



Optimizing Your PsyCap Mindset™ for Resilience

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RESILIENCE

re·sil·ience
rə'zilyəns/

Noun

1. the capacity to recover quickly from difficulties; toughness.

2. the ability of a substance or object to spring back into shape; elasticity.

Why Resilience?

- Life Happens
- Changing landscape (jobs + challenges)
- 2008: Focus on building resilient organizations
- 2018: Focus on building personal resilience



Kahoot!

KAHOOT.IT

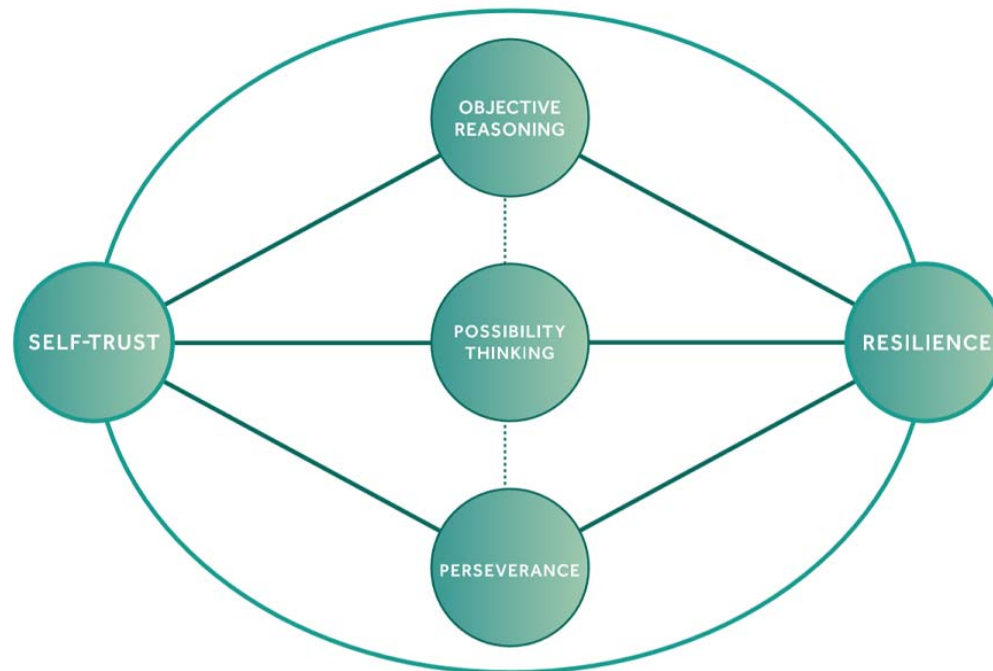
Game PIN: On Screen

**Let's get to know
each other!**



Framework

The PsyCap Mindset™



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SELF-TRUST

Question

How many of you believe that the opinions of others has an impact on how those you work with perceive themselves?



