

# Be a resilient leader: three ways to thrive at work and maximise your leadership potential

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**#IDPE19**

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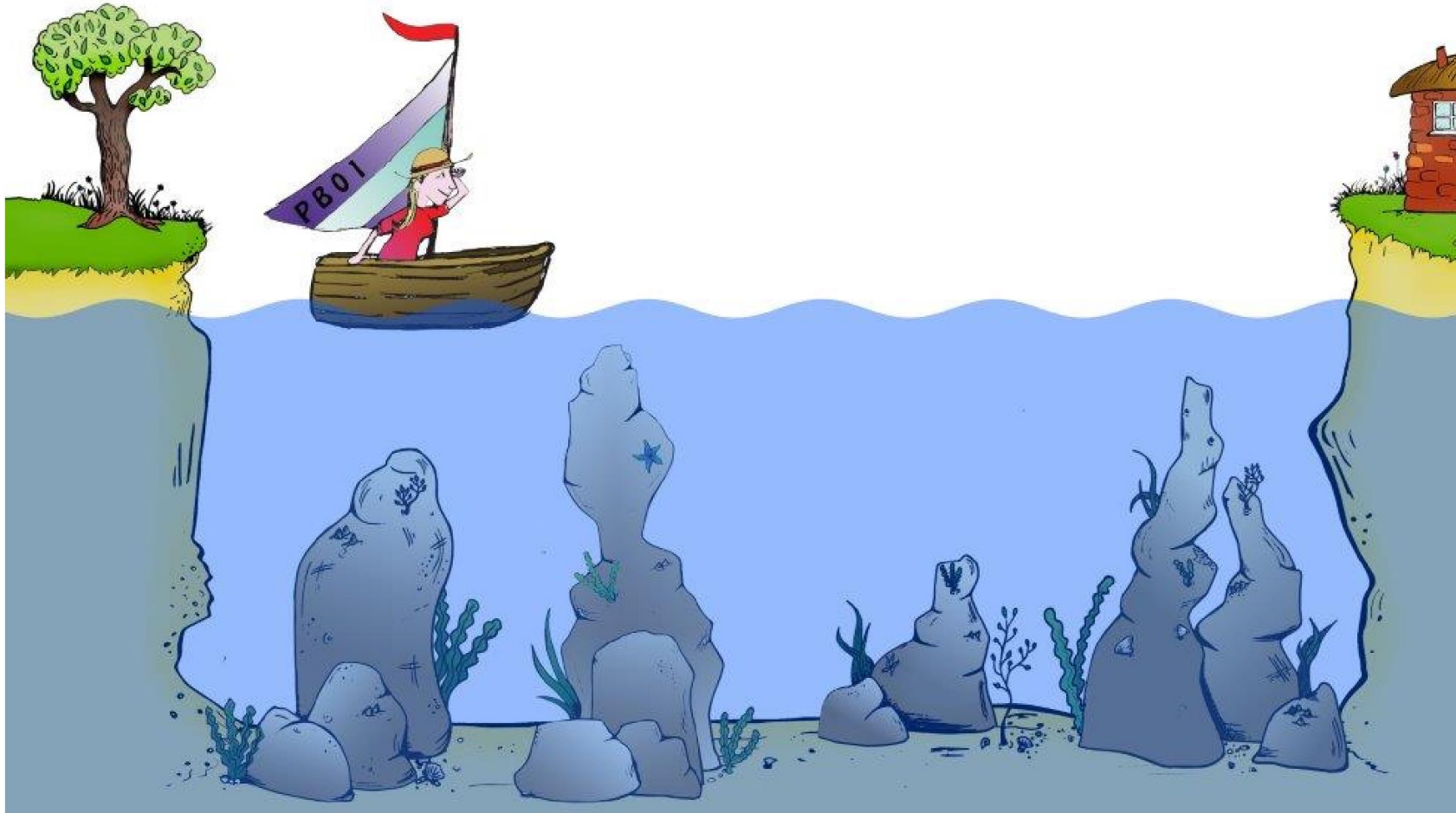


