom, 1998).
- Spend time in nature, watching, listening, and observing what happens around you (Petersen et al., 2021).
- Identify and learn about your character strengths and do things that you excel at (Lai et al., 2018).





RELATIONSHIPS

How to build and nourish relationships

- Share good news and celebrate successes
- Respond enthusiastically
- Join a class or group that interests you
- Ask questions of the people you don't know well to find out more about them
- Create friendships with people you are acquainted with
- Get in touch with people you have not spoken to or connected with in a while



STAY CONNECTED: GIVE & RECEIVE

- Give
 - Random Acts of Kindness
 - Gratitude Letter
- Receive
 - Have you reached out for support?



Cohen, 1992; Collins & Feeney, 2000; Sarason, Sarason, & Gurung, 1997; Seligman, 2011; Isaacs et al 2017

Gratitude Exercise

- Write down one interpersonal experience where you feel grateful
- How did it feel? What did you experience?
- Challenge- reach out to that person and tell them via text, email, phone call, letter, etc.



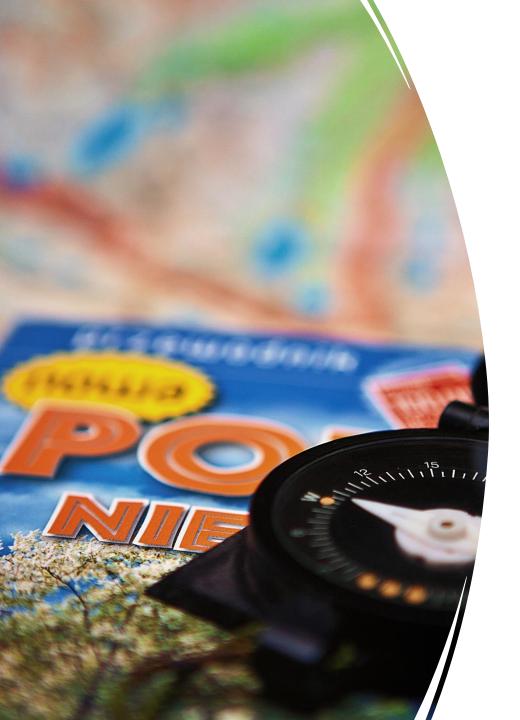


MEANING

Ways to build meaning:

- Get involved in a cause or organization that matters to you
- Try new, creative activities to find things you connect with
- Think about how you can use your passions to help others
- Spend quality time with people you care about





Values

Deepest desires for how you want to treat yourself, others & the world around you.

		VALUES LIST		
Acceptance	Courage	Forgiveness	Integrity	Respect
Adventure	Creativity	Fun/ humor	Kindness	Responsibility
Caring	Curiosity	Genuineness	Knowledge	Self-care
Commitment	Engagement	Gratitude	Openness	Supportive
Connection	Friendliness	Honesty	Patience	Trust



Values

Questions to ask yourself in a difficult situation:

- What is my most important value in this moment?
- What is the value behind this thought/feeling?
- How do I want to show up to this discomfort/pain I am feeling?



Morning intention exercise

- Today I will focus on.....
- Today I will let go of....
- I am grateful for.....



ACHIEVEMENT

Ways to build accomplishment:

- Set goals that are SMART specific, measurable, achievable, realistic, and time bound (Falecki et al., 2018).
- Reflect on past successes
- Look for creative ways to celebrate your achievements



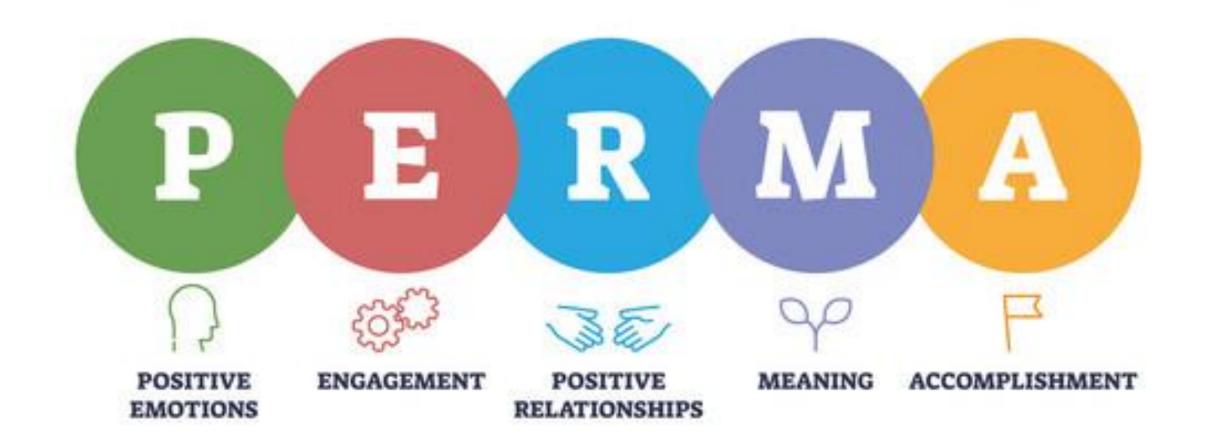
ART OF SAVORING

- Get into pairs
- Person 1: Describe an achievement that has occurred within the past 7-30 days.
- Person 2: Listen with intention to Person 1 & ask at some point
 - For you, what was the best part of this achievement?
- Switch

The Plus (+) in PERMA

- Optimism
- Physical activity
- Nutrition
- Sleep









There are only two ways to live your life. One is as though nothing is a miracle. The other is as though everything is a miracle.

Albert Einstein





Thank you!