BUILDING RESILIENCE
Making a healthy partnership with ourselves

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Overview

1. Pressure vs Stress

2. Coping with Stress (resilience)

3. 4 point Resilience Plan
Acute stress is fine

Heightened attention

Narrow focus

Increased energy
Top 10 Work Stressors

1. Workload
2. Feeling undervalued
3. Deadlines
4. Type of work
5. Taking on other people's work**
6. Low job satisfaction
7. Lack of control over working day
8. Long hours
9. Frustration in working environment
10. Targets

Physical threat?
Solved by physical action?
Short term?
Chronic stress is harmful

Feel overwhelmed

Emotional decisions

Fatigue quickly

Poor health
Human Stress is Psychological
Good v Bad Stress

- Performance
- Time at High Stress

- Healthy Tension
- Intended Performance
- Actual Performance
- Fatigue
- Exhaustion
- Ill Health
- Breakdown
**BRAIN AND NERVES**
Headaches, feelings of despair, lack of energy, sadness, nervousness, anger, irritability, increased or decreased eating, trouble concentrating, memory problems, trouble sleeping, mental health problems (such as panic attacks, anxiety disorders and depression)

**SKIN**
Acne and other skin problems

**MUSCLES AND JOINTS**
Muscle aches and tension (especially in the neck, shoulders and back), increased risk of reduced bone density

**HEART**
Faster heartbeat, rise in blood pressure, increased risk of high cholesterol and heart attack

**STOMACH**
Nausea, stomach pain, heartburn, weight gain

**PANCREAS**
Increased risk of diabetes

**INTESTINES**
Diarrhea, constipation and other digestive problems

**REPRODUCTIVE SYSTEM**
For women-irregular or more painful periods, reduced sexual desire. For men-impotence, lower sperm production, reduced sexual desire

**IMMUNE SYSTEM**
Lowered ability to fight or recover from illness
The goal of positive psychology at work is to help employees and organisations flourish.

(Adapted from: Well-being Institute, University of Cambridge, 2011)
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Resilience Sport: what’s the difference?
Coping with Stress (resilience)

- We can’t control our stressful environments

- People *can* be trained to handle stress more effectively by:
  - Keeping stress in proportion
  - Focusing well under pressure
  - Recovering properly
Overview…

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3. 4 point Resilience Plan
Improve Resilience by...

Becoming more aware of your thinking... particularly mind traps...

choosing your response... and selecting the best behavioural response...
1. Thinking

A. Activating event

B. Beliefs (Perceptions)

C. Consequence

Self Talk

Emotions

Behaviour

Physiology
2. Mind Traps
Perceptions

- We all take cognitive shortcuts
- Especially under pressure
- We think in terms of patterns and stories
- Sometimes this is helpful, but not always…
The Five Most Common Mind Mind Traps:

1. **Catastrophising**: Focusing on the worst case scenarios in most situations.
   - 0 % 50 % 100 %

2. **Personalisation**: Thinking that everything people do or say is some kind of reaction to you personally.
   - 0 % 50 % 100 %

3. **Shoulds**: A list of self-created demands about how you believe you should be and life should be like. You get upset when these demands are not met.
   - 0 % 50 % 100 %

4. **Mind Reading**: Tendency to think you know what others are thinking and feeling without them saying so. Also expecting others to know how you feel and how you would like them to act, without you communicating with them.
   - 0 % 50 % 100 %

5. **All or Nothing Thinking**: You see things in black and white. For example, if your performance falls short of perfect, you see yourself as a total failure.
   - 0 % 50 % 100 %
3. Check, Challenge and Change

Check:
What are the facts of the situation?

Challenge:
Is the thought helpful?

Change:
What would you advise your best friend?
4. Choose Your Behaviour

Choose small sustainable change
Marginal gains

Exercise & movement

Task Focus

Diet & hydration

Recovery (the wobbly line)
Improve Resilience by...

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particularly mind traps...

choosing your response...

and selecting the best behavioural response...
Building our Resilience

The Mental Health Spectrum

Psychological Resources

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Thank you

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