



Building YOUR Resilience



Resilience Films

Contents Page

Johari Window

Maureen Gaffney Positivity

Resilience

Is YOUR thinking Crooked; ABC Technique & The 10 twisted ways of thinking

Its all in the MIND

Holmes and Rahe Stress Scale

Action -Stop Start Continue

Other Books and Resources

THE JOHARI WINDOW

| | <i>Known to self</i> | <i>Not known by self</i> |
|----------------------------|----------------------|--------------------------|
| <i>Known to others</i> | Arena | Blind Spot |
| <i>Not known to others</i> | Façade | Unknown |

This model was originated by Joseph Luft, a psychologist and Harry Ingram, a psychiatrist (Joe and Harry, hence, the JOHARI Window). The model depicts a window which reflects the aspects of our behaviour, with communication flowing out from us to others through the window, and flowing in to us from others.

The Window has four 'panes' each representing an area of ourselves, the panes varying from one individual to another, and capable of being modified, usually with a change of trust level in a group and as a result of feedback from the rest of the group.

The first pane is known as the **Arena**. The pane contains aspects of self that are known to self and are evident to others: the open face of an individual that he has no objection to others knowing.

Another pane is the **Façade**. This covers the aspects that are known to self but are hidden from others – the false façade that is presented to the world, the false role that is played for a variety of reasons. Often this façade is maintained because the individual is afraid to reveal their true self to others as s/he feels if s/he does so, s/he will be attacked emotionally.

The third pane contains the Blind Spot which represents the aspects that are known by others, but not by oneself. These blind spots in our behaviour can take a variety of forms, and without feedback from others we remain unaware of them. They can appear as words or phrases we use constantly, but of which we are unaware and which with repetition may become distasteful to others. We may have annoying mannerisms, verbal or non-verbal, such as an extreme use of 'er' and 'um', an incorrect use of pronunciation of a common word, or facial movements or other gestures. Such aspects of our behaviour can be permanent or variable, and most can be modified or terminated once the owner has been made aware of them and has the will to change.

The final pane contains those aspects of which neither we nor others are aware. Few people have no lurking mysteries to their characters, either just below the surface or deep down within the unconscious self. These aspects, whatever feedback may be given and whatever self-disclosures are made, may or may not surface, but where openness exists the likelihood of disclosure must increase.

Resilience Exercise ...THIS MUCH I KNOW?

Think of an event in your life which impacted on your resilience.
Now that you have emerged beyond the event consider;

What did I do that helped me get through?

What abilities did I discover I had?

What Learning did I gain?

What new ideas of myself emerged?

hOW can I use those learnings in my life today?

Maureen Gaffney

20% of people are at 20% of their best 20% of the time; Another 20% are drained and languishing'

RESILIENCE

To Flourish in our basic day to day you need 3:1 positives

To really Flourish and Grow you need 5:1 positives to create an upward cycle

ONE negative can reduce 9 positives and therefore in this case bad is Stronger than Good and contaminates deeply. Negative is highly contagious and TOXIC. The positive are not as contagious and trust is easier to lose than gain (guess we all knew this one)

FOUR ELEMENTS TO FLOURISHING

1. Rising to a Challenge
2. Connectivity
3. Autonomy
4. Utilising your most personally valued competencies

The Irish Times

Positivity is no trivial pursuit



PCTL RESOURCE LIBRARY

Far from being a simple distraction from solving your problems, positivity is crucial to survival in the face of adversity, writes **MAUREEN GAFFNEY**

THE DILEMMAS of the “squeezed middle” fit the classic definition of stress. The demands on you are too much, yet they cannot be ignored or resisted. You can’t go on, but you must go on. Stress and powerlessness are a deadly combination.

The most damaging stressors are these events that change not just your life circumstances for the worse but also threaten your identity, how you think about yourself and your aspirations.

What makes it worse is that many of the current squeezed middle are barely a generation away from modest backgrounds. How can they find a way to cope psychologically with the setbacks and losses they are suffering?

Coping used to be thought of primarily as finding a way to manage the inevitable negative emotions that accompany stress: anxiety, anger, deep disappointment. And that remains important. But new research evidence on the importance of positive emotions has forced a radical rethink.