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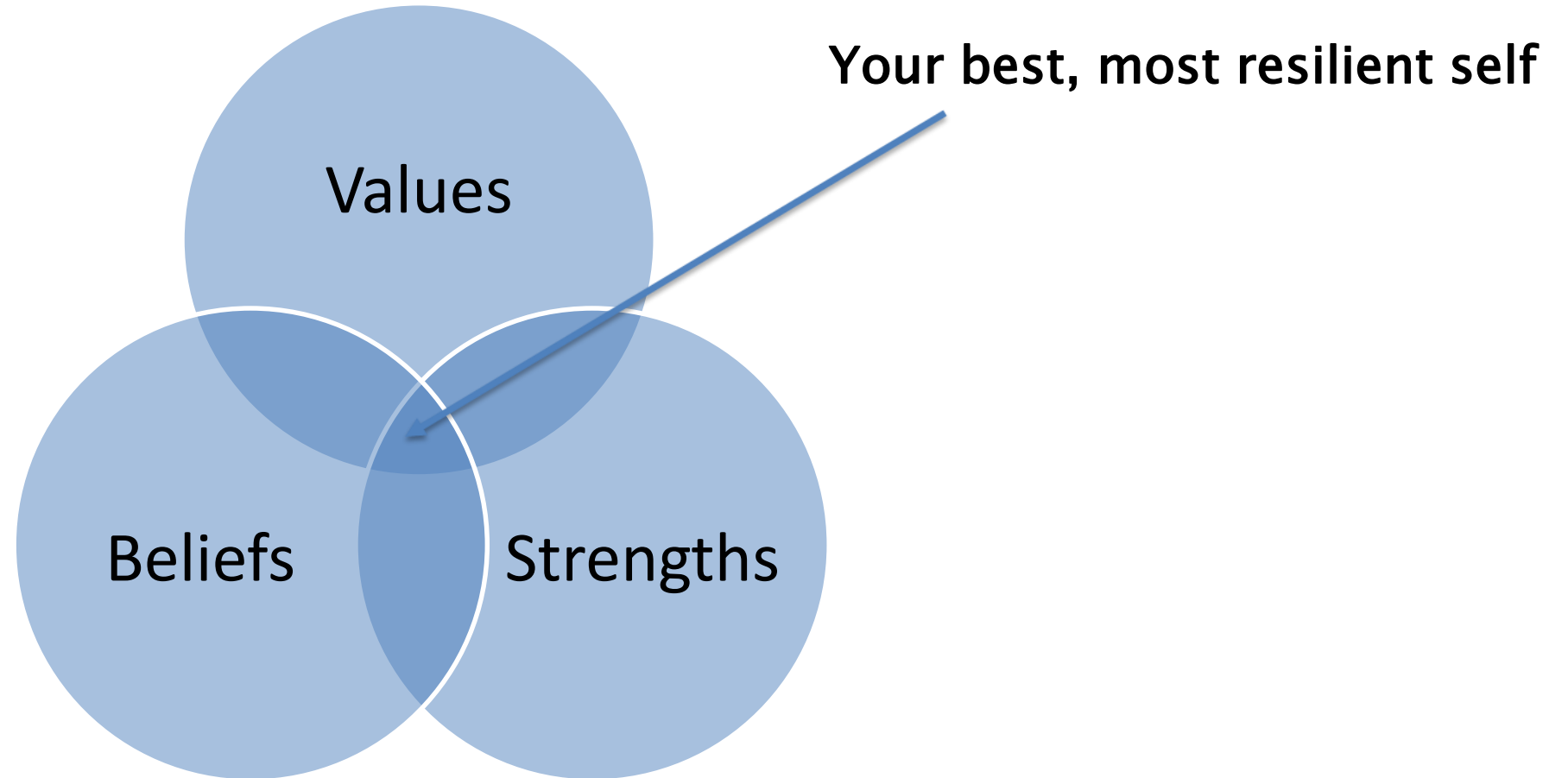
# Resilience – what is it?

