

## Understanding, Developing and Maintaining Your Personal Resilience - for Individuals

Resilience is a person's ability to adapt - to reshape in response to situations encountered. The measure of resilience is the measure of their capacity for change. Resilience underpins all sustainable performance and wellbeing. Being resilient creates capacity for navigating uncertainty in healthy and effective ways.

At the heart of resilience is agency - the individual owning their own resilience levels and implications - plus learning.

This half-day workshop, based on the work of *The Resilience Engine*, will enable you to:

- be clear about what resilience is, and is not - based on the *Resilience Dynamic*® model
- map and track your own resilience on a regular basis
- explore the myths surrounding resilience
- learn the top barriers to resilience
- recognise the habits and behaviours that impact on your own resilience
- understand the top areas of focus for developing and maintaining your resilience
- create a personal action plan to manage and maintain your resilience

### Understanding, Developing & Maintaining Personal Resilience

• Wednesday	14th July	0900-1230
• Wednesday	21st July	0900-1230
• Wednesday	28th July	1230-1600
• Tuesday	3rd August	0930-1230
• Tuesday	10th August	0930-1230
• Tuesday	17th August	1230-1530
• Monday	23rd August	1300-1630
• Tuesday	24th August	0930-1230
• Tuesday	31st August	0900-1230

Booking - ✉ [heather.haylett-andrews@nhs.scot](mailto:heather.haylett-andrews@nhs.scot)

### Guided Journaling

• Thursday	24th June	0800-0830
• Monday	28th June	1600-1630
• Thursday	1st July	0800-0830
• Monday	5th July	1600-1630
• Thursday	8th July	0800-0830
• Tuesday	13th July	1600-1630
• Thursday	22nd July	0800-0830
• Tuesday	27th July	1630-1700
• Wednesday	18th August	0800-0830
• Tuesday	24th August	1600-1630

### Guided Journaling

Journaling is recognised as being helpful in reducing anxiety through: providing clarity; identifying patterns; revealing emotions, and processing decisions. It can help us become more flexible and accepting in our thinking. Strengthened self-discipline and achievement of goals and are also attributed to journaling.

The act of writing involves co-ordination between hand, eye and mind. Through that co-ordination and interaction, enlightening discoveries can be made.

Journaling is an effective method for unearthing self-knowledge and revealing the resources and capabilities we have within us.

These 30-minute guided journaling sessions provide us with an opportunity to pause and reflect; to observe and understand what's happening around us and inside of ourselves.

The facilitator will guide you through the journaling process and each session will have a wellbeing focus.

Though the guided journaling takes place in a group setting, your experience will be entirely personal. With this in mind, all microphones will remain muted throughout, and you can leave your camera off if you choose. You have the benefit of knowing that others are writing along with you, but the session is entirely what you make it. There will be an opportunity at the end to connect in small groups to share anything you wish from your reflections, however there is never any expectation for you to share what you write, or to contribute to this conversation.

Join us in taking 30-minutes to pause and connect with yourself. No prior journaling experience is necessary - all you need is something to write with and some paper.

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### Promoting Resilience in the Workplace

In these times of change and growth it's becoming increasingly important for individuals to have resilience skills. Personal resilience is the capacity to maintain well-being and work performance under pressure, including being able to bounce back from setbacks effectively. Our natural resilience is a combination of personal characteristics and learned skills.

#### Promoting Resilience in the Workplace

• Thursday	8th July	1000-1300
• Wednesday	8th September	1300-1600
• Wednesday	1st December	1000-1300

The course is designed to help delegates understand, build and develop their resilience in order to respond effectively to the challenge of their roles. The sessions will enable managers, supervisors and team leaders to create a greater understanding of how to build personal resilience in their workplace and provide them with the knowledge and skills to deal with issues that arise in the workplace.

The short course sessions have been developed by Health Scotland's Healthy Working Lives national team as a stand-alone course or as part of an HWL award. Delivered by NHS Grampian.

### Objectives

- What is resilience?
- The business case
- Understand the links between pressure, stress, performance and health
- Measure personal resilience (using a questionnaire providing scores on 8 dimensions of resilience)
- Outline actions you can take in your organisation/teams to build employee resilience
- Understand how you can support employees to build personal resilience

Booking - ✉ [gram.mentalhealthtraining@nhs.scot](mailto:gram.mentalhealthtraining@nhs.scot)

### Mentally Healthy Workplace Training

The Mentally Healthy Workplace Training programme has been developed by the Scottish Centre for Healthy Working Lives in partnership with the Scottish Development Centre for Mental Health.

The course is designed to encourage good practice in promoting positive mental health and wellbeing, thereby contributing to a more open culture that puts mental health on the agenda alongside physical health, social inclusion and productivity.

#### Mentally Healthy Workplace for Managers

• Wednesday	7th July	0930-1300
• Wednesday	4th August	1300-1600
• Wednesday	1st September	1300-1600
• Monday	4th October	1300-1600
• Wednesday	3rd November	1300-1600

This **1/2 day training course** is delivered by an experienced trainer and allows for both an organisational and personal perspective to be pursued and enables wider discussion around mental health and employability.

The course is **specifically designed for line managers, supervisors, human resources and occupational health staff** and aims to:

- Give line managers a broad understanding of mental health
- Increase awareness of mental health issues in the workplace
- Identify the key factors that contribute to a mentally healthy workplace
- Improve managers' skills and confidence in dealing with mental health and wellbeing in the workplace
- Ensure that managers are aware of their legislative responsibilities in relation to mental health and wellbeing.

### These issues and topics will be covered in the session:

- Why a Mentally Healthy Workplace is important
- Managing a Mentally Healthy Workplace
- Discrimination and Mental Health
- Action Planning for a Mentally Healthy Workplace

*\*\*please note that certificates cannot be offered until both components have been completed.*

**Prior to the course delegates are required to complete an eLearning course.**

Details on how to access the **FREE** eLearning will be provided at the time of booking.

Booking - ✉ [gram.mentalhealthtraining@nhs.scot](mailto:gram.mentalhealthtraining@nhs.scot)