

Wellness Strategies to Build Resilience

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What is Trauma



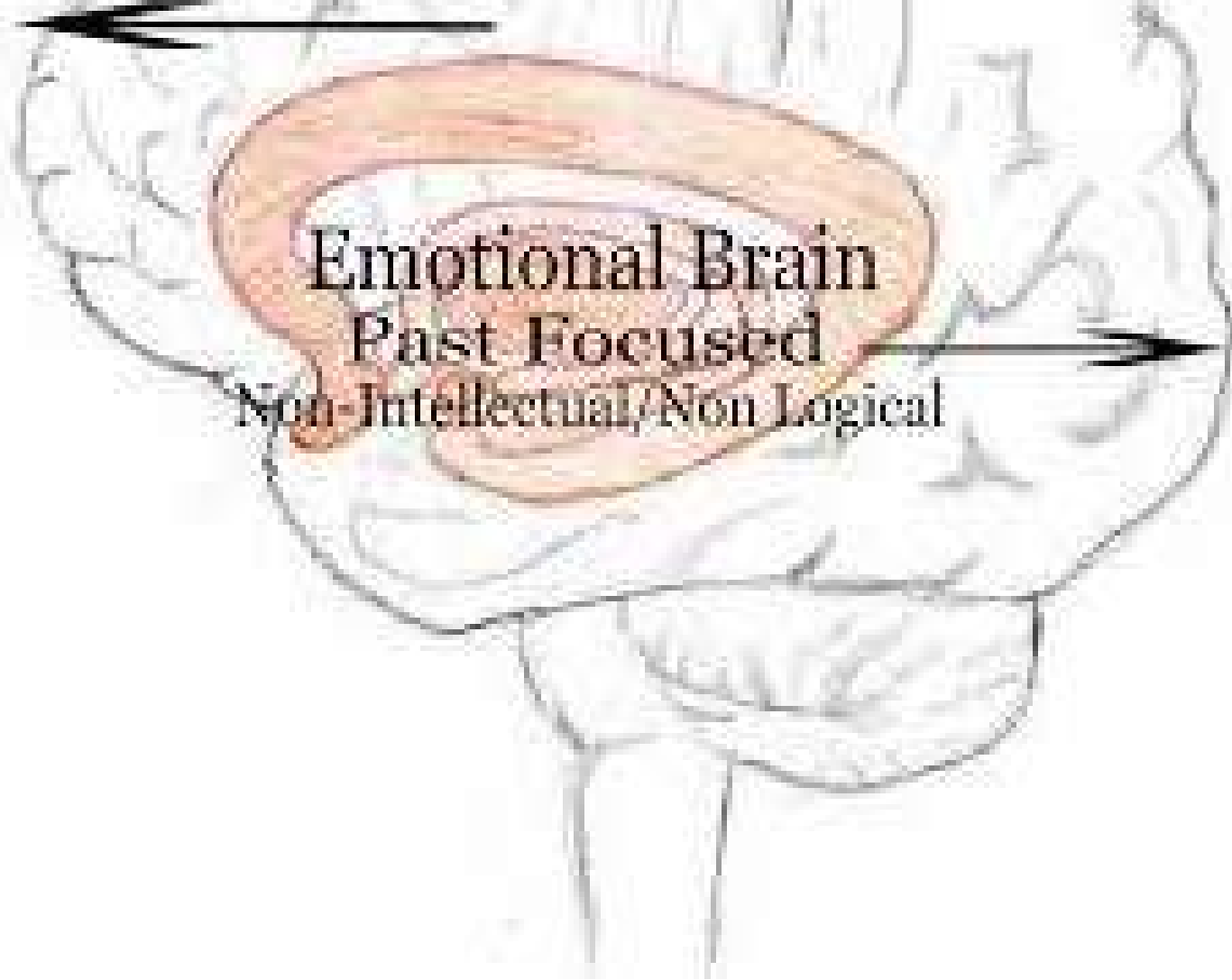
- The experience of violence or victimization
- Threat to life or limb, loss of control and
- Extreme stress that overwhelms the person's capacity to cope

Stress Continuum

- Eustress
- Distress
- Short-term
- Long-term
- Traumatic
- Trauma response



Forwards Looking - Future & Solution Focused
Intellectual (Logical) Brain



Emotional Brain
Past Focused

Non-Intellectual/Non Logical



LIMBIC LOUNGE

- Changes the way your brain and body work
- Impairs your judgment
- Rewires your brain to run on stress chemicals
- Causes inflammation

Impact of Trauma

- Loss of mass in frontal cortex
- Dysregulated emotional system
- Re-experiencing the event
- Emotional numbing
- Lack of self-regulation



WARNING SIGNS

- 1. You get stressed easily.**
- 2. You have difficulty asserting yourself.**
- 3. You have a limited emotional vocabulary.**
- 4. You make assumptions quickly and defend them vehemently.**
- 5. You hold grudges.**
- 6. You don't let go of mistakes.**
- 7. You often feel misunderstood.**
- 8. You don't know your triggers.**
- 9. You don't get angry.**
- 10. You blame other people for how they make you feel.**
- 11. You're easily offended.**

- Transitions
- Work-place trauma
- Personal trauma
- Loss / Change
- Unresolved tension
- Chronic stress



Organizational Symptoms:

- High absenteeism
- Inability for teams to work well together
- Desire among staff members to break rules
- Outbreaks of aggressive behaviors among staff
- Lack of flexibility among staff members
- Negativity towards management
- Strong reluctance toward change
- Inability of staff to believe improvement is possible
- Lack of a vision for the future

BRAIN IN STRESS

- Safety first
- Diminished hearing
- Lowered creativity
- Inability to problem-solve
- Lowered sense of humor
- Lowered ability to see complexity
- Positive memory is compromised



“Wait, I can see something moving,
and it’s waving a white flag!”

