



*Leadership Performance
= Capability + Behaviour*



June 2023
Declan Scott FCA

TODAY'S INTENTION



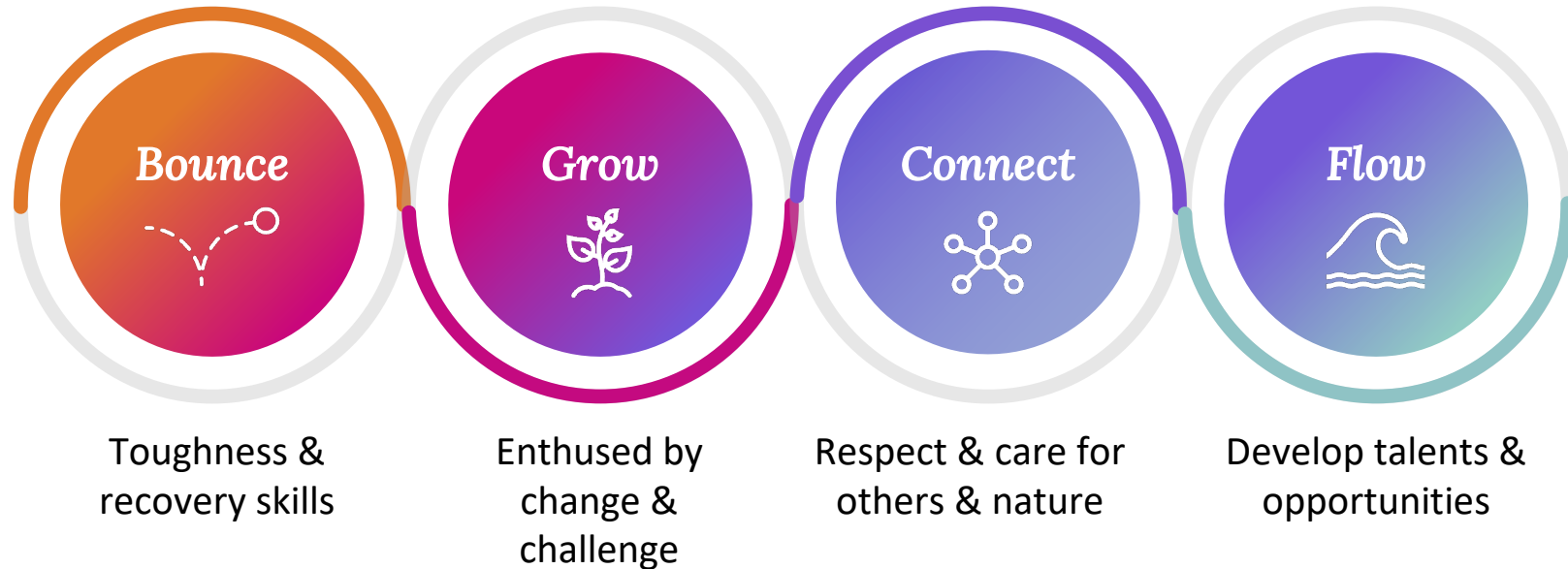
- 1** Learn **how resilience and leadership skills can augment team performance**
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- 2** Share **the key behaviors that differentiate those who are thriving versus surviving in life**

WHY BUILDING RESILIENCE ?

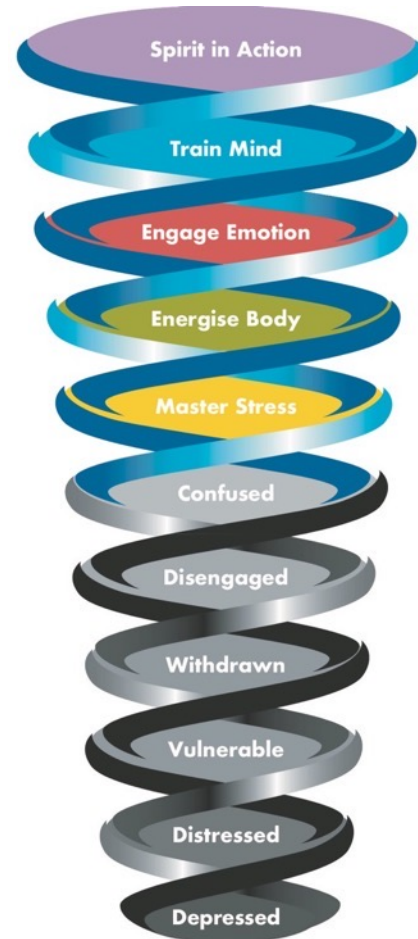


AS YOU CULTIVATE
RESILIENCE IN YOUR TEAM,
YOU SUPPORT THE
CAPACITY TO REACH
HIGH PERFORMANCE WITH
CARE – CARE FOR SELF,
CARE FOR OTHERS &
CARE FOR THE PLANET

