

## Supporting information

### Resilience builders

Remember that the point of Resilience builders are to share what players do already and prompt potential actions.

Here are some points for how you might follow up with players. It's up to you how much or how little of these ideas you use.



Content	Facilitator idea
<p><u>1. Wallow like a hippo</u></p> <p>Paul McGee, author of SUMO (Shut Up, Move On) says it's ok to wallow for a while after a setback, upset or frustration. Examples being: do lunch, listen to music, physical activity, have a laugh, spend some time in your own company.</p> <p>What do you do for your hippo time?</p>	<p>Listen out for players and their examples.</p> <p>Consider challenging players about whether they 'wallow like a hippo for too long or not enough'.</p>
<p><u>2. Silver lining gene</u></p> <p>Dr Barbara Fredrickson PhD, characterises resilient people by their ability to experience positive and negative emotions.</p> <p>Less resilient people only experience negative emotions in the face of difficulties.</p> <p>Share a silver lining in a difficult circumstance you have at the moment. Now, what's the action going forward?</p>	<p><b>Source:</b> <a href="http://www.pursuit-of-happiness.org">www.pursuit-of-happiness.org</a></p> <p>You could ask how players can develop this good habit of finding a silver lining.</p> <p>Ask how they might help one another develop this helpful habit.</p> <p>Make it a common language in the team. "I know it's tough but what's a possible upside (silver lining)?"</p>
<p><u>3. Benefits of service</u></p> <p>Being of service to others is a powerful way of fuelling your resilience. Volunteering regularly at a soup kitchen is one idea.</p> <p>Chat about your current activities and commit to an action.</p>	<p><b>Source:</b> David Sabine, PHD, clinical psychologist</p> <p>Have a player who does do volunteering or similar share what they get from it personally.</p> <p>Perhaps players could buddy up to be of service to others?</p>

Content	Facilitator idea
	Maybe you could agree on somewhere to volunteer as a team activity.
<p><u>4. Mental movies</u></p> <p>Elite athletes visualise success. Ask your colleagues to take a moment to vividly visualise themselves being successful in a tough situation. What are they seeing, hearing and feeling? How might you all use this technique in future?</p>	<p>Invite players to also visualise the challenges they will have along the way and what they are doing about them in their mental movie.</p> <p>This is because we know from other researches that being aware of future challenges increases the likelihood of success.</p> <p>All players interested in sport ought to know that their favourite stars spend quality time making mental movies. Their first tackle, first shot, first smash and so on.</p>
<p><u>5. Stop ruminating</u></p> <p>Focus on where you are and what you are doing now. Don't let your mind drift into worrying about the past or the future. Stop it creating its own stress.</p> <p>What is something you are ruminating on just now? What's a possible constructive action for you?</p>	<p><b>Source:</b> Centre for creative leadership.</p> <p>Ask them what they might do after this session to catch themselves ruminating.</p> <p>How could the team help one another?</p>
<p><u>6. Get out more</u></p> <p>Spending time outdoors is proven to build resilience. What do you currently do to get into the great outdoors? What's an action for you?</p>	<p><b>Source:</b> <a href="http://www.mind.org.uk">www.mind.org.uk</a></p> <p>In the debrief take ideas to the whole group. They might generate ideas and possible team actions for players. This can be especially helpful to players who don't currently get out much.</p>
<p><u>7. "In these shoes?"</u></p> <p>Resilient people are adept at seeing things from another person's point of view. What specifically can you do to take others' perspective when needed?</p>	<p><b>Source:</b> <a href="https://experiencelife.com/article/the-5-best-ways-to-build-resiliency/">https://experiencelife.com/article/the-5-best-ways-to-build-resiliency/</a></p> <p>It can be helpful to hear from every player for this card because it is an important ability to have.</p>
<p><u>8. Let go</u></p> <p>When we feel "stressed" we are unlikely to feel, think or act resiliently. What are your work</p>	<p>There are always things players can do to influence even though it might be in small ways. For example your one vote in a national election.</p>

Content	Facilitator idea
<p>“stressors?” What control or influence do you have? For those which you have little or no control or influence, learning to let go is most helpful for us.</p> <p>What’s a work stressor you have little or no control over, that would be helpful for you to let go of?</p>	<p>Equally, the most resilient among us are able to let go . . . but not too soon.</p> <p>As players share its helpful to tease things a bit further. For example:</p> <p>“How will you know that you’ve let it go for sure?”</p> <p>“Just before you let it go what might be one thing you might possibly do to influence the change you want to see?”</p>
<p><u>9. SMART resilience</u></p> <p>Resilient people set themselves SMART (specific, measurable, achievable, realistic and timely) goals - both professional and personal - which they review regularly.</p> <p>Ask everyone to draft a SMART goal to their action planner (or review an action they’ve already made) that they can achieve within the next two weeks.</p>	<p>This is an opportunity to take a time out from the game as players create their SMART goal.</p> <p>You could invite one or two players to share their SMART goal in your debrief.</p>
<p><u>10. Face the fear</u></p> <p>The best way to deal with the things that scare us is to face them head on. Facing our fears is the best way to grow.</p> <p>Share one fear which may be holding you back just now. Ask the other players to suggest how you might overcome it.</p>	<p>Dr Susan Jeffers in her seminal book, ‘Feel the fear and do it anyway’ encourages us to do just that.</p> <p>Ask someone who is willing to share a fear and what they now intend to do to face it.</p>
<p><u>11. Clarify your “Why”</u></p> <p>Find your sense of purpose. Why do you do what you do? What do you value? Being connected to your bigger self or larger mission will help you face life’s struggles.</p> <p>Have you a bigger self or larger mission? If yes, please share it.</p> <p>If not:</p> <ul style="list-style-type: none"> <li>• What might it be?</li> </ul>	<p><b>Source:</b> Centre for creative leadership.</p> <p>Players caught up in the ‘now’ won’t be used to thinking about their bigger self. They can find this card a challenge. They may resist it or complain about its worth rather than action it. This is ok. People are different.</p> <p>It’s ok therefore for players to take this as an action beyond this session.</p> <p>Perhaps have it as a session at a future team meeting. If you’d like a</p>