Building your capacity for positive emotions may seem a distraction from the real pressures you are facing, but feeling positive – particularly under great pressure – is not trivial. It can have a profound effect on how your brain operates and how you cope.

Resilience during periods of stress relies on the ability to actively rebalance positive and negative emotions. Set-backs and crises inevitably increase negativity. But we can still survive and recover if we maintain the right balance between the two. That balance protects us from falling below a critical threshold and plunging into a downward spiral from which it is hard to recover.

Negative emotions are designed to narrow your entire focus to the immediate threat you face by capturing your attention and keeping it stuck there. But negative emotions can leak into every other aspect of your thinking – constantly prodding your mind back to worrying.

That kind of narrow focus is fine in the short term, as you confront an immediate life-threatening event. But it can become utterly debilitating if you are dealing over a long period with a complex set of chronic problems that require all your ingenuity to resolve.

Positive emotions have the exact opposite effect of negative emotions. They expand your attention, increase your openness to new ideas, making you in turn less defensive as you tackle difficult issues.

They reduce the likelihood that you will ignore or distort information that you don’t like or does not fit in with your preconceptions.

Feeling positive helps you persist in efforts to solve your problems but at the same time prompts you to disengage faster from things that can’t be solved and turn your attention to things that can.

It increases your capacity to relate well to other people, to negotiate effectively and to avoid destructive interpersonal conflicts. So positive emotions make you more cognitively, behaviourally and socially flexible.

But that’s not all. Even the smallest surge of positive emotion can undo the most complex and hidden stress reactions happening in your body. The effects of chronic stress on your psychological and physical health are well documented.

PCTL RESOURCE LIBRARY

Stress raises your blood pressure and prolonged cardiovascular reactivity is a precursor to heart disease and stroke. However, if you experience even a mild positive emotion immediately after a stressful situation, it brings your blood pressure back to normal and calms your heart rate. It dampens the inflammatory response, reduces the level of stress hormones and strengthens your immune functioning. Finally, it increases the levels of hormones that promote closer relationships with others, which in turn will calm you further.

Over time, a steady build-up of positive emotions creates a powerful reserve of personal resources. Far from being an optional accessory, or even a distraction from solving your real problems, building your capacity for experiencing positive emotions is a crucial part of surviving, recovering and even flourishing in the face of adversity.

Of course, you can't talk yourself – or be browbeaten by others – into “being positive”. When you feel stressed, that kind of pressure is counterproductive. Rather, the strategy should be to gradually think your way through your emotional reactions, to become familiar with the basic positive emotions. Systematically begin to pay attention to anything in your day – however small – that evokes these positive reactions.

But you need to have a conscious, active plan to do that because your attention is a limited resource and negative emotions have automatic first call on it.

Your attention is a powerful resource. Whatever you pay attention to – including your positive or negative emotional reactions – will grow and develop. Whatever you don't pay attention to withers. A simple axiom of human functioning but one we easily forget.

During the boom years, it was easy to feel positive – to feel proud of your achievements and buoyant about the future. In a recession, you no longer have easy access to such emotions. So you have to look in a new way at the whole range of positive emotions and to find different ways to experience them than you did during the good times.

Feeling proud and joyful may once have been linked to success in your job or your business, but now you can link it to the resourcefulness you and your family are showing.

Unless you consciously set out to pay deliberate attention to the 10 positive emotions, you will miss the opportunity to experience them, to become more aware of what triggers them, and to structure your life in such a way that you can interact with them more frequently and more intensely.

But this is not some kind of moral injunction to “count your blessings” and stop complaining. That would just be another burden.

The point, instead, is to find joy, consolation and hope in your ordinary life; to notice, identify and assemble your psychological resources and build your resilience. It is a project by and for yourself.

So start by looking at the list below. But don't do this passively.

As you read each one, ask yourself two questions: when and where do I experience those emotions in my life? And how can I increase the frequency and intensity of each of these emotions day to day?

LOVE

Feeling drawn to somebody, relishing the pleasure at seeing them or talking to them. Or loving something you are doing in the moment.

PCTL RESOURCE LIBRARY

JOY Feeling delighted when something – however small – has gone well or better than you expected.

GRATITUDE

Feeling thankful to someone who has gone out of their way to help you or to do you a favour. Feeling lucky that something good has come your way.

