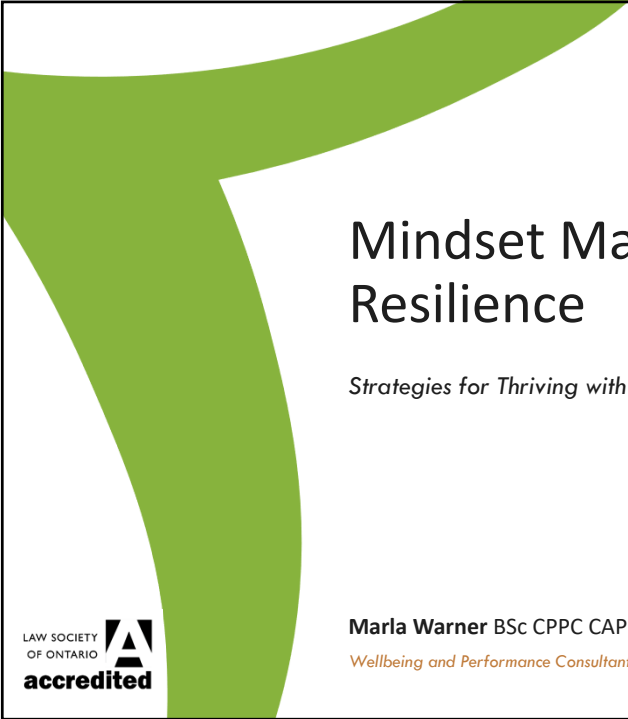




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Mindset Matters for Enhanced Resilience

Strategies for Thriving with Challenge

Marla Warner BSc CPPC CAPP
Wellbeing and Performance Consultant, Speaker, Coach

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LAW SOCIETY
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Agenda

- 01** Defining mindset and resilience
- 02** Understand how different mindsets impact resilience
- 03** Learn the neuroscience behind how we think, learn, and act – and why it matters
- 04** Identify strategies to re-wire one's thinking patterns and mindsets for increased effectiveness and results
- 05** Putting it all together – developing a roadmap for thriving with challenge

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Mindset

- A set of beliefs, frame of mind or a way of thinking that determines one's behaviour, outlook and mental attitude.

Mindset Is:

- A set of assumptions
- A success indicator
- An internal dialogue
- What and how we pay attention
- A continually evolving process



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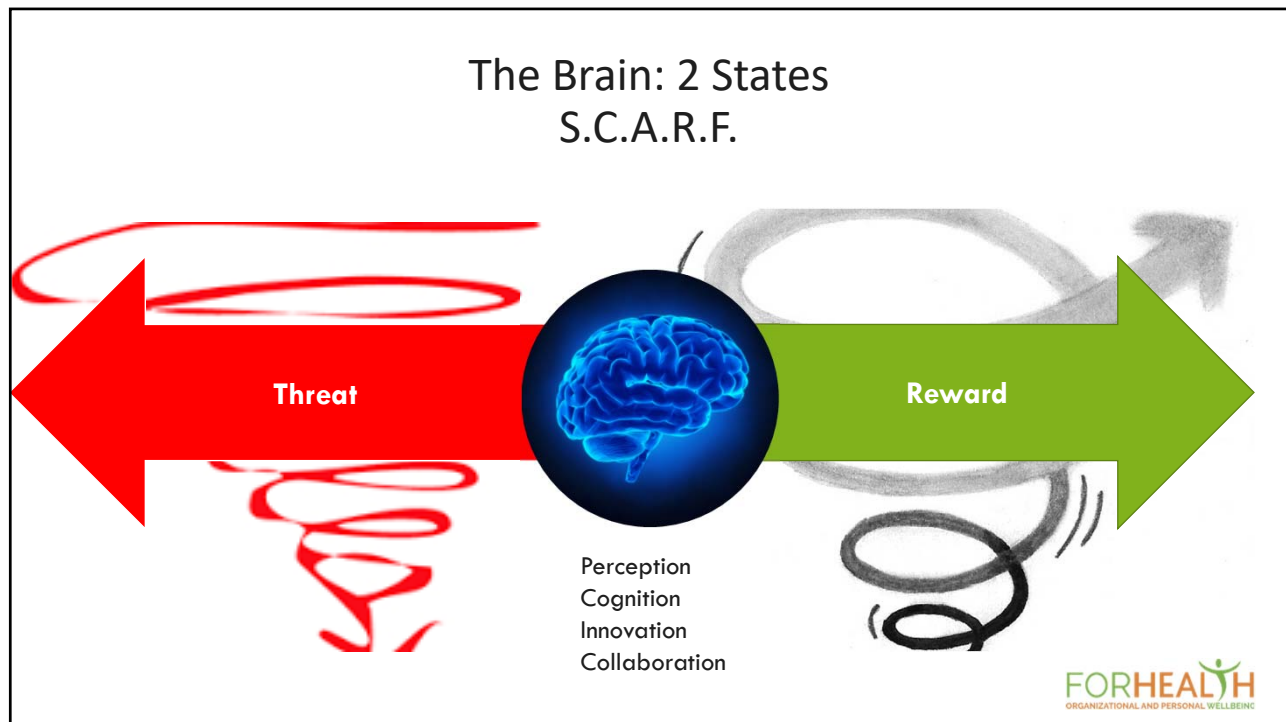
Resilience

