

# DISCUSSION FOR MANAGERS: MANAGING CHANGE WITH RESILIENCE

## KEY DEFINITIONS

- Ambiguous loss: A loss connected to a person (or situation) when the ending comes without clarity or finality. (<https://www.ambiguousloss.com/>)
- Surge capacity: A collection of adaptive systems that are utilized to assist with surviving short-term, acutely stressful situations. (<https://elemental.medium.com/your-surge-capacity-is-depleted-it-s-why-you-feel-awful-de285d542f4c>)
- Resiliency: The ability to adapt well in situations of adversity or significant levels of stress. (<https://www.apa.org/topics/resilience>)

## QUESTIONS FOR FURTHER EXPLORATION

- How do you respond to stress - physically, behaviourally, and emotionally?
- What would you say are some of your strengths? (If this is too hard to answer, try thinking about what a friend would say about you.)
- How have you managed a difficult situation in the past? (For example: a break up, losing a job)
- What makes you feel better when you are:
  - Angry
  - Tired
  - Sad
  - Anxious

## QUICK SELF-CARE TIPS

Feeling overwhelmed/out of control:	Feeling sad or lonely:	Feeling "moody":	Feeling hurt or emotionally sore:
<ul style="list-style-type: none"><li>• Complete a task</li><li>• Write your thoughts down</li><li>• Cook and eat a meal</li><li>• Celebrate little wins in the last 3 days (brushing your teeth counts)</li></ul>	<ul style="list-style-type: none"><li>• Play with or look at cute pictures of an animal</li><li>• Call someone or send a "thinking of you" text</li><li>• <u>Re-watch</u> a favourite movie</li><li>• Give a compliment</li></ul>	<ul style="list-style-type: none"><li>• Spend time by nature</li><li>• Meditate</li><li>• Go out in the sun</li><li>• Create movement (walk, run, dance or stretch)</li></ul>	<ul style="list-style-type: none"><li>• Read something funny</li><li>• Essential oils</li><li>• Watch a comedy</li><li>• Exercise</li></ul>

Adapted from @trauma.educator

## ARTICLES AND ADDITIONAL RESOURCES

- The Working Mind COVID19 Self-care & Resilience Guide ([https://theworkingmind.ca/sites/default/files/twm\\_self-care-resilience-guide.pdf](https://theworkingmind.ca/sites/default/files/twm_self-care-resilience-guide.pdf))
- Practicing Resilience During COVID-19 ([https://www.bcit.ca/files/studentlife/pdf/practicing\\_resilience\\_covid19.pdf](https://www.bcit.ca/files/studentlife/pdf/practicing_resilience_covid19.pdf))
- COVID-19 and Ambiguous Loss (<https://www.psychologytoday.com/ca/blog/in-sickness-and-in-health/202005/covid-19-and-ambiguous-loss>)
- Zoom Fatigue Information & Resources (<https://camh.echoontario.ca/COVID-Resources/zoom-fatigue>)
- That Discomfort You're Feeling is Grief (<https://hbr.org/2020/03/that-discomfort-youre-feeling-is-grief>)
- Nora McInerney's TEDTalk on Living with Grief (<https://www.youtube.com/watch?v=kxkJKR-tpfw>)
- Shauna Shapiro's TEDTalk on Changing the Way We Think (<https://www.youtube.com/watch?v=B49Ls4gl07Y&v=en>)