CONTENTMENT

Feeling at ease, at peace or that something – however small – has gone just right.

INTEREST

Feeling interested, drawn to something new. Exploring some new idea, some new possibility. Wanting to learn and find out more.

HOPE

Even when worried and fearing the worst, still longing for things to get better and believing things can change in a positive way. Finding the resources in yourself to keep going and turn things around.

PRIDE

Feeling you have achieved something, that you did something successfully or made a difference to somebody, or left a positive mark, however small. Feeling confident and on top of things, even momentarily. Relishing those surges of confidence and feeling you might be capable of even greater achievements.

GOOD HUMOUR

Feeling amused at something that is unexpected or a bit incongruous, but not in any way threatening to you or anybody else. Smiling, laughing, feeling light and taken out of yourself.

INSPIRATION

Feeling uplifted by an example of human excellence, big or small. Seeing or hearing about someone acting better than you ever imagined possible. Noticing things that prompt you to do good yourself, to be at your best.

AWE

Feeling overwhelmed by human goodness, by heroism or courage, or by something beautiful or even miraculous in nature, in art or in life. Being ready to be stopped in your tracks, humbled in a positive way, taken out of your day-to-day concerns and out of yourself. Playing back those experiences to yourself and recounting them to family and friends.

Some of these emotions will come easily to you; others can be more of a struggle. But you can build and increase your capacity for all of them. As you do, you will feel better able to deal with the challenges facing you because feeling positive has the immediate effect of orienting you towards the future.

It helps you to stop comparing the present to the past and encourages you instead to compare the present to the possible. You are then much less likely to make mistakes and miss opportunities that are emerging. You are better able to redefine and revitalise your most cherished life goals in the light of what's now possible.

You may no longer be able to work in your old career or business, or help your children financially or plan a big adventure in your retirement. But instead of getting stuck in regret and despondency, you will be more motivated to ask yourself a more empowering set of questions: thinking of all the possibilities, how can I continue to feel competent and use all my talents? How can I redefine success? How can I help my children have a good life – and what do I mean by that? How can I create

happiness and openness to the new in myself? And when this recession ends, as it inevitably will, you will be still standing, still happy and ready for the future.

Is YOUR thinking Crooked; **The Problem**

The **ANTIDOTE** Simple as ABC with Practice

The ABCDE Technique & 10 twisted ways of thinking

The **PROBLEM ----The Ten Forms of Twisted Thinking**

PCTL RESOURCE LIBRARY
David Burns 'The Feeling Good Handbook'

What are the ones you use most frequently?.....Self Reflect

1 2 3 4 5 6 7 8 9 10

The interior 'critic' voice – give it a name of one person who you do not rate their opinion (only one person allowed in the universe!) Can be someone you know or not but one that is strong enough to help you 'repel' the negative internal critic.

My favourite one for repelling thoughts is.....and make sure you use initials only, lower case to minimise deliberately their 'unimportance and irrelevance' to you.....dt (guess who?)

Is your thinking crooked?

Dr. Albert Ellis

Crooked thoughts are extreme, exaggerated, irrational and often unhelpful thoughts that can stop you looking at a situation in a clear way. They can lead to uncomfortable feelings, which might then result in you doing all kinds of things – e.g. eating too much, exercising too little – leading to weight gain.

Do you ever do the following?:

- Exaggerate or make mountains out of molehills?
- Take things personally?
- Take responsibility when it's not yours to take?
- Over-generalise?
- Try to mind-read and second-guess what other people think?

PCTL RESOURCE LIBRARY

These are all examples of crooked thinking. Everyone makes these thinking errors but the trick is learning to recognise them, challenge them and come up with a more balanced thought. An ABC Thought Log helps you challenge unhelpful ways of thinking.

Using a Thought Log: (CHART to print or use on last page ABCDE P.25)

1. Start with any box that works for you. If you find it easier to identify with the situation or event, start with box A; if you can identify your thoughts start with box B.
2. Assuming you start with box A, use box B to investigate if you're making thinking errors and write the likely consequences in box C.
3. If you discover you're making thinking errors, what more realistic and useful thought fits the evidence better? Write this in box D
4. In box E, write down how you might feel about the situation and how you could now behave.



