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As our organizations operate against the backdrop of a global pandemic and a massive societal change, a new reality is emerging that intensifies the risk of burnout as we strive to balance the demands of work and life. Through “Resilience: Leading in a Reset World Workshop,” [Gagen MacDonald](#) offered practical approaches to foster personal wellbeing and the wellbeing of those we lead, through resilience.

Featured Speakers



Ann M. Powell
Global Chief Human Resources Officer, Bristol Myers Squibb



Charlene Wheelless
Senior Advisor, Gagen MacDonald



Maril MacDonald
CEO and Founder, Gagen MacDonald



Patricia Bayerlein
Executive Director, Gagen MacDonald

Key Points and Resources

Resilience is a sense of elasticity and buoyancy – resilience fortified by grit helps us find ways to grow, learn and innovate when navigating challenging times.

Grit is firmness of character and connection to a greater mission that can be a driving force in times when resiliency is disrupted by change or challenge.

- Researcher **Angela Duckworth** identified grit as what sets the highest achievers apart from others.
 - Read her book, [“Grit: the Power of Passion and Perseverance”](#) and check out the [Grit Scales](#) to help evaluate your ability to persevere through challenges when working toward long-term goals.
- **Psychologist Carol Dweck** noted that a “growth mindset,” is the belief that your basic qualities are things you can cultivate and change through your effort.
 - Read her book [“Mindset: The New Psychology of Success”](#) and watch her TEDx Talk, [The Power of Believing That You Can Improve](#).



I have a responsibility to choose how I channel my energy – where, how much and when. Time is finite.”

CHARLENE WHEELLESS, SENIOR ADVISOR, GAGEN MACDONALD

Resilience Framework: Mindsets and Tools for Building Everyday Resilience

- **Connection** is the ability to cultivate a robust sense of belonging and community and seek out feedback from a wide range of sources. Practice honesty, attentiveness, and empathy to forge stronger connections with others.
- **Focus** is the capacity to identify problems, set goals and apply solutions in the face of the most difficult situations. Work to limit distractions and focus on realistic, manageable goals. Above all, don’t forget to take a break!
- **Gratitude** is the quality of being thankful and ready to show appreciation. Try keeping a gratitude journal and savor everyday wins. Shifting your mindset can also inspire gratitude: think, “I get to do this” vs. “I have to do this.”
- **Mindfulness** is focusing awareness on the present moment while acknowledging and accepting current circumstances.
 - Self-compassion is an important component of mindfulness. Charlene Wheelless’s blog, [Unapologetic Authenticity](#) offers powerful examples of this, as does her book, [“You Are Enough! Reclaiming Your Career and Your Life with Purpose, Passion, and Unapologetic Authenticity”](#)
- **Optimism** is a balanced sense of inner buoyancy and engagement with life. Be conscious of the media you consume, and how it impacts your wellness and try to take moments to celebrate the “little things.”
 - Psychologist Roy F. Baumeister notes it takes four good things to overcome one bad thing. Read more in his book, [“The Power of Bad: How the Negativity Effect Rules Us and How We Can Rule It”](#)
- **Reflection** is the ability to notice how your thoughts impact your wellbeing and make meaning from life experiences. Journaling, taking a walk, and tracking your feelings can help create moments for reflection.
- **Self-regulation** involves identifying and addressing experiences or behaviors that trigger feelings of unproductive negativity. Try making a list of emotional triggers and replace them with positive alternatives.
- **Wellness** involves taking care of your physical and emotional health. Do your best to prioritize getting enough sleep, drinking water, eating nourishing foods, and moving your body!