



THE RESILIENCE ADVANTAGE

ESSENTIAL ELEMENTS FOR SUCCESS IN
TODAY'S MARKET PLACE



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MOUNTAIN

- Strength
- Stability
- Resilient
- Weathers the storms
- Full of potential
- Higher perspective

DESERT

- Vast open space
- Endless opportunities
- Every grain of sand has value
- Going the extra mile

RIVER

- The flow of business
- Weaving around obstacles
- Dilutes and dissolves challenges
- Connects to an ocean of possibilities
- Always finds a way

TREE

- Oxygen
- Grounded
- Branching out
- Provides cover
- Flexible
- Grounded

THE BUSINESS CASE FOR RESILIENCE

- Rapidly changing, complex and dynamic world
- Digital, diverse, dynamic, disruptive & dispersed
- Impact of major shifts, trends and technology
- The need to adapt swiftly to change
- Vital to stay calm and optimistic
- The ability to bounce back from setbacks
- Resilience increases productivity, creativity and performance

Resilience is a package of skills and behaviors that you can learn and develop whatever your age, circumstance or experience.

WHICH WORD / WORDS SPRING TO MIND WHEN YOU THINK OF THE CURRENT MARKET PLACE?

1.

2.

3.

LIST THREE PAIN POINTS / CHALLENGES YOU CURRENTLY FACE OR EXPECT TO FACE WITHIN THE NEXT 3 MONTHS.

1.

2.

3.

DEFINITIONS OF RESILIENCE

IQ & EQ + X = the ability to thrive during a challenging and changing marketplace.

IQ	INTELLECTUAL INTELLIGENCE
EQ	EMOTIONAL INTELLIGENCE
X	RESILIENCE

- The ability to bounce back after setbacks, disappointment, failure.
- The ability to adapt swiftly to change and grow following adversity
- The ability to persevere, keep on keeping on, grit, teeth clenching gumption
- The ability to see the silver lining in every cloud – to weather the storms and enjoy the sunshine
- The ability to Cowgirl/Cowboy Up – get back on your horse and ride
- The ability to brush failure to one side and continue towards your goal
- Staying afloat when crisis strikes

“STAND LIKE MOUNTAIN – FLOW LIKE WATER”-LAO TZU

HOW RESILIENCE IS BUILT

The more experiences you have the more resilient you become. The more resilient you become the more able you are to adapt swiftly to change, bounce back from setbacks and stay optimistic even when the going gets tough. Resilience begins at a very early stage of our lives; think of how many times you fell down as you learnt to progress from crawling-walking-running-riding a bike.

IDENTIFY THREE EXPERIENCES, WHICH, AT THE TIME WERE CHALLENGING, HOWEVER ON REFLECTION THEY BOOSTED YOUR RESILIENCE LEVELS?

1.
2.
3.

WHAT NEW EXPERIENCES ARE YOU PLANNING TO ADD TO YOUR LIFE, YOUR BUSINESS TO FURTHER BOOST YOUR RESILIENCE?

1.
2.
3.

Crisis brings out the best in resilient people; they turn challenges into opportunities; they take control and accountability; they are curious and enjoy trying out new experiences.

THE ELEMENTS AND DIMENSIONS OF RESILIENCE (© Nicholson McBride)



OPTIMISM (ELEMENT)

Optimists:

- See the glass half full
- Find a silver lining in the darkest cloud
- Feel positive about themselves and others
- Believe things are getting better all the time
- Feel good about change
- Confident they can cope with what lies ahead
- Look for the lesson in every situation
- Re-frame the situation
- Have a “can do” attitude
- Produce flexible resourceful action in the good and bad times
- See defeat as a temporary setback
- Look for the good in everything & everybody
- Seek and thrive on challenges.

VISION (DIMENSION)

Visionary leaders:

- Provide a clear, coherent and compelling picture of the future
- Share a solid sense of direction for the team
- Provide a sense of purpose, a feeling of stability and something to work towards.