THE ABCDE MODEL AND CHALLENGING **ANTS**

Automatic Negative Thoughts

**A – ACTIVATING
SITUATION**

Unexpected traffic jam on the way to work.

B – BELIEFS

(Thoughts)

I'll be late for work. My boss will be furious and fire me

C – CONSEQUENCES

Feelings: tense, angry, anxious. Your behaviour: drive aggressively and arrive at work hot and stressed.

**D – DISPUTING AUTOMATIC
THOUGHTS AND BELIEFS**

Take a step back and examine your beliefs (thoughts): is it true that people get fired for being late once? Can I remember that ever happening before?

New, more realistic, useful and balances thought: My boss might not be pleased but will understand if I explain the situation.

**E-EFFECTS OF THE NEW WAY OF
THINKING ON YOUR FEELINGS AND
BEHAVIOUR**

How do you feel now?

How might you behave?

I feel calmer now and my hearts' stopped racing. I'll ring the office on my mobile to explain what's happened and how late I'm likely to be and I'll get straight to work as soon as I arrive.

The Ten Forms of Twisted Thinking

David Burns 'The Feeling Good Handbook'

1. All or nothing thinking

You see things in black or white categories. If a situation falls short of perfect, you see it as a total failure. When a young woman on a diet ate a spoonful of ice cream, she told herself, "I've blown my diet completely". This thought upset her so much she gobbled down an entire quart of ice cream!

2. Overgeneralization

You see a single negative event, such as a romantic rejection or a career reversal, as a never-ending pattern of defeat by using words such as 'always' or 'never' when you think about it. A depressed salesman became terribly upset when he noticed bird dung on the windshield of his car. He told himself, "Just my luck! Birds are *always* crapping on my car"!

3. Mental filter

You pick out a single negative detail and dwell on it exclusively, so that your visions of all of reality becomes darkened, like the drop of ink that discolours a beaker of water. Example: You receive many positive comments about your presentation to a group of associates at work, but one of them says something mildly critical. You obsess about this reaction for days and ignore all the positive feedback.

4. Discounting the positive

You reject positive experiences by insisting they "don't count". If you do a good job, you may tell yourself that it wasn't good enough or that anyone could have done as well. Discounting the positive takes the joy out of life and makes you feel inadequate and unrewarded.

5. Jumping to conclusions

You interpret things negatively when there are no facts to support your conclusion.

Mindreading: Without checking it out, you arbitrarily conclude that someone is reacting negatively to you.

Fortune-telling: You predict that things will turn out badly. Before a test you may tell yourself, "I'm really going to blow it. What if I fail?" If you're depressed you may tell yourself, "I'll never get better".

6. Magnification

You exaggerate the importance of your problems and shortcomings, or you minimise the importance of your desirable qualities. This is also called the 'binocular trick'.

7. Emotional reasoning

You assume that your negative emotions necessarily reflect the way things really are: "I feel terrified about going on airplanes. It must be very dangerous to fly" or "I feel guilty. I must be a rotten person" or "I feel angry. This proves I'm being treated unfairly". Or "I feel so inferior. This means I'm a second rate person. Or "I feel hopeless. I must really be hopeless".

8. "Should Statements"

You tell yourself that things *should* be the way you hoped or expected them to be. After playing a difficult piece on the piano, a gifted pianist told herself, "I shouldn't have made so many mistakes". This made her feel so disgusted that she quit practicing for several days. "Musts", "Ought's" and "have to's" are similar offenders.

"Should statements" that are directed against other people or the world in general lead to anger and frustration: "He shouldn't be so stubborn and argumentative".

Many people try to motivate themselves with should and shouldn't, as if they were delinquents who had to be punished before they could be expected to do anything. "I shouldn't eat that doughnut". This usually doesn't work because all these shoulds and musts make you feel rebellious and you get the urge to do just the opposite. Dr. Albert Ellis has called this "*musterbation*". I call it the "should" approach to life.

9. Labelling

Labelling is an extreme form of all or nothing thinking.

Instead of saying "I made a mistake," you attach a negative label to yourself: "I'm a loser". You might also label yourself "a fool" or a failure" or "a jerk". Labelling is quite irrational because you are not the same as what you do. Human beings exist, but "fools", "losers", and "jerks" do not. These labels are just useless abstractions that lead to anger, anxiety, frustration, and low self-esteem.

