

“ Champions are made champions by setbacks ”

Bob Richards

Do You Bend or Break?

Benefits



- ✓ **ENHANCE** personal wellbeing and the capacity for a positive attitude towards life's challenges.
- ✓ **IDENTIFY** ways to reduce obstacles and barriers in thinking that affect performance.
- ✓ **INCREASE** performance under pressure and in settings involving stress.
- ✓ **ENGAGE** in productive thinking in situations that may be volatile, uncertain, complex and ambiguous.
- ✓ **PROMOTE** different paradigms around viewing life's challenges and foster ideas around appreciation and contentment.
- ✓ **MASTER** skills to overcome fear, reduce feelings of uncertainty and engage productively.
- ✓ **ESTABLISH** healthy physical, psychological and social habits.
- ✓ **RECOGNISE** the pitfalls of false attribution and develop improved ways to interact with others.
- ✓ **REDUCE** the harm that can arise from the build-up of unused stress products generated through ill matched stress reactivity
- ✓ **CREATE** more productive ways to view situations, people and events and increase your levels of resilience.

CONSTRUCTIVE COPING

Managing Stress & Improving Workplace Resilience

Program Background

Experiencing pressure, frustration, change or conflict are all antecedents to workplace stress. This is also very much the fabric of our modern working and social lives. Peoples skill and capacity to function through these experiences is continually being put to the test. With increasingly volatile, uncertain and complex environments, learning and applying effective coping techniques can greatly assist people as they solve problems, exercise judgment and decision making, and perform on the job. Building and fostering the development of resilient individuals and cultures helps organisations **enhance workplace wellness and improve productivity and sustainability.**

Peoples individual physiology in stressful environments pre-disposes them to increased risks of anxiety, depression and other negative emotional and physiological states. **With added stress, these things combine to affect peoples wellbeing, the way they perform and influences how they behave...including how they act with and towards others.** If left unchecked, hardwired codes of behaviour can repeatedly propel people in directions that may be opposite to what's desirable or required of them in the workplace.

Learning and applying skills that help re-focus attention, re-interpret events and respond in constructive ways can make an enormous difference, residing at the core of resilience.

➤ Program Overview

This program builds your knowledge and understanding of the nature of resilience in connection with human physiology and neurology, including the known effects of stress and pressure. The program introduces key strategies to enable constructive coping skills to replace fear and uncertainty. Physiological skills develop the practice of relaxation, and cognitive skills enable attention to be productively refocused.

“ Developing human resilience is a life-long process. There is no "end state" for a person's resilience; one can always improve. Therefore the need to develop human resilience is enduring ”

US ARMY



Within the program, participants will be taken through a process to examine core components of personal health and well-being, as advocated by the world health organisation, and develop strategies they can take away to further enhance and promote productive actions, behaviours and habits long into the future.

“ You either get bitter or you get better. The choice does not belong to fate.....it belongs to you ”

John Shipp

➤ Topics Covered

- The science of resilience (psychological, biological and genetic)
- Dispositional and setting factors that impact levels of resilience
- Situational challenges in a VUCA environment
- Antecedents to workplace stress
- Emotional, physiological and behavioural impacts of stress
- Constructive coping techniques for productive mental focus and cognition
- Relaxation techniques – cognitive and behavioural methods for engaging our physiology
- Components of personal wellbeing that underpin resilience levels
- Mindfulness – learning to re-interpret and manage attribution error
- Establish personal resources for the ongoing development of our wellbeing and improved resilience.

➤ Training Solutions

- Stand alone facilitated sessions (Duration: ½ day)
- Delivered in-house to workplace groups or delivered as coaching sessions to individuals
- Suited to all staff, supervisors, team leaders and managers looking for skills and techniques to improve their physical, psychological and social outlook

CUSTOMISATION: Our training solutions are contextualized to meet your specific learning & skill development needs, including your industry, operating environment, business and risk management profile.



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