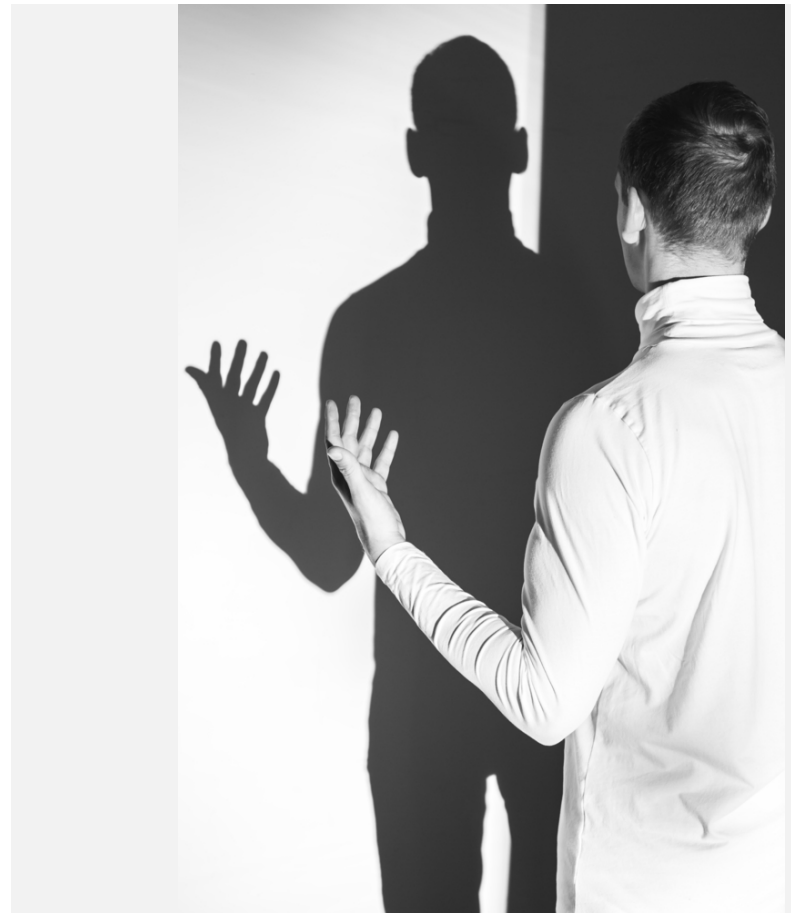
Question

Do the opinions of others have an impact on how you view yourself?



Self-Trust

- Associated with self-confidence, self-esteem and self-regard.
- Self-Confidence: knowing that one can rely on their strengths and abilities in any given situation.
- Importance of the language that we use.
- Self-talk is how we make our emotions real.



Question

When a friend/peer/sibling/partner has failed at something, what do you say to them?



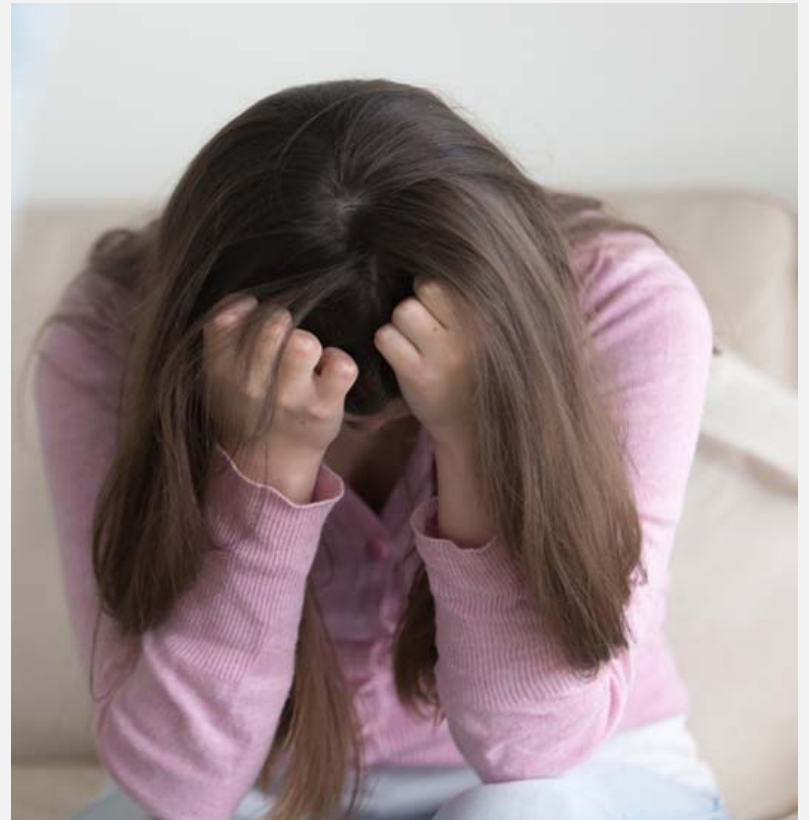
Question

When you've failed at something,
what do you say to yourself?



Inner Critic

- Disapproving thoughts, feelings and behaviours.
- “The inner critic is an internal voice that commands and sends negative messages” (Elliott, 1992).
- “You should...”
- Feelings: failure, shame, guilt and/or fear



There are Consequences

Individuals who score high on self-criticism:

- Have less friends and less satisfied with social support (Moskowitz & Zuroff, 1991)
- Use more negative communication after a stressful event (Santor, Pringle, & Israeli (2000)
- Report lower levels of trust + share a low amount of personal information (Zuroff & Fitzpatrick, 1995)



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OBJECTIVE REASONING



We see the world not as it is, but as we are.

