Travel@State Day

Emotional Resilience and Psychological Flexibility Training

February 10, 2020

Lisa Laughman, LMSW
Lead Emotional Wellness Consultant
MSU Health4U Program
LET’S MAKE SURE WE ARE ALL HERE... 

BE HERE NOW

Lisa Laughman, LMSW – Michigan State University
Let’s enter the state of mind that best supports our learning
Navigating Change Effectively

The only thing constant is change, and change can be hard to manage if you lose your bearings.
Navigating Change Effectively

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Navigating Change Effectively

This session will provide a practical framework to help you navigate change more effectively both at work and in your personal lives.

Basic reset skills will increase the likelihood of noticing when you are overwhelmed and help you quickly regain your sense of balance and perspective so you can move forward with clarity and confidence.
FACILITATOR’S CREDENTIALS:
LISA LAUGHMAN, LMSW

31 years of clinical social work experience

Corporate/Organizational Trainer since 1994

Employee Assistance Counselor since 1994

3 Principle Facilitator since 1995

Michigan State University
EAP Counselor 2003

Michigan State University
Emotional Wellness Consultant 2005
• Stress Reduction Coach
• Shame Resilience Educator
• Leadership Effectiveness Coach

Certified Daring Way™ Facilitator 2014
Certified Dare to Lead™ Facilitator 2018
THE MSU HEALTH4U BLUE PRINT
FOR INCREASING EMOTIONAL RESILIENCE AND PSYCHOLOGICAL FLEXIBILITY

Visit the MSU Health4U website

Emotional Wellness Section
- courses
- resources

Sign up for program updates

Lisa Laughman, LMSW – Michigan State University
The MSU Health4U resilience training model seeks to help you develop the 2 human capacities absolutely essential for long-term personal and professional success...

HEALTHY and HIGH PERFORMING
Emotional Resilience

The ability to intentionally connect with your innate mental health and wellbeing when you want/need to.
“Resilience is the capacity of a system, enterprise, or person to maintain its **core purpose** and **integrity** in the face of **dramatically** changed circumstances.”

Zolli, 2013

“Resilience is the **strength** and **speed** of our response to adversity.”

Sandberg/Grant, 2017

Option B, pg. 10
Psychological Flexibility

The ability to be in the present moment, open up, and do what matters.

The opposite is psychological rigidity
Resistance causes an immense amount of psychological suffering... and wastes a significant amount of time, energy, and other resources.

Most people do not realize when they are actively resisting and resenting.

People resist past/current "unwanted personal experiences".

We try to control everything so as to avoid a future unwanted personal experience.

There is a direct connection between our psychological resistance and our level of anxiety.
THE COMMON STATE OF MIND OF FACULTY, STAFF, AND STUDENTS

- Pressured and Overwhelmed
- Not Good Enough
- Perfectionism and Self Criticism
- Exhaustion and Burnout
- Shame and Shame responses
- Anxiety/Panic
- Frozen And Ineffective
- Disengaged And Disgruntled
IT IS WHAT IT IS.

Given that it is what it is, who do I want to be, and how do I want to respond?
Acknowledge
Honor
Release
Relax
Reflect
Resolve

Insert calming practice here

Lisa Laughman, LMSW – Michigan State University
1. Wake Up Your Witness Self
WHAT’S UP WITH ME, RIGHT NOW?

Physical State
Mood
State of Mind
Your Personal Rule Book
AM I REALLY LISTENING TO THIS PERSON WHO IS TALKING TO ME?

Or am I shopping at Meijer in my head and just acting like I am listening?

Or am I busy preparing my rebuttal?

Or am I wondering if my anxiety is showing right now?
WHAT AM I GIVING MY PSYCHOLOGICAL ATTENTION TO, RIGHT NOW?

Am I thinking about something in the past or future?

Am I even connected to the present moment?

Can I redirect my focus and allow myself to connect with what is happening right now.
2. Be a better consumer of your own thoughts
WE ALL HAVE IMPLICIT BIAS
Making up stories in the absence of data drives unproductive behavior?
“In the absence of data, we will always make up stories. It’s how we are wired. Meaning making is in our biology, and when we are in struggle, our default is to come up with a story that makes sense of what’s happening and gives our brain information on how best to self protect. And it happens a hundred times a day at work. Our organizations are littered with stories that people make up because they don’t have access to information.”