You may also label others. When someone does something that rubs you the wrong way, you may tell yourself: "He's a S.O.B" Then you feel that the problem is with that person's "character" or "essence" instead of with their thinking or behaviour. You see them as totally bad. This makes you feel hostile and hopeless about improving things and leaves little room for constructive communication

10. Personalisation and blame

PCTL RESOURCE LIBRARY

Personalisation occurs when you hold yourself personally responsible for an event that isn't entirely under your control.

When a woman received a note that her child was having difficulties at school, she told herself, "this shows what a bad mother I am", instead of trying to pinpoint the cause of the problem so that she would be helpful to her child. When another woman's husband beat her, she told herself, "If only I were better at everything, he wouldn't beat me". Personalisation leads to guilt, shame, and feelings of inadequacy.

Some people do the opposite. They blame other people or their circumstance for their problems, and they overlook ways that they might be contributing to the problem: "The reason my marriage is so lousy is because my spouse is totally unreasonable". Blame usually doesn't work very well because other people will resent being scapegoated and they will just toss the blame right back in your lap.

It's like the game of hot potato – no one wants to get struck with it.

Start a new job or ask your boss for a raise, you will probably feel a little nervous. It's often best to accept these negative feelings. I don't believe that you should try to be happy all the time, or in total control of your feelings. That would just be a perfectionistic trap. You cannot always be completely rational and objective. Certainly I'm not! I have my share of shortcomings, my dark moments of self-doubt, my periods of irritability. I believe these experiences give us the opportunity for growth, for intimacy, and for a deeper comprehension of what it means to be human.

David Burns, *The Feeling Good Handbook*

All in the mind

We have all enjoyed the way a new job, opportunity, challenge, new clothes that can make us look and feel more confident. Similarly, fresh paint colours and curtains can totally transform a room. But have you ever thought about ways to improve your thoughts?

This recent challenges towards the public sector means it is even more important sector to engage **YOUR MIND**. This is your constant companion and can help you soar or drive you down to depths of self-hi-jack when fear or negative self-talk stunts your confidence and leaves you thinking, feeling and let's be honest behaving in a less than effective way.

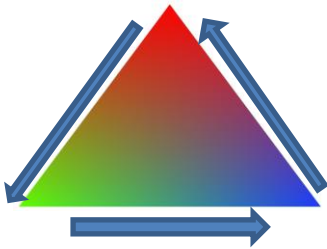
'It amazes me that people are constantly striving to improve their homes, the way they look, even their bodies, but they never think about making over their minds, the way they think,' Sharron Lowe, author of The Mind Makeover: The Answers to Becoming the Best You Yet .

There is something in the power of the positive thought but it's down to discipline just like a muscle it needs practice. I am always disappointed when I meet someone and I ask how they are and they reply 'I'm fine.' Because 'fine' is not really good enough, is it? 'Fine' means that someone is apathetic and living without passion-and that is draining and exhausting. Similarly our Irish favourite 'I can't complain....and the rest'! How does 'fine' affect your physiology does it encourage you to be and behave as your best self, both IN and OUTSIDE work?

So just how do we go about changing that? Positive thinking leads to positive actions, and positive actions lead to happiness and success, not only with yourself but in your relationships, your career and life in general. You really can change that negative pattern into a positive one. **Being mindful** of an almost a triangular approach to watch out for your physiology, which affects your thoughts, which affects your language ultimately resulting in behaviour that may be tripping you up.

Changes your Word and Action

TRY IT AND SEE **BODY HEAD HEART**



Change your Physiology.....Changes Your internal State and thoughts....Changes your Actions

Overcoming
Adversity

D.J Carey Hurler Physical movement, preferably outdoors however brief

Michael Smith Pyschiatrist Listen to your body, do you need rest, movement, space, fun
interaction with others?