SOLUTION ORIENTATION (ELEMENT)

People with a solution orientation mindset are good at anticipating challenges. They see them coming a long way off and start planning how to avoid or eliminate them.

They:

- Are undaunted by the unfamiliar
- Focus on solutions
- Act swiftly
- Happy to take control
- Create positive outcomes
- Are naturally curious
- Believe in getting the buy in of others

EFFECTIVENESS (DIMENSION)

Effective leaders:

- Translate vision into objectives and plans
- Get everyone on board
- Offer regular feed-forward
- Make decisions
- Influence others
- Manage performance

INDIVIDUAL ACCOUNTABILITY (ELEMENT)

People who demonstrate individual accountability:

- Feel a strong sense of self worth & self regard
- They are impeccable with their word
- View difficult situations as stepping stones
- Are self reliant yet also rely on others
- Take 100 % responsibility and accountability
- Collaborate and delegate
- Have one or more accountability partners

EMPOWERMENT (DIMENSION)

Empowering leaders:

- Encourage “freedom within a framework”
- Set people up to succeed
- Develop strong positive cultures
- Stretch & coach people
- Delegate interesting and rewarding work
- Encourage others to be accountable
- Remain ultimately accountable

OPENNESS AND FLEXIBILITY (ELEMENT)

Resilient people are open minded and flexible. They have:

- The ability to tolerate and thrive on ambiguous situations
- Learn from success and failure
- Listen well and empathize with other people's points of view
- Open to learning and the adventure of being alive
- Open to opinions that differ from their own
- Know there are multiple paths to success – not my way or the high way
- Know when to move on & make a “U” turn if necessary
- Learn new skills
- Let go of skills no longer relevant – early adapter

RESPONSIVENESS (DIMENSION)

Responsive leaders:

- Anticipate and respond quickly to change
- Are pro-active
- Able to help others make sense of uncertain situations
- Move fast to solve problems

MANAGING STRESS & ANXIETY (ELEMENT)

Stress is a force, which, if not managed, neutralized and eliminated can seriously impact a persons health and therefore their ability to perform. Up to a certain level stress is a positive motivational source, an energizer that encourages us to act, stay out of dangers way and make things happen. Beyond this it runs the risk of being debilitating. 80 % of visits to the doctor are linked to acute and chronic stress.

LIST YOUR MAJOR STRESSORS, PEOPLE, PLACES AND ACTIVITIES THAT CAUSE YOU STRESS.

WHAT STRESS SYMPTOMS DO YOU EXPERIENCE (HEADACHES, STOMACH UPSETS, SLEEPLESS NIGHTS).

WHAT DO YOU DO TO NEUTRALIZE STRESS?

SUPPORTIVENESS (DIMENSION)

Supportive leaders

- Recognize that change can be stressful
- They recognize that pressure team members are facing
- They help team members cope with pressure
- They listen!
- They are compassionate
- They believe in the power of recovery time and work life harmony.

INSIGHTS TO ACTION

HOW DID YOU SCORE ON YOUR RQ/RLQ TEST?

WHAT IMPACT DOES YOUR HIGH AND LOW SCORES HAVE ON YOUR LIFE/YOUR WORK?

WHAT ARE YOUR THREE KEY LEARNING POINTS FROM THE RQ/RLQ REPORT

1.

2.

3.

WHICH OF THE 5 ESSENTIAL ELEMENTS AND DIMENSIONS WILL YOU APPLY TO:

Your Business

Your Life

Your Family

Your Community

PREPARED BY JULIE LEWIS

Julie Lewis is a world-class adventurer who **changes** and **challenges** the way people **think, act and dream!** Her programs use stories gleaned from real life adventures to create **memorable** and **actionable strategies** that can be applied immediately to take people to the **next level** in their careers and lives.



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HOW RESILIENT ARE YOU?

To test and measure your resilience and resilient leadership quotient contact Julie on : julie@julie-lewis.com

LOOKING FOR A GREAT SPEAKER / PROGRAM FACILITATOR?

Contact Julie TODAY! julie@julie-lewis.com



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