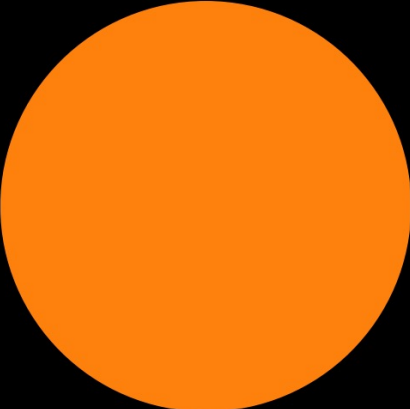
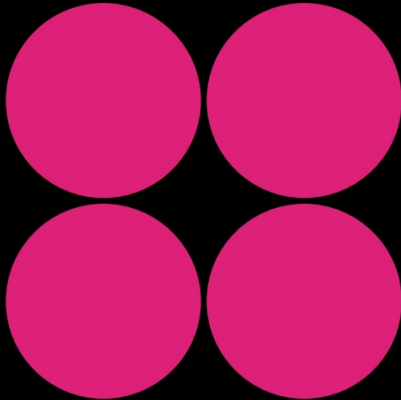
RESILIENCE IS A LEARNED ABILITY TO



THE RESILIENCE SPIRAL



2023 Global Resilience Report



Our Research in Summary



Figure 1

Pre-training distribution of resilience ratio in 2022. Average: 1.67:1 (n=8,165)

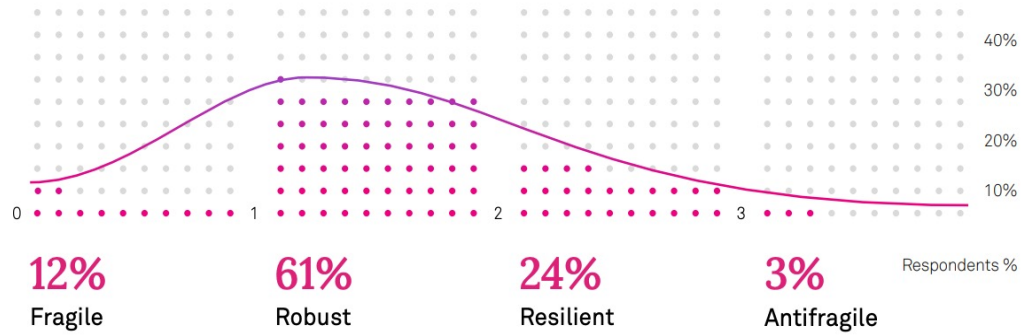
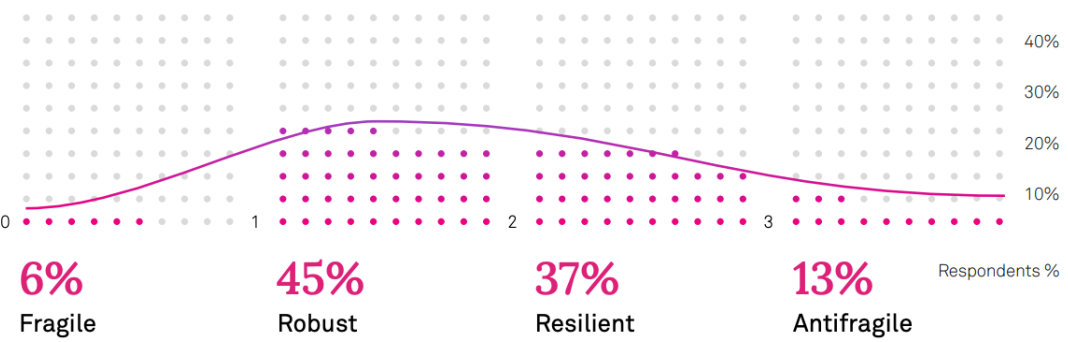


Figure 2

Post-training for 2022. The average resilience ratio increased from 1.67 to 2.06 (n=1,916)



Resilience in Young People



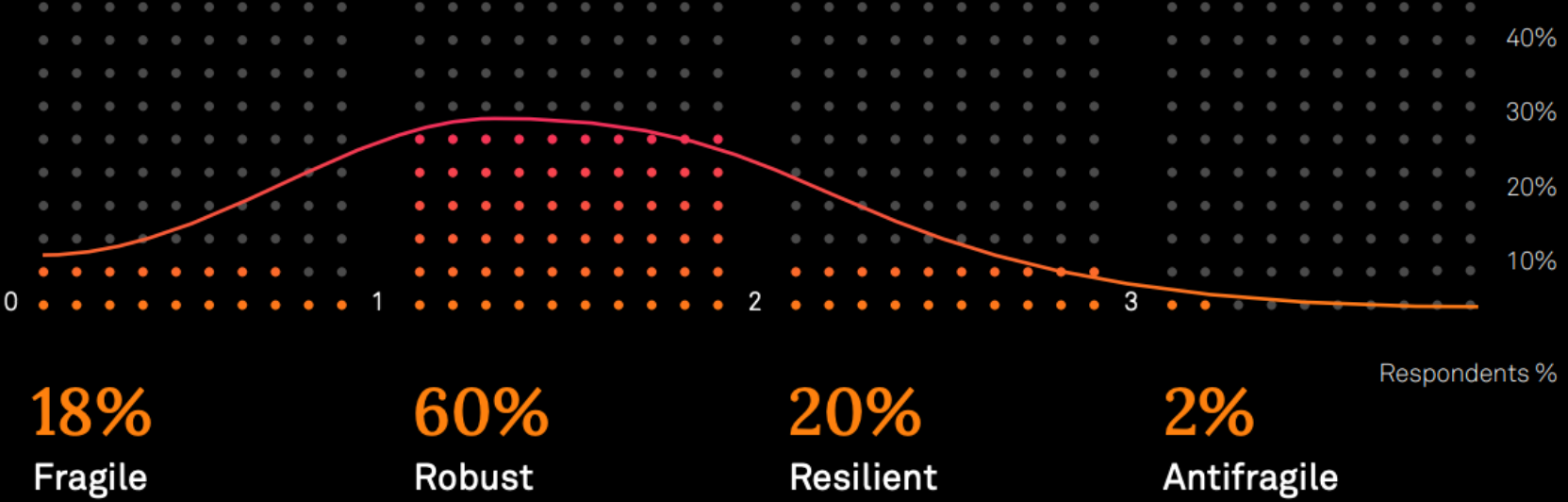
Group	N	Resilience Ratio	At risk (<1:1)
All	8,408	1.67	12%
30-69	7,179	1.69	11%
Under 30	1,197	1.54	18%
Male <30	495	1.64	14%
Female <30	701	1.47	21%