- The capacity to prepare for, recover from and adapt in the face of stress, challenge or adversity
- You can learn to build your resilience capacity and sustain your energy

# Resilience



# Today we'll be looking at:



# 1. Values

# Values

- What are “values”?
- Why do people do what they do? Why do some seek fame, some search for love, others pursue money?
- Values are the activities, behaviours, beliefs, qualities or goals that you believe are important
- They affect the choices we make and the satisfaction with the outcomes of these choices

# Fulfilled Values



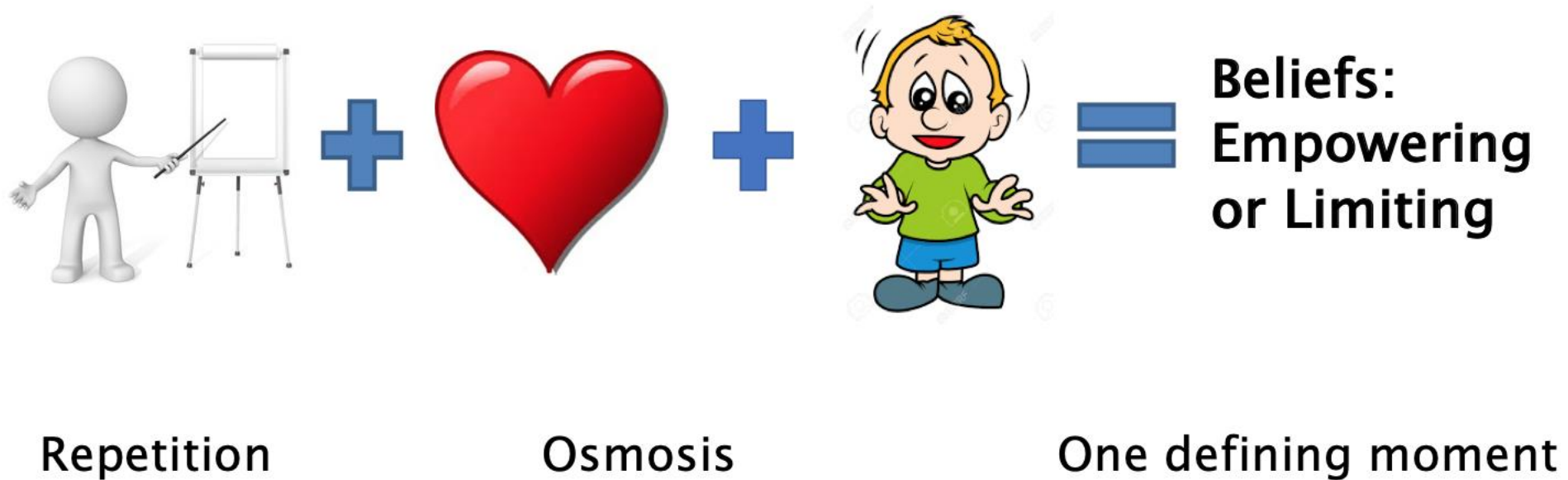


# Unfulfilled Values



## 2. Beliefs

# Authority, Emotion, Suggestibility equation:



# Unhelpful beliefs

**All or nothing** - thinking in black or white rather than in shades of grey – e.g. ‘My presentation was a total disaster.’ ‘There’s no way I can achieve anything by this deadline.’ ‘This has been a complete waste of time.’

**Labelling** - this is when we attach negative labels to ourselves –e.g. ‘I’m an idiot.’ ‘I’m a failure.’ ‘I’m useless.’ ‘I’m a waste of space.’

**I Should / I Must / I Can’t** - this is when we set unrealistic standards for ourselves – e.g. ‘I must give an outstanding presentation.’ ‘I should be able to cope with all of this.’ ‘I can’t possibly resolve the conflicts in this team.’

# Unhelpful beliefs

**Awfulising** - this involves blowing things up out of all proportions – e.g. ‘I may not make my bonus this year, it’s a catastrophe.’ ‘I’ve been passed over for promotion, my career is in ruins.’

