

One Stop Social Work LTD

Lets talk
Resilience



**One Stop
Social
Work**

**Toni George- Social Work
Consultancy**

What is Resilience



What is Resilience?

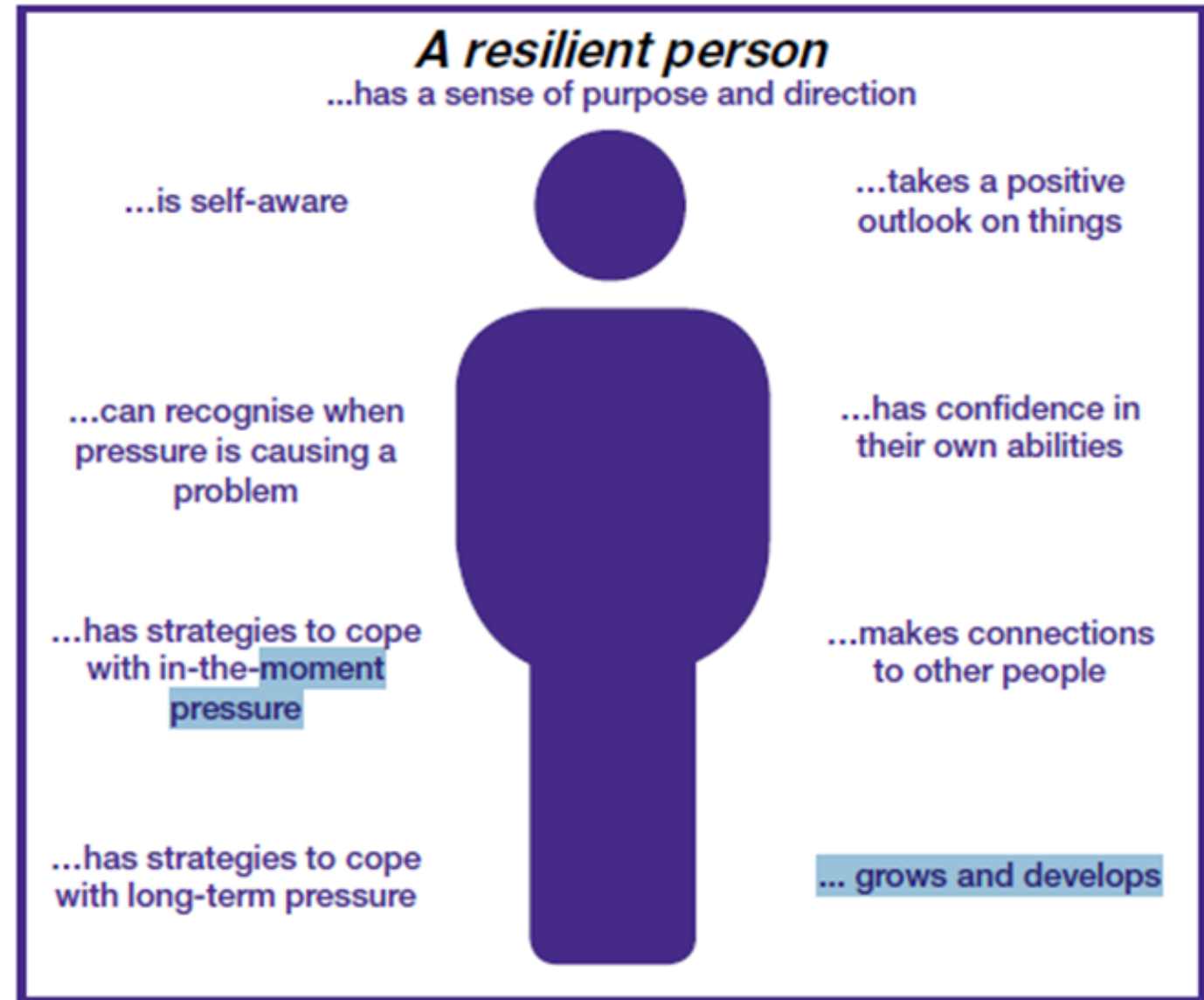
How is resilience working for you? Are you having regular discussions?

What does it look like in your team/organization right now?

Some people are more naturally resilient than others.