Resilience in Young People



Figure 3

Resilience ratio distribution for under 30 participants.





#5 RELAXATION TIME



#9 – For me

Breathe out when stressed out

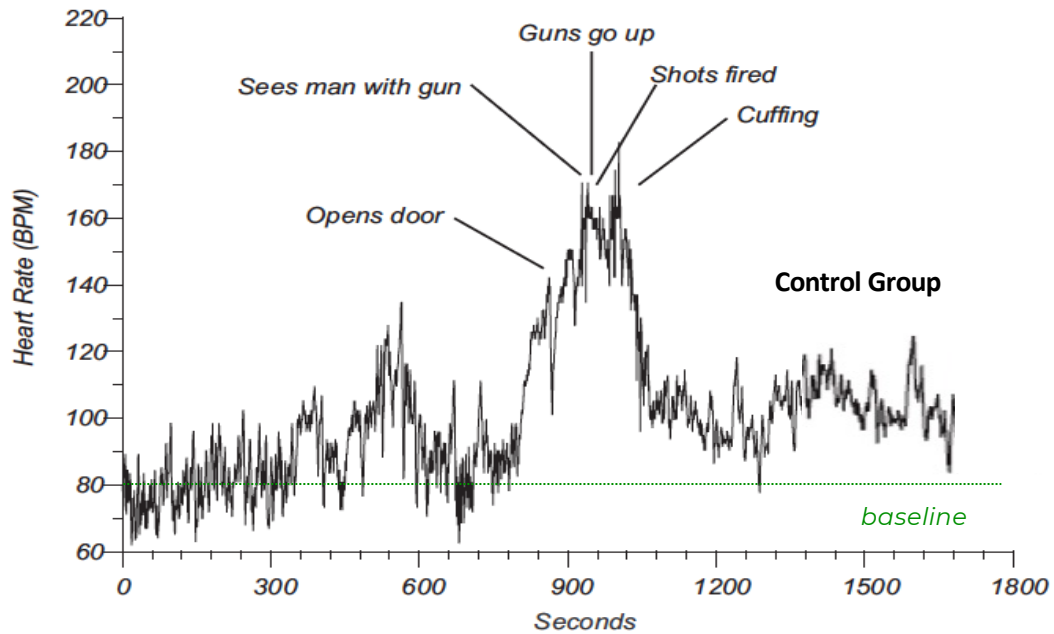
Inhale 3 seconds

Exhale 5 seconds

Bio-HACK STRESS



How police officers respond to simulated violent cases





#5 RELAXATION TIME



