



Resilience *You're Invited*

Easy

You take a survey to determine how you could benefit by improving your skills for managing stress and becoming more resilient.

Confidential

No personal information will be reported back to your employer or the State.

Flexible

You will have time to work on the program during work hours and can list it on your resume when completed.

Free

The State partners with RBH to offer this resilience program benefit to help you live your best life.

Resilience is Important to You

Resilience is your ability to bounce back, stay strong and productive, or use effective solutions to handle life's challenges, changes, and demands.

Resilience skills help when facing a range of problems—from every day stress to significant life crises—so you can return to full functioning.

Resilience coaching focuses on mastering skills to transform negative thinking and calm the stress-response.

Get Yourself Unstuck

The problem is that we get stuck in unwanted reactions, intense negative emotions, or frustrating interactions. Often, these are triggered by repeated misunderstandings, unmet expectations, or negative self-talk.

If you want to get unstuck, the resilience program can help you free yourself to live a passionate, purposeful life.

LivingSmart

Resilience Skills Training and Coaching

How Long is the Survey?

It takes just 15 to 20 minutes, and you can take it during work or from your home computer.

Will I Be Selected for The Program?

If you complete the survey and are willing to dedicate about 10 minutes a day to training on the program, then you will be invited to participate.

What Can I Expect if I Participate?

After the initial survey, you will participate in 8 to 12 phone coaching sessions over the next 6 months. Each session lasts about 20 to 30 minutes. Then you train (practice) for about 10 minutes per day. Think of this as a quick fitness program for your personal hardiness.

What Will I Talk About With a Coach?

You will work with coaches to identify specific goals, and you will focus only on the areas you are comfortable discussing and motivated to pursue. Coaches are there to assist you in meeting goals. This is a chance to discover areas of your life where you can manage stress and tough situations better.

Will the Training Be Difficult?

No, it's not difficult. The training activities (practice) are developed by you and your coach to meet your goals. Some of the training content will be links to online materials, or information can be emailed, faxed, or mailed to you.

Is It Really Confidential?

Yes. Your experience is confidential. No individual data or personal information are shared or reported to the State other than your name as proof of participation.



Will This Benefit Me?

Yes. Resilience can be learned and improved because these skills are present in all of us at varying degrees. A resilient person continues to master stress-response skills.

Think of the coach as a guide, or partner, with a set of resilience building tools. Coaching provides personal training to help you improve coping strategies and return to thriving. This is coaching, not therapy.

How Do I Participate?

If interested in taking the initial survey and then participating in this program, contact Karen Wood, the Montana EAP Manager, at 406-444-2466.

If you have questions about the actual coaching process, please feel free to contact Dr. Eric Gustafson or Dr. Rae Hadley at 800-441-0445.

RESILIENCE

re•sil•ience: the ability to bounce back when faced with stress or pressure

Why are resilient people happier? There are people in life who show exceptional resilience. They have the strength and the passion to go on even in the face of tragedy. Below are eight habits of extremely resilient people. Start with one and continue to add on as you go, but at least begin down the path of increasing your resilience.

GET THE SUPPORT YOU NEED. People with exceptional resilience typically have a big safety net—many loved ones and friends to turn to when times get tough. Having others who accept you for who you are and who are there for you during good and bad times strengthens your resilience. Don't have much family or many friends? Get out there and join a group, club, or team—start connecting and making friends.

REALIZE IT'S JUST PART OF LIFE. Resilience comes with knowing that life isn't perfect and that, yes, there will be drama and trauma in your life at one time or another. Your ability to view a tragedy as an isolated event instead of what your future has in store for you is what will set you up for success and greater resilience in the future.

MAKE HEALTHY CHOICES. People who are extremely resilient typically take care of themselves. They exercise daily, get the rest they need, address their own needs and feelings regularly, and make an effort to eat healthy. If you take care of yourself—even walking 20 minutes a day can take your stress down a notch—you will be less likely to fall apart during those times in your life that are filled with stress or tragedy.

REMEMBER TO LAUGH. Even during the worst times, exceptionally resilient people still laugh and find joy. Laughter can reduce the pain you feel, both body and mind, and help to minimize the issue at hand. Yes, the bad things will still happen, but you can lighten that load by finding your sense of humor.

BE NICE TO OTHERS. Exceptionally resilient people enjoy helping others. They find great joy in random acts of kindness that lift the heart of not only the receiver but also the giver. On the flip side, it is equally important to receive and appreciate kindness from others who are trying to help you during a tough time—showing gratitude is also a big part of resiliency.

GET THE BALL ROLLING. Resilient people face life's obstacles head-on. When confronted by a crisis, they immediately ask themselves, "What are my choices and solutions for this?" They collect all the information they can, come up with a plan, and then face the pain or anxiety directly with action. Even when faced with the worst of tragedies, such as a death in the family, resilient people collect, plan, and act until things are back to normal.

LOOK AT THE BRIGHT SIDE. Resilient people have a knack for always finding the silver lining. Even though they are not immune to pain and anxiety, their eyes are wide open—they are able to see the good even during the worst times. Resilient people literally see each moment in life as another opportunity and another chance. Their glass is definitely half full.

DON'T MAKE THE SAME MISTAKE AGAIN. Resilient people learn from their mistakes instead of making the same ones over and over. They ask themselves what went wrong and come up with a strategy to prevent the mistake from happening again. They get excited about doing things in a new way or approaching things differently, and this is what helps them endure unhappy times.