Billy Keane (John B.Keane) - Get support, talk and connect

Sunny Jacobs 17years on death row - The 5 minute Rule – ‘*The rest of us mere mortals may need 24-48 hours but then let go and change the record and hopefully your life!*’

FIVE STEPS TO IMPROVE YOUR THINKING

- Suite 17, The Cubes Office, Beacon South Quarter Sandford Dublin 18**
Tel: 01 558 2919 Mob: 087 239 4544 E-mail: info@peakconnexxion.ie
Company Registration Number: 415897

PCTL RESOURCE LIBRARY

3. **Imagine better** Use your imagination to visualise and create your best life yet. Never misuse it by imagining worries and worst-case scenarios that haven't even happened yet. Plan your life goals- what is it that you want to have, be and do – and begin in your imagination. Visualise your goals as being you reality now. It is like watching a trailer for a brilliant film that is about to be released. Hope and optimism will help you live longer but will also keep your eyes wide for possibilities not closed to other options.

4. **Break the pattern** Tell yourself "If I always do what I have always done, I will always get what I have always got." and: "Hell starts in the moment that who we are now meets up with the person we could have become." Smash outside your comfort zone by considering when was the last time you did something for the very first time, then go and do just that. You will find it thrilling when you do it, and amaze yourself in the process.

5. **Control your reactions** If you don't like something, change it, then change how you think about it. Sometimes we all have to do a job we don't like, spend time with people that drain us emotionally, do a task we really dislike or that challenges us and at which we fear we may fail; but don't moan about it or shy away from doing it. Instead think about what you gain from doing it and doing it to the best of your ability. Then feel good about yourself for completing the task, finishing the job and going outside your comfort zone. That is how you become more experienced, more confident and happier. Let go of somethings and learn from others.

Keep your perspective and never, never, never make decisions.....In Love, In Lust, When Low, When Angry.....Get plenty of rest and joy in your life even the small moments help store you up.

Remember it will be all right in the end and if it isn't alright then it's not the end!

PCTL RESOURCE LIBRARY

| The Holmes & Rahe Social Re-adjustment (Stress) Scale ----- Life Events | Score |
|--|--------------|
| Death of spouse | 100 |
| Divorce | 73 |
| Marital separation from mate | 65 |
| Detention in jail, other institution | 63 |
| Death of a close family member | 63 |
| Major personal injury or illness | 53 |
| Marriage | 50 |
| Fired from work | 47 |
| Marital reconciliation | 45 |
| Retirement | 45 |
| Major change in the health or behaviour of a family member | 44 |
| Pregnancy | 40 |
| Sexual difficulties | 39 |
| Gaining a new family member (e.g., through birth, adoption, oldster moving, etc.) | 39 |
| Major business re-adjustment (e.g., merger, reorganization, bankruptcy) | 39 |
| Major change in financial status | 38 |
| Death of close friend | 37 |
| Change to different line of work | 36 |
| Major change in the number of arguments with spouse | 35 |
| Taking out a mortgage or loan for a major purchase | 31 |
| Foreclosure on a mortgage or loan | 30 |
| Major change in responsibilities at work | 29 |
| Son or daughter leaving home (e.g., marriage, attending college) | 29 |
| Trouble with In-laws | 29 |
| Outstanding personal achievement | 28 |
| Spouse beginning or ceasing to work outside the home | 26 |
| Beginning or ceasing formal schooling | 26 |
| Major change in living conditions | 25 |
| Revision of personal habits (dress, manners, associations, etc.) | 24 |
| Trouble with boss | 23 |
| Major change in working hours or conditions | 20 |
| Change in residence | 20 |
| Major change in usual type and/or amount of recreation | 19 |
| Major change in religious activities (a lot more or less than usual) | 19 |
| Major change in social activities (clubs, dancing, movies, visiting) | 18 |
| Taking out a mortgage or loan for a lesser purchase (e.g., for a car, TV, freezer, etc.) | 17 |
| Major change in sleeping habits | 16 |
| Major change in the number of family get-togethers | 15 |
| Major change in eating habits | 15 |

PCTL RESOURCE LIBRARY

| | |
|---|----|
| Vacation | 13 |
| Christmas season | 12 |
| Minor violations of the law (e.g., penalty points, etc.) | 11 |
| TOTAL | |

Explaining the Holmes and Rahe Scale

In 1967, [psychiatrists](#) Thomas Holmes and Richard Rahe examined the medical records of over 5,000 medical patients as a way to determine whether [stressful](#) life events might cause illnesses. Patients were asked to tally a list of 43 life events based on a relative score. A positive 0.1 correlation was found between their life events and their illnesses. Thus, the Social Readjustment Rating Scale (SRRS) or the **Holmes and Rahe Stress Scale** was born.