#9 – For me

Breathe out when stressed out

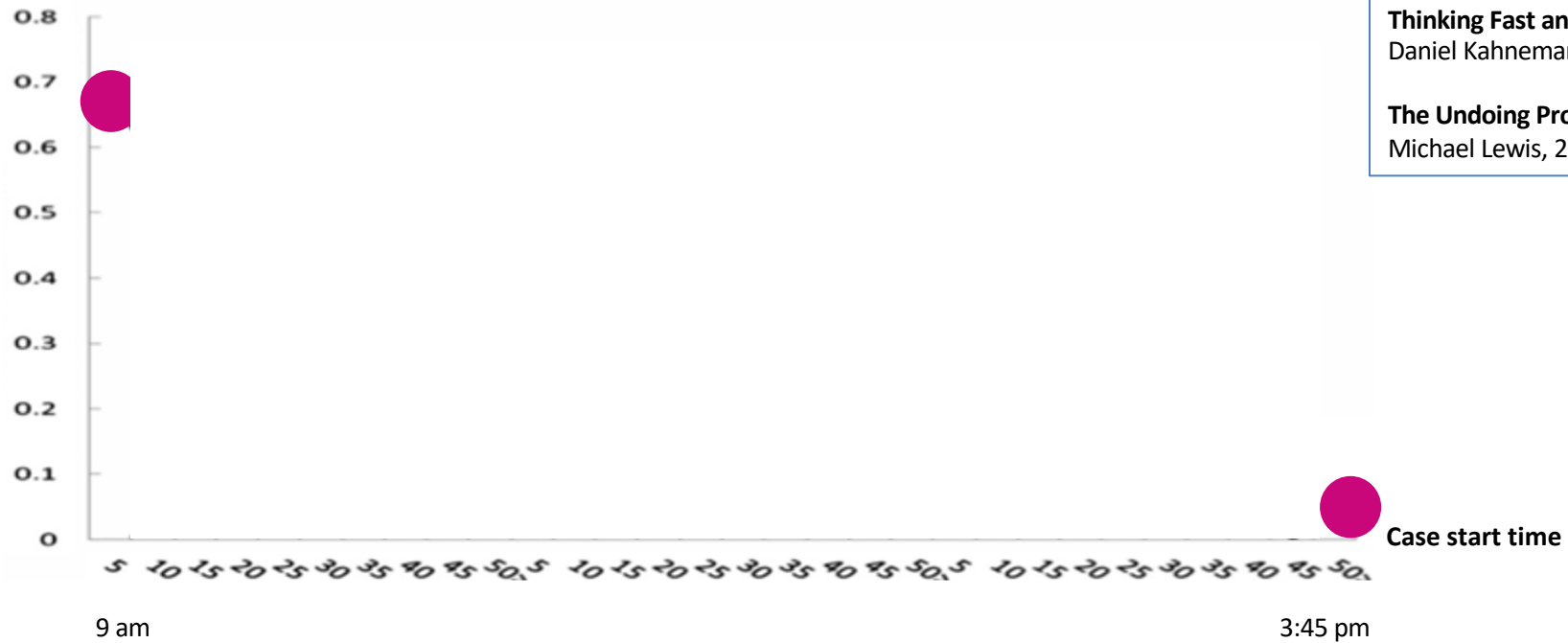
#10 – With my team

Propose regular micro-breaks during your team's meetings

JUDGES AND PAROLE GRANTING



Proportion of prisoners paroled

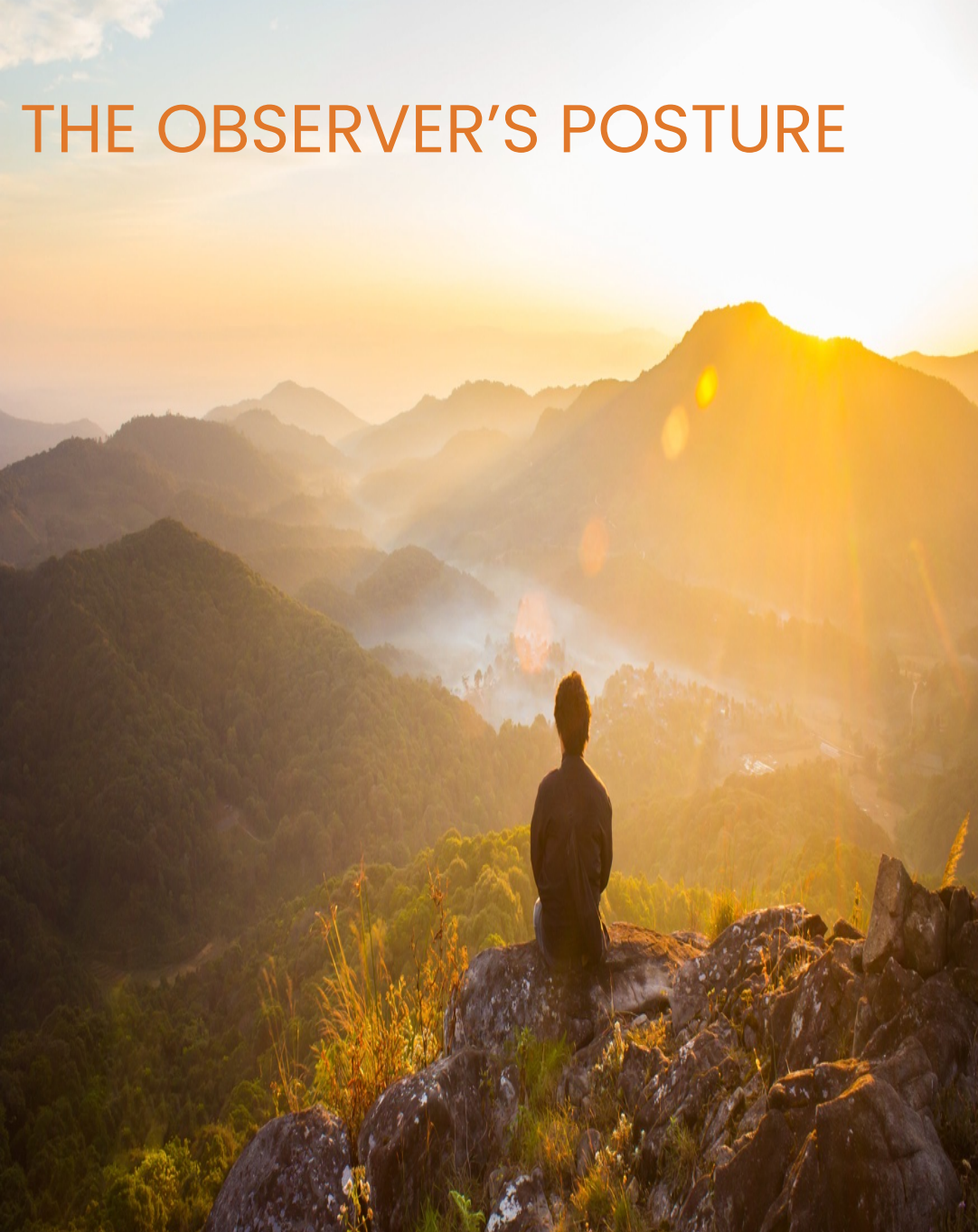


Willpower,
Baumeister, Tierney, 2011

Thinking Fast and Slow,
