

# RESILIENCE IN A COVID-19 ERA

## Resilience is...

- Agility in the face of adversity.
- A commitment to learn and grow.
- A mindset to make meaning and retain focus, even in crisis.
- A capacity to learn and re-emerge from crises stronger.
- A critical part of wellbeing.

While some leaders are naturally more resilient, anyone can foster and promote resilience. The best leaders and happiest people actively cultivate this capacity.

Resilience is built by:

- 1 Consistently challenging and stretching oneself (i.e., taking on new challenges as a habit); &
- 2 Developing the skills needed to manage stress (e.g., resilient people recognize the physiological experience of stress and take it as a sign to slow down and recharge).

## Why Resilience Matters and Is Worth the Investment

We all experience adversity. It is the capacity to engage with and adapt that make us stronger.

RESILIENT LEADERS	RESILIENT TEAMS
<ul style="list-style-type: none"><li>• Have the agility to face fears and take decisive action.</li><li>• Design integrated responses (lead with head and heart).</li><li>• Engage now with the future in mind.</li></ul>	<ul style="list-style-type: none"><li>• Have a clear mission.</li><li>• Exhibit greater cohesion, industriousness, enthusiasm, and loyalty.</li><li>• Demonstrate greater trust.</li></ul>

## Resilience Delivers a 2.3 Return

A 2014 **PWC study** found that building a mentally healthy workplace--and resilience promotion is part of the process--yields a positive return on investment. For every dollar spent on resilience promotion and mental health, organizations yield a \$2.30 return.

## Resilient individuals Proactively Cultivate...

### AWARENESS

They are self-aware and have the capacity to take perspective.

### CONTROLLED ATTENTION

They are present to their state and mindful.

### MEANING MAKING

They can develop and own a narrative about what is happening, even when faced with a challenge.

### EMPATHY

They feel people's pain and intuitively know how to communicate this to others.

### AGILITY

They can shift gears quickly to respond to change.

### FOCUSED BANDWIDTH

They know how to bring the right focus to the right things at the right time.

### REFLECTION WITHOUT RUMINATION

Embracing a growth mindset, they reflect on the past to better plan for the future.

## AIM Leadership's Approach to Resilience Promotion

AIM Leadership's approach to resilience promotion harnesses insights from psychology and neuroscience. We offer both tactical strategies and vertical learning to promote resilience.

We accelerate your ability to know yourself and understand what you need to recover, optimize, and build agility now.



### PROMOTE SELF-AWARENESS

Audit where you're at and prioritize which actions will give you the most leverage to drive change.



### FOSTER AGILITY

Foster the flexibility and adaptability needed to achieve goals in a radically upended world.



### UNCOVER ROOT CAUSES

Engage in one-on-one discussions to uncover blockages to resilience. Activate those parts of the brain that drive resilience.



### BUILD BANDWIDTH

Make tactical changes to ensure you have the emotional and physical reserves needed to respond to challenges.



### CLARIFY PRIORITIES

Identify what really matters in the face of the current economic crisis (for you, your team, and your business).



### OPTIMIZE GROWTH

Optimize your systems to build resilience (i.e., the ability to thrive under pressure). Accelerate your pathway to posttraumatic growth.

## Work With Us

**Contact AIM Leadership** to engage in a complementary diagnostic and discover how to create a resilience promotion program for you and your team.