"the flexibility in response to changing situational demands...and the ability to bounce back from a negative emotional experience."

Tugade et al, 2004



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5 Strategies to Support a Resilient Mindset

1. Growth Mindset
2. Gratitude
3. Positivity
4. Empathy and Compassion
5. Leveraging the Upside of Stress

Awareness, Practice and Integration is key!

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Strategy#1. Embrace a **Growth Mindset**



(Dweck, 2008)



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Research has found that employees in Growth Mindset teams are:

- **47%** likelier to say that their colleagues are trustworthy.
- **34%** likelier to feel a strong sense of ownership and commitment to the company.
- **65%** likelier to say that the company supports risk taking.
- **49%** likelier to say that the company fosters innovation.



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Where in life have you had an either your got it or you don't mentality?

Reflection:

- 1) 1 thing you believe you can't do and your story behind that.
- 2) 1 thing you have worked really hard to master – and what you did to get there.



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Fixed vs. Growth Affects our motivation towards...



Goals



**Responses to
failure and
challenge**



Effort



Strategies for
solutions



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Mindset in Action: Responses to Failure or Challenge

Fixed Mindset Says...

- Failure or challenge means I'm not talented.
- "What if I lose this file? What will my colleagues/clients/friends think of me?"

Consequences...

- I am a failure (identity)
- I am not talented enough

Growth Mindset Says...

- Failure or challenge means I have not worked hard enough. I have more to learn.
- "What if I lose this file? That means I will just have to learn more and try harder next time."

Consequences...

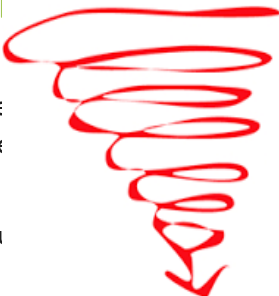
- I failed (action), I need to work harder.
- Focus on what they are **learning rather than how they feel**.



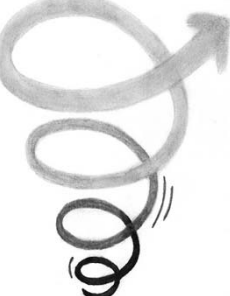
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Learner Path vs. Judger Path

Results of FM Questions

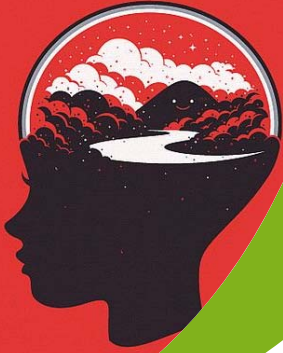
- A mood of **frustration**
 - A mindset that is **inflexible**
 - Relating to behavior with **judgment**
- 

Results of GM Questions

- A mood of **openness**
 - A mindset that is **flexible**
 - Relating to behavior with **collaboration**
- 



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Can Mindset Change?
Can it be Taught?

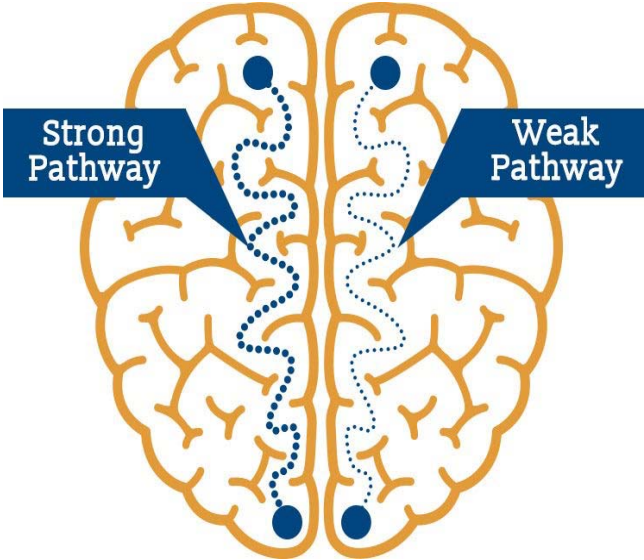
YES

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Neuroplasticity

The ability of the brain to change continuously throughout an individual's life.



