

RESILIENCE



**PRACTICAL TOOLS FOR SURVIVING
THROUGH TIMES OF VOLATILITY,
UNCERTAINTY, COMPLEXITY AND
AMBIGUITY**



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bright purple

"If you think you can do a thing, or think you can't do a thing, you're right"

Henry Ford

This document was designed to provide useful information on building resilience in the workforce through times of VUCA (volatility, uncertainty, complexity and ambiguity).

While Covid-19 has emphasised the importance of mental health and well-being at work, it is an area that should be held as a priority at all times, and reviewed regularly.

We hope this guide will help managers and individuals to ably discuss and address uncertainty, worries and anxieties in teams throughout difficult periods.

There are three interconnected elements that are key to building resilience.



→
Selfcare

SELF CARE



Self Care is a term that has been used more and more frequently in recent times, and with good reason.

Self Care is essential to our well-being. While employers should be encouraging their teams to look after themselves, individuals need to be self-aware and take the necessary steps to stop themselves from burning out! Here are some self-care tips to help improve your health and wellbeing:

Eating nutritious food

Up the fruit, veg and fibre and reduce the amount of processed foods in your diet to boost mood and energy levels.

Sleeping enough and sleeping well

A good night's sleep can work wonders. A minimum of 7-9 hours is recommended, Check out our top tips for a better sleep here.

Exercising Regularly

Get those steps in! Exercise brings focus, reduces anxiety and often allows for a better sleep. Endorphins from exercise are also proven to improve your mood. Aim for 10,000 steps a day to help boost mental health.

Watch your alcohol intake

While many of us enjoy a night at the pub, excess amounts of alcohol can lead to many health issues, as well as a reduced mood due to reduced levels of "happiness" chemicals such as serotonin and dopamine.

Learn to say No

Having too big a workload can often lead to stress and anxiety, so it's important to learn when to say no to new tasks if your to-do list is already at breaking point. Additionally, saying no to requests that you are not comfortable with will help set boundaries and reduce any anxieties you may have had.



Connectedness &
Perceived Resourcefulness



CONNECTEDNESS & PERCEIVED RESOURCEFULNESS

Connectedness

- Do you have someone you can confide in?
- Do you have to care for someone other than yourself?
- Do you find it easy to ask for help?

If the answer to all 3 is yes, you are in a good position.

With people you trust, you can have open and honest conversations with them around how you feel; converting thoughts into language can often give us a reality check. We can also get feedback from our connections that can help us.

Perceived Resourcefulness

Are you currently giving more energy than you are getting back in your work?

Having the right energy, support, tools, colleagues and results will help you feel resourceful.



INTERNAL DIALOGUE

Language such as "should" and "shouldn't" can undermine.

We can be too harsh on ourselves on occasion!

We need to build resilience; to surface internal dialogue and explore it with someone you can trust (connectedness).

Discussing your internal dialogue with someone you trust can:

- Encourage to think out loud
- Challenge you - "is that true?"
- Give you feedback
- Not collude with you
- Offer an alternative perspective
- Help you learn, adapt and grieve



MINDFULNESS



Mindfulness is not about relaxing (although this can happen!), it's about seeing the world clearly, without bias.

- It's not about making the mind go blank or only thinking positively, it's about acknowledging the good, the bad and the ugly.
- To be mindful we must pay attention to the present, our intentions, the attitudes we bring, and to be without judgement.
- By doing so, we can observe thoughts and emotions as impermanent, allowing them to move on and be replaced.

Meditation gives us a safe space to be mindful

- Now is the time to be present
- Change your posture to begin, and set your intention to be in the moment
- In your head, list 5 things you can see, then close your eyes and list 5 things you can hear
- Notice what you see and hear in the room, outside, close by, far away, and your own body
- Then think about things you can touch, such as your feet on the floor, hands touching, or headphones on your ears
- Tune in to how you feel in the present moment



Rolling out in the
workplace



ROLLING OUT IN THE WORKPLACE (VIRTUAL OR IN PERSON)

Whether your team are in the office or working from home, here are just a few simple ways you can encourage health and well-being as an employer.

Encourage and Reward Outdoor Activity

Taking breaks and time outdoors is hugely important. Why not run a monthly incentive for whoever does the most steps, or assign outdoor time as part of the working week.

Wellbeing Wednesdays

Commit an hour of the week to hosting a wellbeing session for your staff. It could be yoga, meditation or perhaps a new activity each week.

Communicate and be flexible

Particularly in times of remote working, it's more important than ever that employers clearly communicate any updates or changes to procedure, and to be flexible for those dealing with childcare and other considerations.

Team Quizzes/Games and Socials

Boost team morale and decrease feelings of isolation and loneliness by hosting regular activities, quizzes and staff drinks. Alongside this, try having an informal coffee morning either as a team or in 1-1s, to chat with your team about anything and everything non-work related. This can be a good way to build rapport with staff which may help them open up to you about workplace anxieties down the line.



Getting a better
sleep

GETTING A BETTER SLEEP

Here are Bright Purple's top tips for a better sleep:

- Exercise! Go for a run, walk or cycle – whatever the weather
- Eat nutritious meals packed with vegetables, and drink lots of water
- Limit your alcohol intake
- Avoid caffeine after midday, as this remains in your system for 5 hours after consumption
- A hot bath in low lighting is a great way to de-stress and helps you become more mindful
- Make time for a video-call with a good friend – lots of positivity and laughter is always good!
- Reduce screen time – especially later in the evenings
- Listen to a podcast: [Sleepy](#) is our favourite
- Gua Sha is relaxing too (check out some tutorials [here](#))
- [Julia](#) – ASMR expert can be a relaxing tool



Useful Links

USEFUL LINKS

Here are some useful links to help support you throughout times of adversity (pandemic or otherwise)

[Breathing Space](#)

[NHS Mental Health Helpline](#)

[Workplace Wellbeing](#)

[Free Online Exercise Classes](#)

[Working from Home Aches and Pains](#)

[Morning Yoga](#)



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