Daniel Kahneman, 2011

The Undoing Project
Michael Lewis, 2016

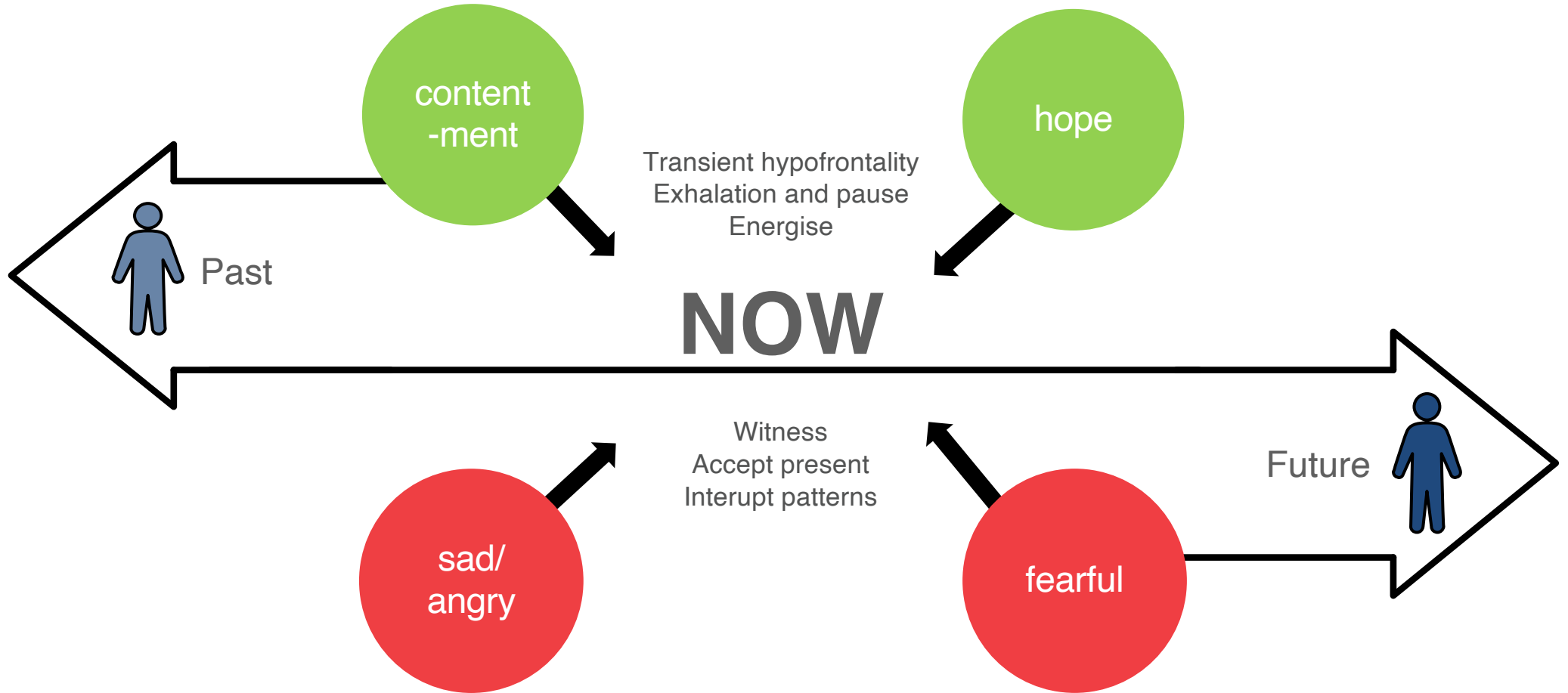
THE OBSERVER'S POSTURE



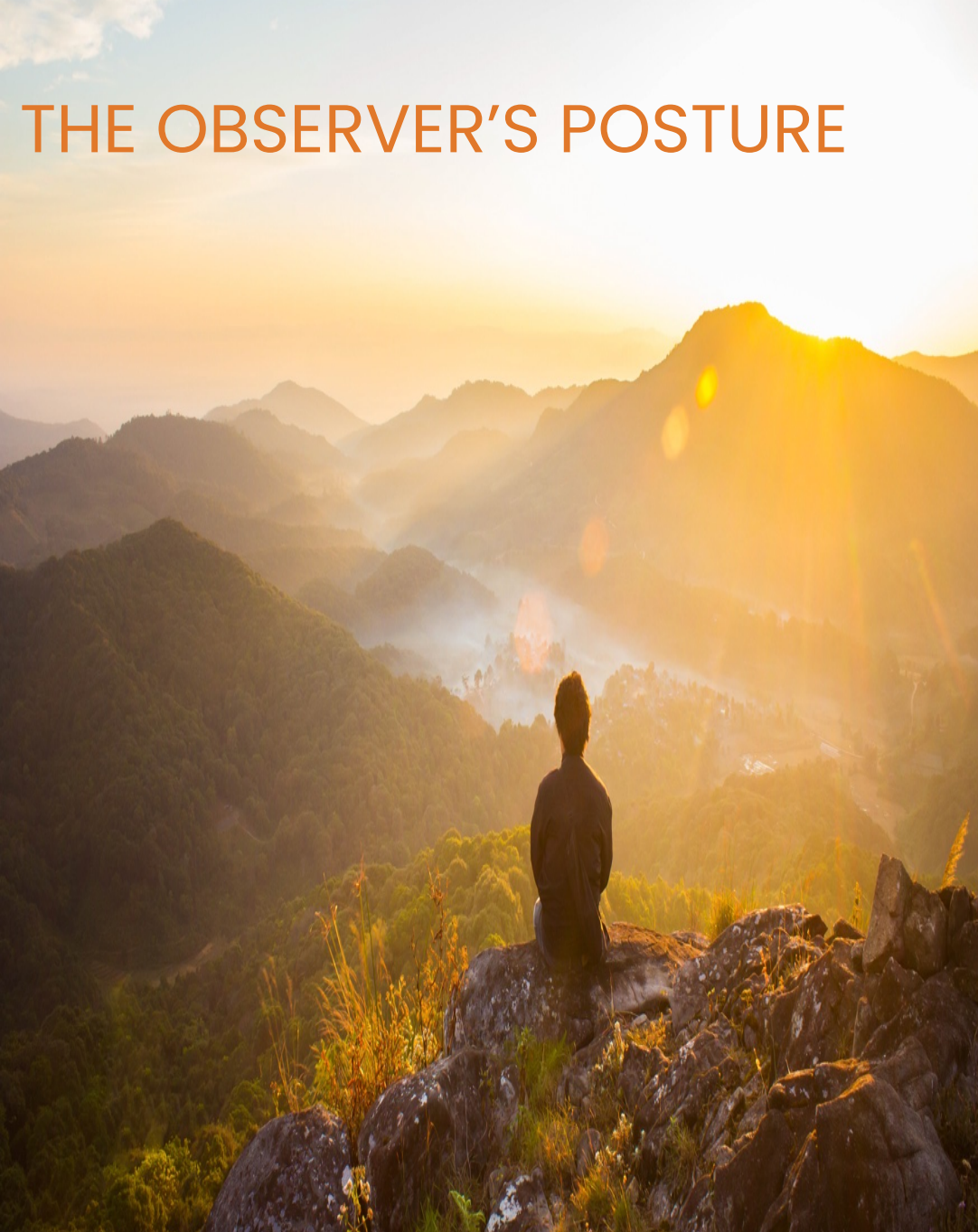
#4 FOCUS



Attention control



THE OBSERVER'S POSTURE



#4 FOCUS



#7 – For me
Stay attentive to the present
moment and protect your mental
space

THE OBSERVER'S POSTURE