– Stephen Covey



Objective Reasoning

- It's not about positive thinking or negative thinking. Instead, it's about accurate thinking.
- Being logical in interpretations of setbacks (ie. what is in t control + what is out of control).
- Optimism: How do you view challenging situations?



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POSSIBILITY THINKING

Hope Theory

- Long-term study by Charles Synder showed that academic success was directly related to the strength of one trait: Hope
- Hope is based on three essential factors: Goals, Will-Power & Way-Power.



Can he drive a car on his own?



How can he drive a car on his own?





To have goals is to have hope.

– Author Unknown



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PERSEVERANCE

Life Happens

- Contingency Plan: Expect detours along the way.
- Ability to develop different pathways to a potential solution.
- Flexibility to change/adapt and persevere.



Flexibility and Stress Management

- Adapting to an unpredictable environment.
- Coping and responding to stress in an effective way.
- Athlete analogy: do you take the time to recover?





It's not stress that kills us; it is our reaction to it.

– Hans Selye

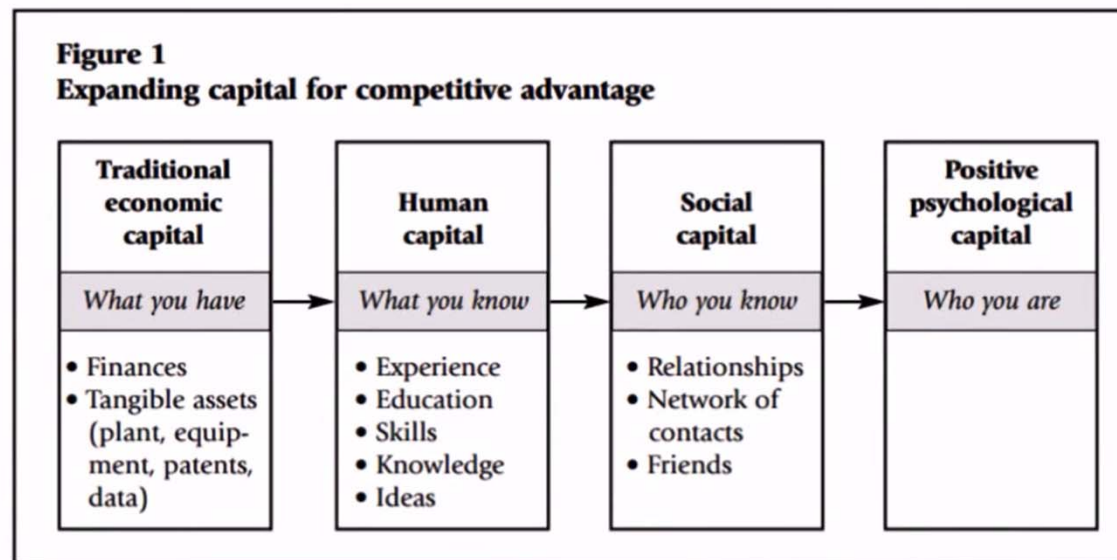


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It's what you say after that matters the most.

Resiliency is one's capacity to cope successfully in the face of significant change, adversity, risk, or even increased responsibility. Resilient individuals can actually thrive and grow through setbacks and difficulties. When faced with hardship, resilient individuals bounce back to higher levels of performance than before, and they find meaning and value in the process (Peterson, Balthazard, Waldman and Thatcher, 2008).