Strong Pathway

Weak Pathway

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More important than believing in our abilities, is the belief we can improve upon them.

Professor Carol Dweck



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4 Steps to Changing Mindsets

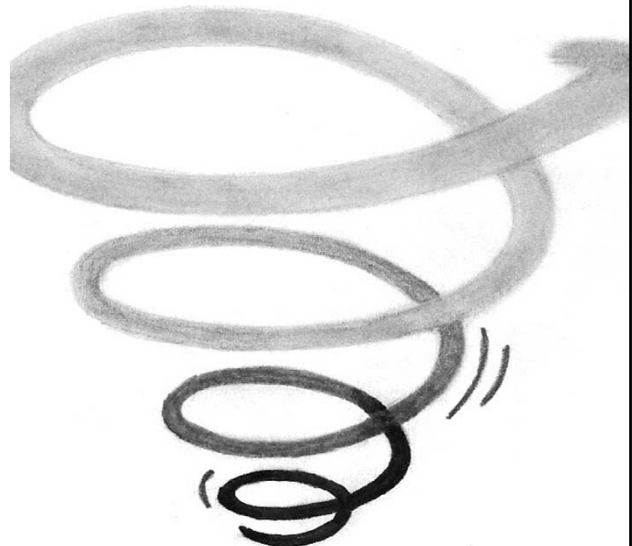
1. Learn to hear your fixed mindset voices.
2. Recognize that you have a choice in how you respond.
3. Talk back to it with a 'growth mindset' voice.
 +yet...
 Yes, and...
 “How else can I think about this?”
 “What do I want to learn from this?”
4. Take the growth mindset action.



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The Power of **Yet** – Real Time Reframes

- I can't do this...yet
- This doesn't seem possible...yet
- I don't know...yet
- It doesn't make sense...yet
- I'm not good at this...yet
- ...
- What questions can you ask yourself when you have an automatic FM thought?



Fredrickson

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How to Support a GM in Others

- "Great Job"
- "You're so smart"
- "You're so good at this"



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Strategy#2. The Power of Gratitude

- Increases positivity and optimism
- Decreases physical symptoms and supports immune system
- **Improves focusing and mental function**
- Less maladaptive self-preoccupation
- Better sleep and vitality

Practice:

- Write down 3 things that you are grateful for, and savour them for a moment.
- Notice how it makes you feel, in this moment.

Emmons & McCullough. (2004). The Psychology of Gratitude. New York, NY: Oxford Press.



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The Neuroscience of Gratitude

Increased activity in:

- anterior cingulate cortex (ACC) and
- medial prefrontal cortex (mPFC)

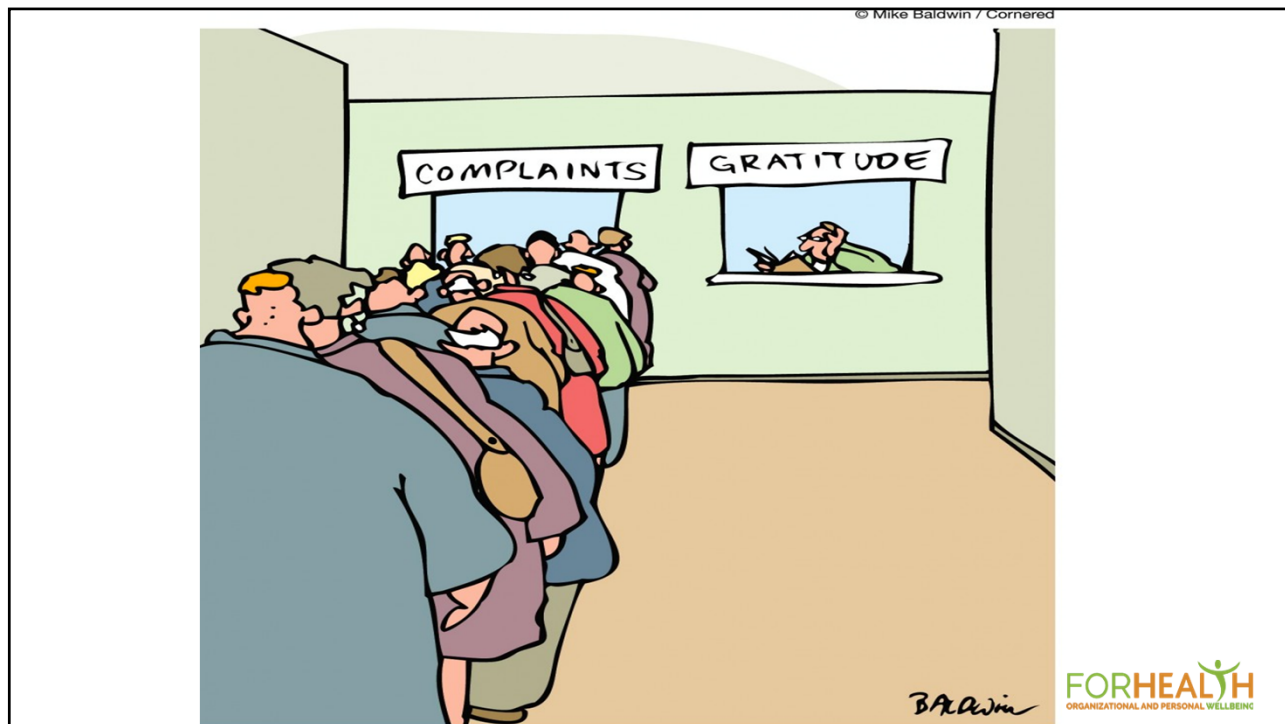
- More than just the reward centres of the brain show activation
- Counters our negativity bias