#4 FOCUS



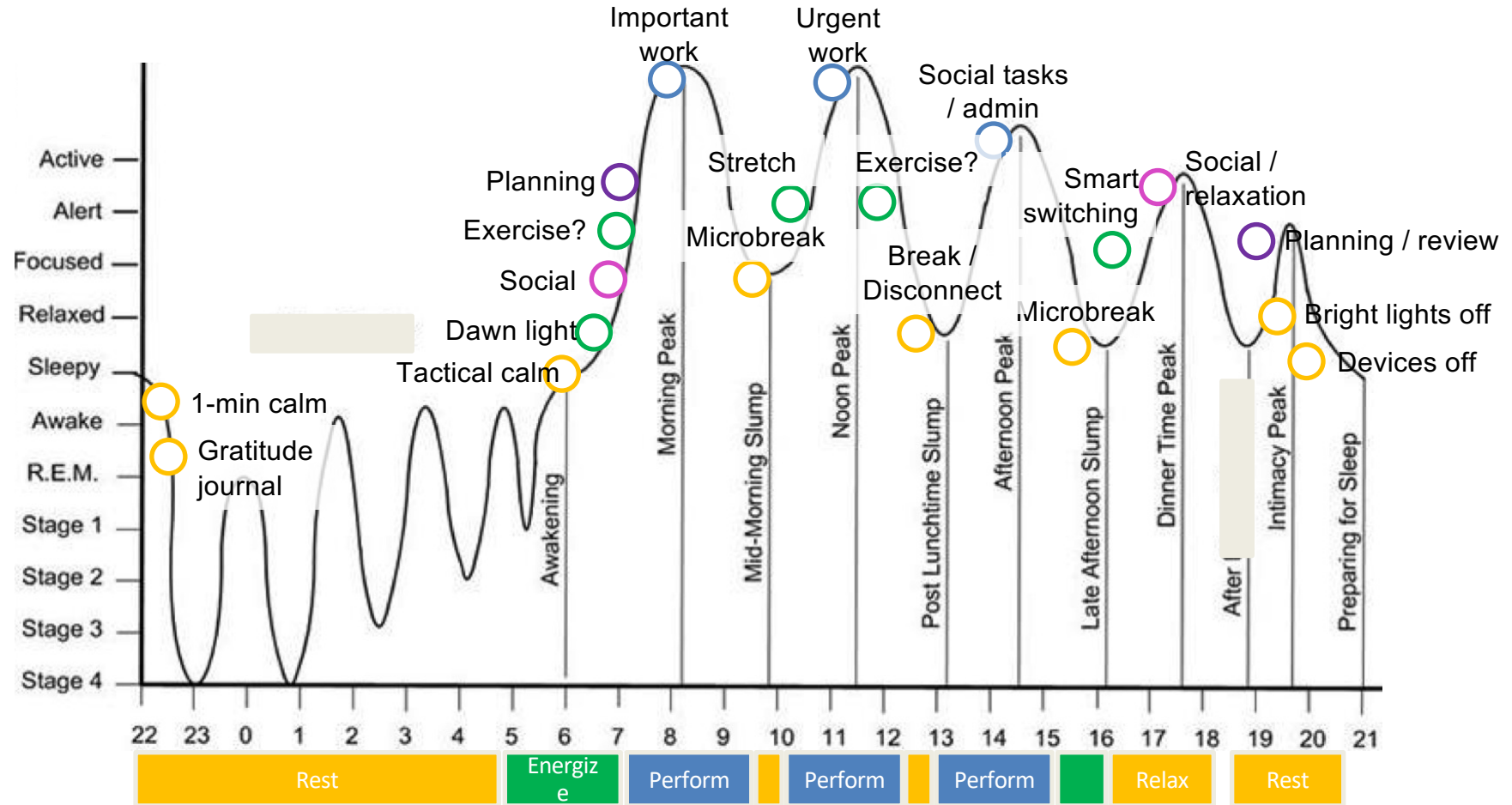
#7 – For me

Stay attentive to the present moment and protect your mental space

#8 – With my team

Maintain Rhythm with the team and don't waste time on worry and rumination

Ultradian Rhythm: Practices



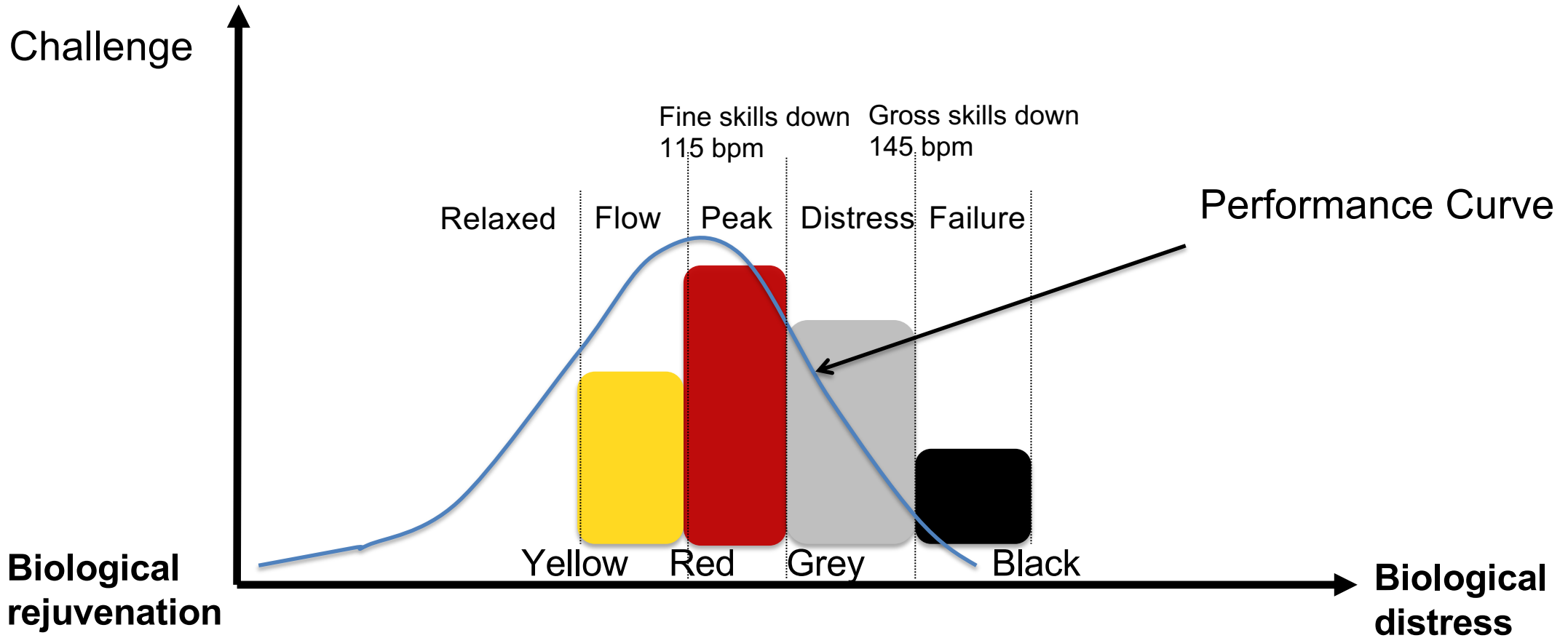
#3 Bounce



#5 - For me

Experience 5min of “centering”
and create spare capacity in your
day

Response to Challenge



Lt. Col. David Grossman, On Combat, 2009



#3 Bounce



#5 – For me

Experience 5min of “centering” and create spare capacity in your day

#6 – With my team

Clarify short-term priorities and build in recovery time

#2 SLEEP



WHAT DO MOST PEOPLE DO BEFORE BEDTIME?