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

Self

Other

Self-awareness

What are you feeling?

How did these feelings arise?

What information do they carry?

Social-awareness

What are they feeling?

How did those feelings arise?

Self-management

How do you want to feel?

What do you need to do in order to feel that way?

Relationship management

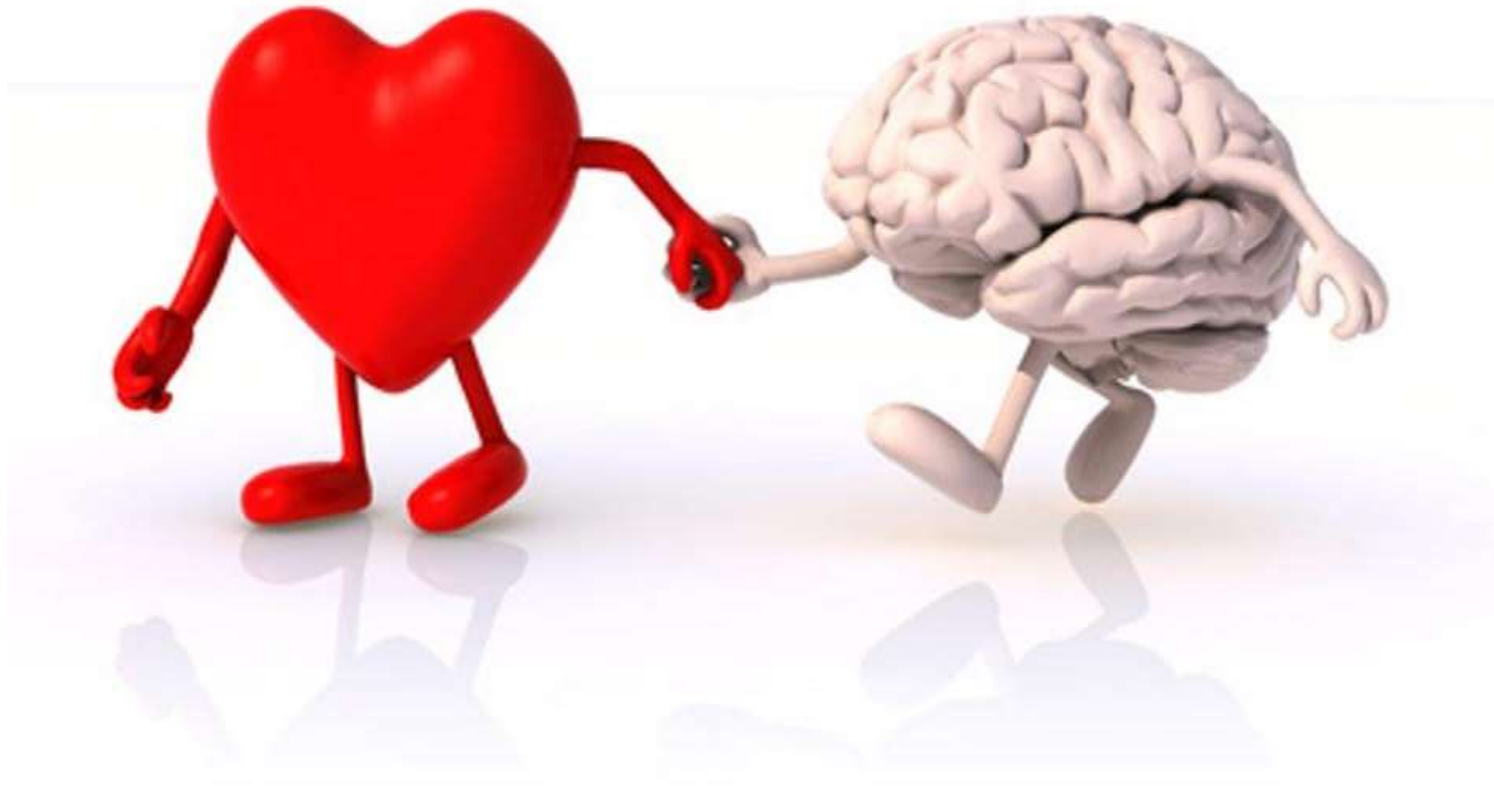
How do you want them to feel?

What do you need to do in order for them to feel that way?

Awareness

Actions

BOUNDARIED EMPATHY



Un-mirroring Ideas:

- Sit up straight
- Cross or uncross legs
- Change breathing
- Take a sip of water
- Stretch
- Take a deep breath
- Exhale
- Break eye contact

Don't Play Trauma Tag!

Self-care: something else I don't have time for and feel guilty that I don't do



IN-THE-MOMENT CARE



Find your Happy Place!

TAKE IN THE GOOD



Create a Sense of...

- **M**eaning
- **A**utonomy
- **G**rowth
- **I**mpact
- **C**onnection



Activity

- Be social
- Go for a walk
- Journal
- Appreciate someone
- Sit quietly



The opposite of play is not work...



...the opposite of play is depression