**Predicting** - here we predict negative future outcomes –e.g. ‘I’m bound to miss this deadline.’ ‘My appraisal will be pointless.’ ‘I’m sure to mess up.’

**Discounting** - here we minimise the positive factors in favour of negative aspects – e.g. ‘He only gave me a positive appraisal because he feels sorry for me.’ ‘I was lucky to make the deadline.’ ‘Nothing good ever happens to me.’

# 3. Strengths



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Take a moment to think about a peak experience from your career when you were really fulfilled and happy.

Write down:

- What were you doing?
- What did you enjoy about this experience?
- What does this tell you about your energising strengths – (what you're good at AND enjoy)?

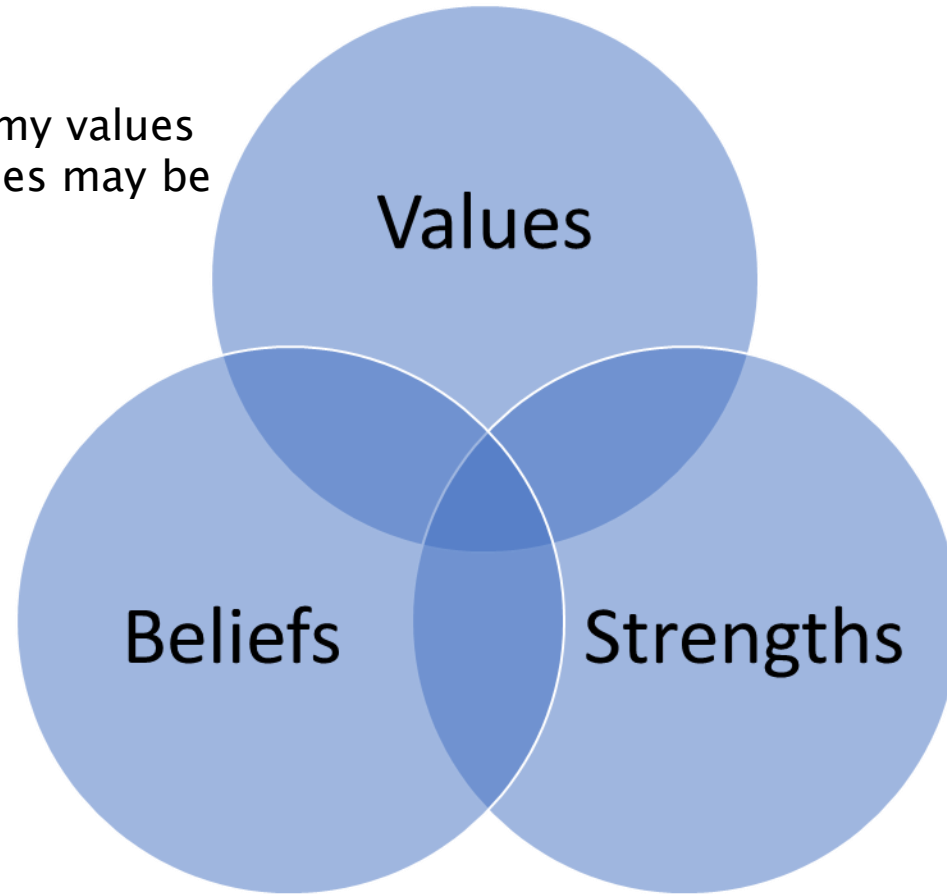


# Reflections: how to be my best, most resilient self at work

I live and work according to my values  
(and recognise when my values may be  
'crossed')

I seek to strengthen my  
empowering beliefs.

I notice my limiting beliefs  
and send them away if  
they're not helpful to me



I know my own strengths  
and play to them as often  
as I can.

(I also recognise when I'm  
not playing to my  
strengths and am instead  
learning and growing from  
experiencing failure).

# How I can help you.....



- 1:1 leadership coaching
- Resilience training for your team
- Away Day Facilitation

# Thank you!



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