From Brené Brown: Dare to Lead pg 258
Confabulations: A lie told honestly

From Brené Brown: Dare to Lead pg 262
Conspiracies: filling in data gaps with unverified information, usually to the fear-based and negative.

Conspiracies emerge when we’re desperate for certainty and we fill in missing data with fears and ideas that confirm our fears.

We are all conspiracy theorists.

From Brené Brown: Dare to Lead pg 262; and page 44 of Dare to Lead workbook
Separate Realities
Vs.
Shared Realities
Rumbling with our SFDs

• Write out your SFD
  70% of “successful risers” write down their SFD reality check and release

• Hold it up to the light (does it even make sense)

• Share it with a trusted other
3. Practice Calm
WARNING:
YOUR CIRCUMSTANCES APPEAR TO BE TEMPORARILY OVERWHELMING YOUR CAPACITY TO COPE

Your “logic center” is currently off-line. Higher level brain functioning is not possible at this time. Consult your owner’s manual for further instructions.
“CALM DOWN!”
CALM is not dependent on your circumstances

Do you know how to help yourself CALM down?

CALM is your default setting

CALM is always possible
PRACTICING CALM
maintaining perspective and mindfulness while managing emotional reactivity.

Brené Brown
“Practicing CALM creates the clearing we need to become emotionally grounded.”

Lisa Laughman
Permission Slip

I recognize the value of calm.

I give myself permission to be calm in this moment.

I will help myself be calm in this moment.
Reflect:

Do I have enough information to freak out about this situation?

If I do have enough information, will freaking out help?

Brené Brown
Reach out for CALM Support

Tell your story to someone who has earned the right to hear it. Someone who will respond with empathy and help you CALM and CONNECT with your deepest wisest self.
Be CALM support for your coworkers

Show up for others with your calm, value guided self. Make space for emotions, and maintain calm perspective that helps you stay open to all possible positive, useful, helpful, wise responses.
4. Make space for your emotions

Don’t ignore them, don’t get carried away by them. Notice, make space, feel, listen, release
LIFE IS HARD.

IT IS INEVITABLE THAT WE WILL STRUGGLE SOMETIMES.

DIFFICULT EMOTIONS ARE PART OF DAY TO DAY LIFE.

AND THEY ARE A PART OF EVERYTHING THAT HAPPENS IN THE WORLD OF WORK.
THE IDEA THAT WE SHOULD BE ABLE TO KEEP OUR EMOTIONS OUT OF THE WORK PLACE IS A VERY DESTRUCTIVE MYTH THAT SERVES TO DEHUMANIZE THE AMERICAN WORKPLACE.
5. Connect fully with the present moment
THERE IS ALWAYS A MOPED

The 3 breath reset

http://health4u.msu.edu/articles/2018-theres-always-a-moped
NOW • HERE • HERE • THIS • THIS • • • • • • •
6. **Clarify your Core Values**

*Set your PGS - personal guidance system with your core values*
Center yourself regularly on your values by doing a daily 3 breath reset!

CARING, CONTRIBUTION, AND CONNECTION
How I set my PGS for 2020

CALM, CURiosity, AND COURAGE
7. Practice value-guided committed action
Is what I am about to do (or already did) lined up with my values?
BE KIND.
SIMPLY BEGIN AGAIN.
NOTICE.
GENTLY SELF CORRECT.
CIRCLE BACK AROUND.
BONUS TRACK:
HEALTHY SUPERVISION
HEALTHY INNER SUPERVISION
Begin to cultivate a healthy inner supervisor by practicing mindful self compassion.

Send me an email if you would like to watch a recording of a past session of the mindful self compassion class.

Next offering May 2020 - sign up today!
Acknowledge
Honor
Release
Relax
Reflect
Resolve

Insert calming practice here

Lisa Laughman, LMSW – Michigan State University
Basic Reset Skills:

1. Wake up the witness
2. Be a better consumer of your own thinking
3. Practice calm
4. Make space for your own emotions
5. Connect with the present moment
6. Clarify your core values – set your PGS
7. Practice value-guided committed action
8. Cultivate a healthy “inner supervisor”