What does a resilient person look like?

HOWEVER, resilience is a quality that can be learnt and developed, whatever your stage in life or personal situation.



Resilience is important because

Supports you to cope with pressure & stress.

Stress can affect how you feel physically, mentally and how you behave. It's not always easy to recognise when stress is the reason you're feeling or acting differently.

Physical symptoms

- headaches or dizziness
- muscle tension or pain
- stomach problems
- chest pain or a faster heartbeat
- sexual problems

Mental symptoms

- difficulty concentrating
- struggling to make decisions
- feeling overwhelmed
- constantly worrying
- being forgetful

Changes in behaviour

- being irritable and snappy
- sleeping too much or too little
- eating too much or too little
- avoiding certain places or people
- drinking or smoking more

Importance of Resilience in the work place



- Promotes individual and collaborative motivation
- Supports people to deal with change
- Reduces the risk of burn out
- Improves performance
- Staff retention

Change and Competence

Noel Birch (1970's)– stages of competence

Unconscious incompetence

You are unaware of the skill and your lack of proficiency



Conscious incompetence

You are aware of the skill but are not yet proficient



Unconscious competence

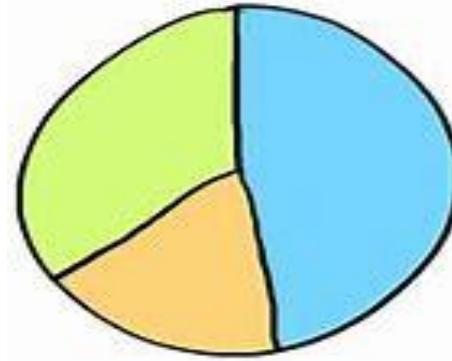
Performing the skill becomes automatic



Conscious competence

You are able to use the skill, but only with effort

Imposter Syndrome



- PEOPLE WHO GET IMPOSTER SYNDROME
- OTHER PEOPLE WHO GET IMPOSTER SYNDROME
- LITERALLY EVERYONE ELSE (THEY ALSO GET IMPOSTER SYNDROME)

EVERYONE FEELS LIKE AN IMPOSTER
SOMETIMES, AND THAT'S OKAY

EMMYSOURCE.COM

- Those **faulty** feelings of not measuring up, you don't deserve the praise for your success
- Feeling as though you are a fraud and one day people will find out and expose you

5 Different Forms of imposter syndrome

- **The Perfectionist:** those who have the need to do things perfectly, if it isn't perfect they have failed. Perfectionist experience overwhelming self doubt when they have not perfected something.
- **The Superhero:** those who work incredibly hard at relationships in their work and/or personal life in order to hide their feelings of inadequacy. They will often overload themselves and the feelings of inadequacy have a negative impact on their wellbeing.
- **The Natural Genius:** those who measure their worth by how easy something comes to them. If it takes them time to master something they experience feelings of shame.
- **The Soloist:** those who feel the need to do things independently and see asking for help as incompetence.
- **The Expert:** those who need to feel smart and judge their worth by how much they know. They fear being exposed as unknowledgeable.

Understanding our behavioural drivers

- **Be Strong**
- **Be Perfect**
- **Please others**
- **Hurry up**
- **Try Hard**



Resilience training

- Exploration around resilience
- Identifying how we adapt to change
- Identifying our behavioural drivers and how they connect to our resilience
- Recognising others resilience
- Exploring strategies to promote resilience- self care- strengths
- Personalised resilience plan

Contact

➤ **Email:**

toni@onestopsocialwork.com

➤ **Website-**

➤ **onestopsocialwork.com**

➤ **Phone: 07976369348**



Resilience at WAC



“Toni is so thorough and knowledgeable and explains everything in detail for all levels of understanding. The content of the slides was excellent and easy to follow” (Front line social care staff, 2021)

*“promote ways to help build resilience”
I will use all that has been taught as is all important” (Team Leader, 2021)*

“I like the relaxed approach and the fact that you were not forced to answer if you felt uncomfortable” (Social care staff, 2020)

How to take time out for my self, and be aware of my own resilience and make others aware”

“How to identify when other peoples' resilience is low in order to support them”

“Will use it as a basis for some journaling and self reflection” (Team Leader, 2021)