To measure stress according to the Holmes and Rahe Stress Scale, the number of "Life Change Units" that apply to events in the **past 12 to 18 months** of an individual's life are added and the final score will give a rough estimate of how stress affects health.

Score of 300+: 80% chance of developing a stress-related illness.

Score of 150-299+: 50% chance of developing a stress-related illness.

Score 0-150-: 30% of developing a stress-related illness.

A study by Rahe (1970) was carried out to test the reliability of the stress scale as a predictor of illness. The scale was given to 2,500 US sailors and they were asked to rate scores of 'life events' over the previous twelve months. Over the next twelve months, detailed records were kept of the sailors' health. There was a +0.118 correlation between stress scale scores and illness. This seemingly small correlation is significant and supports the hypothesis of a link between life events and illness.

However, this study can be perceived as unreliable since it asks participants to look back at their life events, making the data retrospective.

References

- Holmes, T.H. and Rahe, R.H.: The social readjustments rating scales, Journal of Psychosomatic Research, 11:213-218, 1967
- Rahe RH, Arthur RJ. (1978). Life change and illness studies: past history and future directions. J. Human Stress, 4(1): 3-15.
- Rahe RH et al. (1972). Psychosocial predictors of illness behavior and failure in stressful training. J. health Soc. Behav. 13(4): 393-97.
- Rahe RH, Mahan JL, Jr. Arthur RJ. (1970). Prediction of near-future health change from subjects' preceding life changes. J. Psychosom. Res. 14(4): 401-6.
- Rahe RH et al. (2000). The stress and coping inventory: an educational and research instrument. Stress Medicine 16: 199-208.

ACTION PLANNING

What Will I STOP doing?

What Will I START doing?

What Will I CONTINUE doing?

Other Books and Resources

Declan Coyle The Green Platform

Vicktor Frankl Mans Search for Meaning

Danielle Goleman Focus

Martin Seligman Learned Optimism

Maureen Gaffney – Flourishing

Competency for Promotions

We remember primacy and recency and we often forget all the ‘treasure chest of our experiences’ and over time we miss our highlights. Often when it comes to the competency interview process the form is enough to make us lose the will to live!!

Here is the secret to keeping a pulse point on your own compass.

You need;

Lever arch folder, plastic pockets, dividers, post it notes

How you use this?

Dividers are for you to put the competencies of the next level up. In addition always add ‘personal/other’ which is for you to capture your unique points.

You need 15 minutes a week, preferably at the same time so as to avoid the 300-1000 words of when you are going to do this, book it for yourself and protect the time, remember ‘choice and ownership’ vs ‘learned helplessness. You then look back at the week and capture the main highs and lows, remember not to ‘self-censor’ as this is for you. The sticky note put the date, a brief context and then expand on the success or failure for you of the particular challenge, event, meeting etc. Then put it into the plastic pocket behind the divider with the nearest relevant competency.

Multiple Benefits of this Process

1. Builds your confidence as it reminds you of how good you are
2. Builds up your repertoire of examples to use for an application so you have much more choice and you can then rank which ones are the most powerful ones for the form.
3. When you are asked at an interview a competency question, this process enables your ‘right brain’ to activate and you will see the post it note and go back into and speak from the

PCTL RESOURCE LIBRARY

real situation. This means that you are animated in your answer and so engage the interviewer in a totally different way, we listen and are drawn in rather than evaluating only.

THOUGHT LOG ABCDEF

| | | | | | | | |
|---|--|--|--|---|---------------------------------|--------------|---|
| Activating Event (A) | Beliefs (B) (about A) | | Consequences ('C) (of B) | | Dispute ANTS | Energisation | Future |
| Describe Actual/Anticipated Event | List of dysfunctional thoughts & images | List of functional alternative thoughts & images | List of dysfunctional emotions & behaviours | List of functional emotions & behaviours | Personal or coaching context | Empowerment | Future Routine/patterns that embed learning |
| | | | | | | | |