Psychological Capital



Psychological Capital

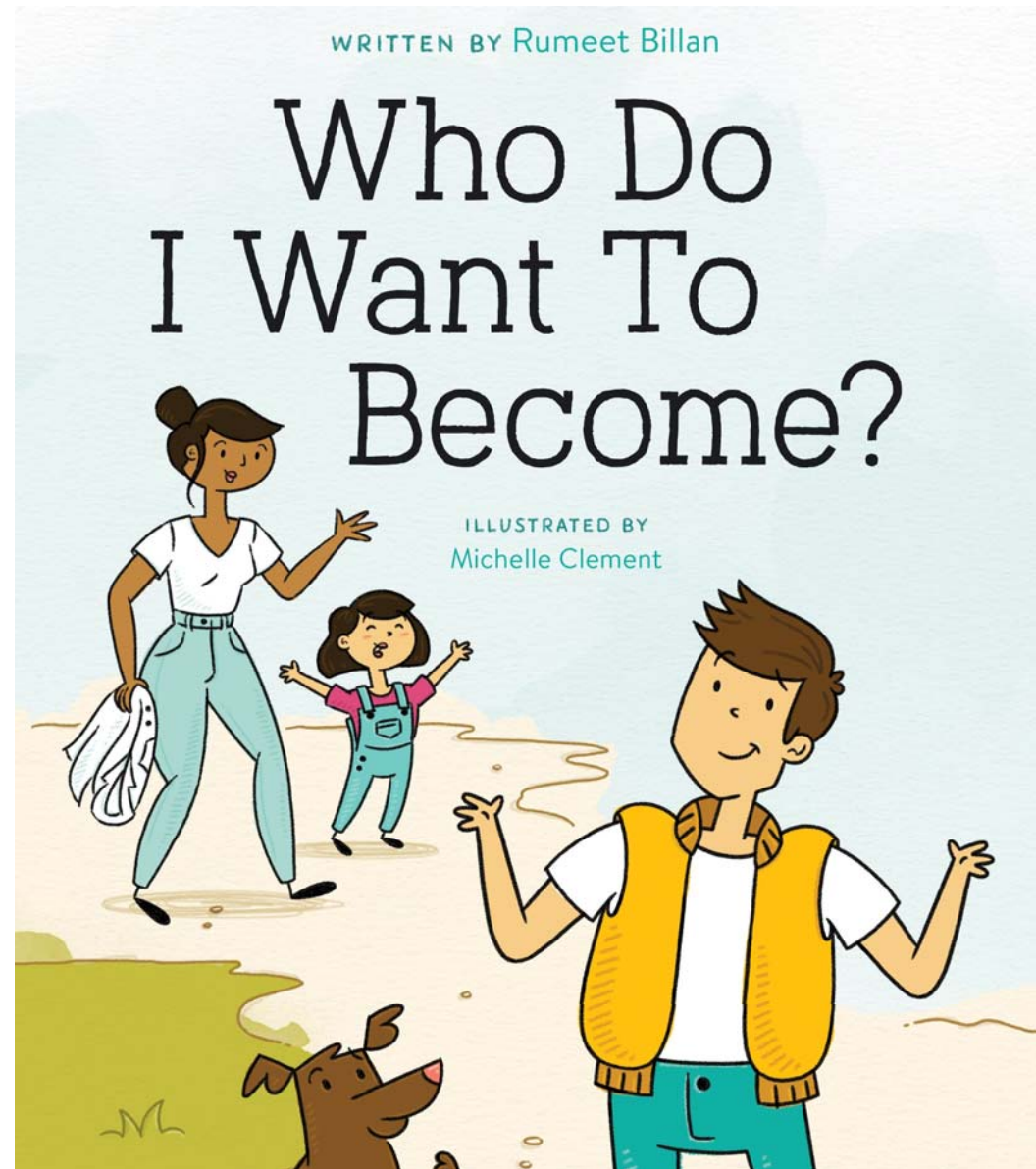
Who Do You Want To Be When You Grow Up?

- I want to help encourage others and make them believe in themselves that they can accomplish anything.
- I want to be able to look back on what I achieved and be proud of the things I did to help others.
- I want to be someone who is not afraid of doing good.
- I want to be a person that can show the world that there needs to be changes.
- I would like to be someone who is very confident because I am shy...I want that voice to say I'm here.
- I want to be the reason some people change.
- I want to be myself – everyone deserves to be themselves.



“The privilege of a lifetime is being who you are.”

– Joseph Campbell



THANK YOU

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