A. Relaxation exercise

B. Reading

C. On screens

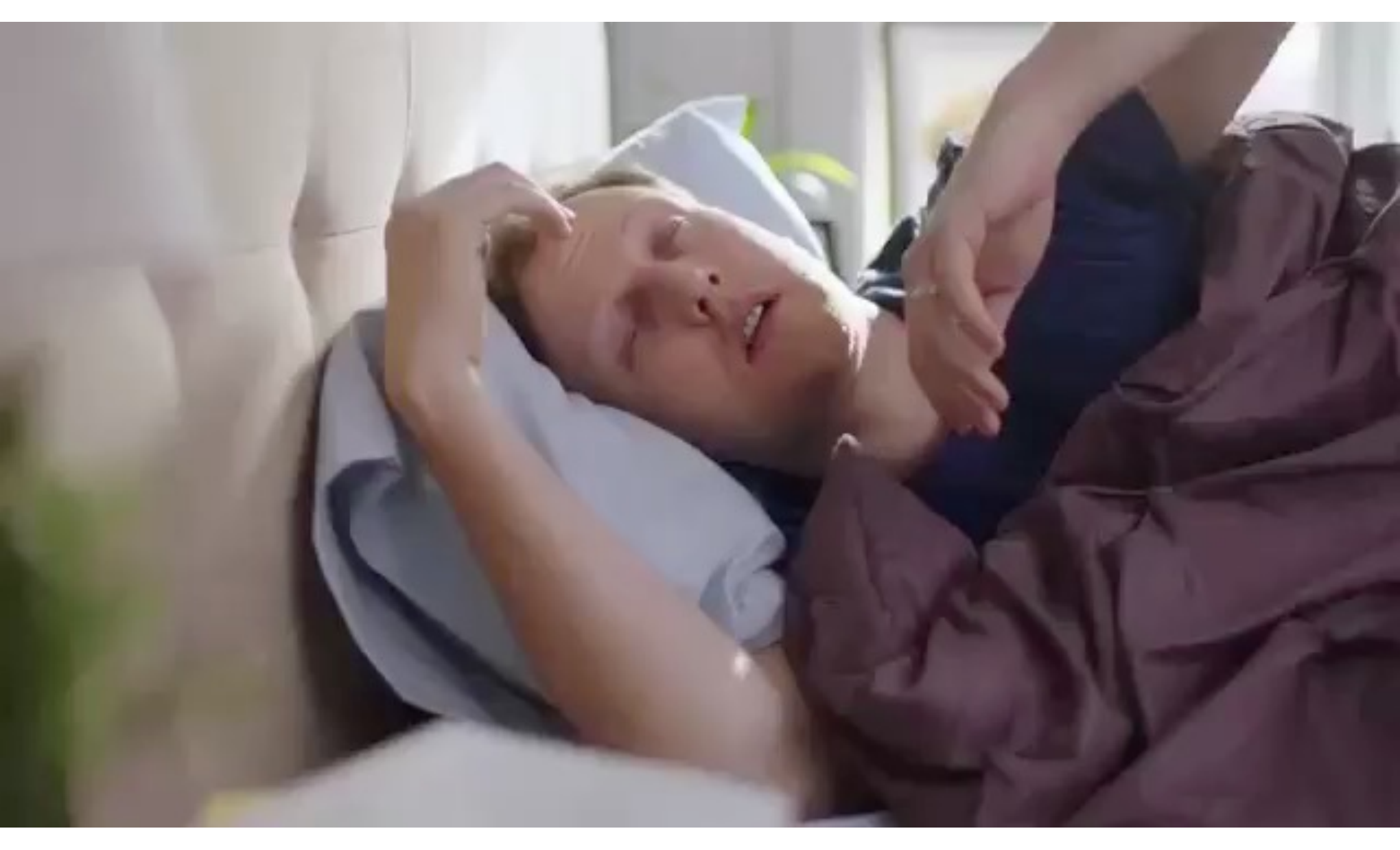




#2 SLEEP

1 hour on screens before
bedtime postpones by 3
hours the peak release of
melatonin.

Matthew Walker -
Neuroscientist





STIMULATE VITALITY



#3 – For me

Secure a good night sleep – avoid screens 1h before bedtime

#4 – With my team

Suggest standing or walking meetings (or the last 10 minutes)

“The human body does not perform optimally when maintaining static postures for prolonged periods of time”

Stanford University, EHS



#1 Fulfilment



SUPPORTED BY

- Purpose
- Values-alignment
- Presence

RISKS

- Depression
- News overload
- Rumination
- Anxiety
- Negativity Bias



FULFILMENT



#1 – For me

Identify my key values and use them as a compass

#2 – With my team

Communicate clearly and often how our decisions/activities honor the purpose of the business

The top 5 Capabilities



Table 2

Strengths: What do those with the top 10% of resilience ratios (RR) do on a consistent basis? The top 10% RR is >2.58, and bottom 10% RR is <0.97.

Strength	Top Decile	Bottom Decile	Difference
Fulfilment	92	16	76
Sleep Quality	83	7	76
Bounce	90	21	69
Focus	94	27	67
Relaxation	80	14	66

3 KEY MESSAGES FOR RESILIENT LEADERS



Take care of
YOU so you can
keep taking
care of others

Work on building
your Self-
Knowledge

Create the right
environment for the
right behaviours to
occur

A THANK YOU GIFT



**Access the Resilience
Diagnostic for Free**



AND

CONNECT

SCAN ME





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Resilient people, resilient planet

Our mission is to equip leaders and their teams with the skills they need to bounce, grow, connect and flow.