- Hoffman, 2015

You build control over where you focus your attention and energy



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Strategy#3. Positivity – not rainbows and unicorns...

- Counters our natural negativity bias
- Monitor your positivity ratio
- Builds psychological resiliency and enduring personal and social resources
- Promotes psychological and physical well-being
- Know your powerful motivators
 - Mastery
 - Autonomy
 - Purpose

*Source: Drive by Daniel Pink

Broaden and Build Theory of Positive Emotion

Barbara Fredrickson



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Strategy#4. Empathy and Compassion

- Curiosity is the antidote to judgment – ask questions to build your empathy muscle
- Be aware of the opportunities for connection – we're truly all in this together
- Accept that we're all coping differently
 - optimists and pessimists will differ...
- Be generous in your interpretations
 - we are all doing the best we can
- Accept that your coworker's home lives are now relevant to you
- Don't compare suffering



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#5

The Upside of Stress...

Stress can bring out the good in you – and be good for you.

Changing your mind about stress it turns out is one of the most important and effective things you can do for your overall health and well being.

Source: Kelly McGonigal



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Harnessing the Upside of Stress: **Thrive Mindsets**

- **Tend and Befriend**

Bigger than self response to stress or challenge.

You recognize that the stress you're facing is bigger than what you can handle by yourself. This leads to hope and courage, strengthening social relationships.

- **Resilience Response:**

What have I learned from this?

You believe that you have learned from the stressful situation. DHEA levels are higher, stress response symptoms are lower.

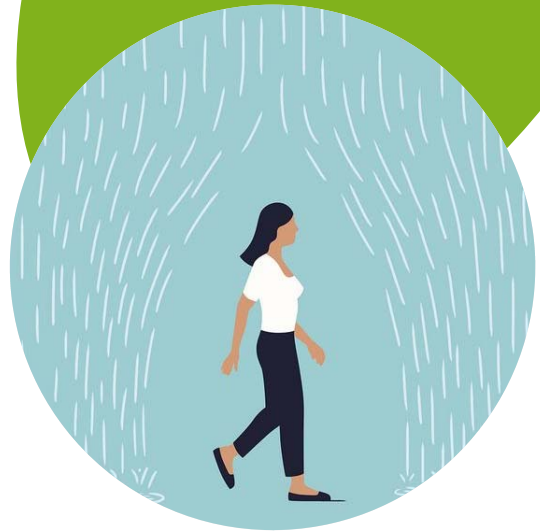


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How? Reframe...

1. Notice feelings and physical symptoms of stress (i.e. stomach churning, or heart beating faster)
2. Rather than tell yourself that this is a sign that you can't handle things, remind yourself it's because something **matters** to you and this is your body rising to the challenge.

Reset Your Mindset



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INSPIRATION

Ruth Bader Ginsberg

"So often in life, things that you regard as an impediment turn out to be great good fortune."



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Mindset Reset -Ask Yourself these Questions...

- What can I do personally to be better than yesterday?
- What skills do I need to improve?
- Who can I serve today?
- What frustrations can I eliminate by taking proactive action?
- What are the most important actions or activities I need to take today?
- How can I improve my results?
- How can I improve and increase my value to others?
- What am I most proud of and thankful for?
- What does my team need to perform better?



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“ ”

Your strongest muscle and worst enemy is your mind.
Train it well.

Unknown author



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Thank you

Any questions?

Next Steps

1. Choose 1 mindset to focus on.
2. Take a tiny action toward strengthening that mindset.
3. For a GM cheat sheet, email me.

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Speaking ▪ Coaching ▪ Consulting Services



Get In Touch

Marla Warner
marla@forhealth.ca
www.forhealth.ca
(416) 999 9178

 For Health Wellness
 @forhealthto
 Marla Warner

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