Content	Facilitator idea
<ul style="list-style-type: none"> <li>How will you remind yourself of your personal 'why' every day?</li> </ul>	<p>session guide to help people work out their "Why" email us and we will whizz a session plan over to you.</p> <p><a href="mailto:elaine@robertsontraining.co.uk">elaine@robertsontraining.co.uk</a></p>
<p><u>12. Your gratitude muscle</u></p> <p>Practising gratitude is one of the fundamental skills to building resilience. There are many ways to practice gratitude. They range from thanking people to writing a daily list of 10 things you are grateful for. The results are improved sleep quality and increased resilience.</p> <p>What are you most grateful for?</p> <p>And how might you build your "gratitude muscle"?</p>	<p><b>Source:</b> Article 'How gratitude can help you build resilience' by Ryan Egelstad, Therapist</p> <p>How about challenging players to take a time out at 4pm for the next working week. In it take 90 seconds to write a list of 10 things they are currently grateful for.</p> <p>After the week ask them what it did for them to do this.</p> <p>Encourage them to keep their lists as a reference.</p>
<p><u>13. Recognise your strengths</u></p> <p>Resilient people recognise their strengths and qualities.</p> <p>Have everyone share a strength and a best quality they have.</p> <p>What will you do to keep reminding yourselves of your strengths?</p>	<p>Ask for players' ideas in your debrief.</p> <p>Understand that it can be tough, culturally and individually to say aloud their strengths.</p> <p>You may need to deal with some silences.</p>
<p><u>14. Sleep, eat, exercise.</u></p> <p>Taking care of your physical health goes a long way toward boosting your mental and emotional health. Sleep more, eat less and exercise.</p> <p>What's one improvement you will genuinely guarantee to yourself to action? What specifically will you do?</p>	<p><b>Source:</b> Centre for creative leadership.</p> <p>This sounds obvious advice but is vitally important. Getting genuine commitments is important. Consider revisiting this action with players over the coming weeks.</p>
<p><u>15. Meditation</u></p> <p>Meditating for as little as 5-10 minutes daily, offers a wide range of benefits, such as more energy.</p> <p>What would it take for you to invest 5-minutes a day to meditate?</p>	<p><b>Source:</b> <a href="http://www.mindworks.org">www.mindworks.org</a></p> <p>"Early benefits are: improved sense of wellbeing, enhanced relaxation, reduced levels of stress and tension, improved sleep quality, increased energy and stamina. Longer term benefits - Improved communication, enhanced memory cognition, heightened motivation, improved self-awareness, greater compassion, less anxiety and stress."</p>

Content	Facilitator idea
	If mediation feels like too much for your players, invite them to invest 5-minutes in being silent and alone each day. People from Presenter Chris Evans to Buddhists claim great value from it.
<p><u>16. Embrace learning.</u></p> <p>Try new approaches, learn new skills, and adapt your behaviours—especially when you know old ways aren't working any more. Make an effort to learn each day, and notice when you are open to learning and when you resist it.</p> <p>What is one skill or knowledge area that would benefit you to develop? Ask all players to respond after you.</p>	<p><b>Source:</b> Centre for creative leadership.</p> <p>Remember to have people think widely about this. It could be from software training to sales skills and from time management to influencing.</p> <p>Since all players responded to this card think about collating all the responses. Maybe there are common areas for training that you can follow up on.</p>
<p><u>17. Respond don't react</u></p> <p><b>Reacting</b> is your brain and body's natural reactions to a challenge.</p> <p><b>Responding</b> is using your 'here and now' logical adult thinking brain to meet a challenge?</p> <p>How will you implement responding more often?</p>	<p>The 'here and now' means in the current moment - with all your thinking, logic, knowledge and skills and experience that got you to this point.</p>
<p><u>18. 'The force is strong in you.'</u></p> <p>You have the resources within you to be more resilient. How many times in your personal life or professional life have you already struggled, survived and bounced back? What did you do? What did you learn?</p> <p>Promise to be inspired by these skills and insights. Within the next two weeks, note all of them somewhere for yourself.</p>	<p><b>Source:</b> Centre for creative leadership.</p> <p>This is similar to the reflection squares on the game board.</p> <p>If you have good sharing during game time, think about having someone share an example of when they have shown resilience at future team meetings. They should share what they gained from the experience which could be skills, attitudes personal insight, mindset and so on.</p>

[www.robertsontraining.co.uk](http://www.robertsontraining.co.uk)

+44 (0)1786 447 548

End