

Change & Challenges

Navigating with Resilience

Presented by your Employee Assistance Program (EAP)



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 (EAP)

What is personal resilience?

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



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!



How are we getting through this today?

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



Thinking about future change

You can do it!

- Recognize that change is inevitable
- Anticipate and monitor change
- View change as an adventure



Benefits of the EAP

- Household benefit, prepaid by your employer
- Confidential, available 24 hours a day, 7 days a week
- Face-to-face or virtual counseling sessions
- Unlimited clinical telephonic support
- Digital platforms with secure text and video sessions
- Home life referrals, such as elder care, child care
- Financial and legal services*

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



**Employment-related legal issues are not covered.

References

American Psychological Association. (n.d.). *Resilience*. <https://www.apa.org/topics/resilience>

Cherry, K. (2024, April 02). *What Is Resilience?* Verywell Mind. <https://www.verywellmind.com/characteristics-of-resilience-2795062>

Goodreads (n.d.) *Helen Keller quotes*. <https://www.goodreads.com/quotes/818488-although-the-world-is-full-of-suffering-it-is-full>

Hurley, K. (2024, February 17). *What is resilience? Your guide to facing life's challenges, adversities, and crises*. Everyday Health. <https://www.everydayhealth.com/wellness/resilience/>

Laderer, A. (2023). *Trauma Resilience: What It Is and How To Build It*. Charlie Health. <https://www.charliehealth.com/post/trauma-resilience-what-it-is-and-how-to-build-it>

SSM Health. (2022). *The science behind kindness and how it's good for your health*. <https://www.ssmhealth.com/newsroom/blogs/ssm-health-matters/november-2022/the-science-behind-kindness>

Duffy, C. & Fredrickson, B. (2024, February 28). *How to find connection –and love– in everyday life (w/ Barbara Fredrickson)*. TED Talks. <https://www.ted.com/podcasts/how-to-be-a-better-human/how-to-find-connection-and-love-in-everyday-life-w-barbara-fredrickson-transcript>

Thank you



This presentation and associated materials were created for an audience based in the United States. Therefore, some of the information may not represent mental health or health and wellness practices in other countries or cultures. Please contact the appropriate International EAP services provided through your employer if you have specific concerns or need assistance.

All Cigna Healthcare products and services are provided exclusively by or through operating subsidiaries of The Cigna Group. All pictures are for illustrative purposes only.

857306g 07/24 © 2024 Cigna Healthcare. Some content provided under license.