

## Build Resilience

Seminars, workshops and programs to enhance this key trait

From Wikipedia: Psychological resilience is the ability to cope with a crisis or to return to pre-crisis status quickly. Resilience exists when the person uses "mental processes and behaviors in promoting personal assets and protecting self from the potential negative effects of stressors".

From the Harvard Business Review(1): A small but intriguing new survey by a pair of British consultants confirms the importance of resilience to business success.

### A NEW TOOL

The "Build Resilience" program is interactive classroom instruction based upon the **4Sight Model**, a new way of looking at how we think and what drives our behavior. As a result, our material will complement any other strategies or training you are undertaking or contemplating. In fact, our program will likely augment their outcome.

### AUDIENCE

While anyone can benefit from an increase in resiliency, our program is specifically designed for people in workplace and educational environments where conflict, stress and burnout are a problem. Beyond that, we can work with everyone from line-level staff to the executive team. In fact, we prefer to work with the organization as a whole.

### BENEFITS

By teaching people how to manage their emotions, we increase desirable behavior and decrease undesirable behavior. The key is to not get stuck on an emotion, but, rather, to use it as it was intended: to propel constructive action. Emotions are a check to ensure that both the group and the individual are being taken care of. Critical thinking in crisis with a path back to the base stable path. We'll teach you the tricks for recognizing when you are being undermined by your emotions and the tools you need to manage that situation when it happens.

### STRUCTURE

The program itself is 16-units (16-one hour classes, details on page 2) divided into four equal parts. Parts two and three focus on the knowledge needed while parts one and four focus on integration. The program can be run locally over a 4-month weekly term to maximize change. However, we also do a one-day knowledge-based workshop with follow-on remote consulting for integration and can even opt out of units one and four when less challenging environments are present. Note that integration, when planned, must occur over time to facilitate behavioral change.

### CAPACITY

Due to the benefit of in-class discussions we recommend limiting class size to between 10 and 20 students. That being said there is no real upper limit on the audience size. However, we may limit or eliminate presentation question and answer periods accordingly.

### COSTING

Full-day workshops run \$1,600. Multi-week programs and consulting are available. For more information about tailoring a program that will meet your organization's needs, budget and timeline, email us at [resilience@4SightModel.com](mailto:resilience@4SightModel.com).

[1] <https://hbr.org/2015/01/what-resilience-means-and-why-it-matters>

## Program Details

Programs are based upon a core 16-unit 4-part structure.

**Part 1: Preparation** - the state of mind needed to enable the 4Sight Process.

Unit 1: Who are you?

Prepare a list of challenges that will be referred to and worked on throughout the program.

Unit 2: Field Study

Visit at least one disadvantaged group and write an essay on their experience.

Unit 3: The Mental Health Field

Get a brief history of psychology and also learn about the current state of the field.

Unit 4: The Honesty Factor

Introduction of the concept that mental health / emotional wellness is based upon an accurate view of reality.

**PART 2: Foundation** - the language and vocabulary needed to enable the 4Sight Process

Unit 5: Class Overview

High-level view of what is covered in the intervening classes with discussion of foundational concepts.

Unit 6: Origins

The psychology, neuroscience and theory supporting the 4Sight Model.

Unit 7: Tenets

The philosophical, moral and ethical agreement that must be in place to enable responsible adult behavior.

Unit 8: The 4Sight Model

The temporal-based behavior heuristic giving people a way to conceptualize our thoughts and actions.

**PART 3: Process** - the 4-step program used to effect behavioral change.

Unit 9: Step 1 - Accountability

Commit to having your thoughts and behavior scrutinized by yourself and others.

Unit 10: Step 2 - Trigger Identification

Observe by becoming mindful to recognize when your brain has drawn an emotional conclusion.

Unit 11: Step 3 - Constructive Action

Reflect on the feeling to determine what course of constructive action should be taken.

Unit 12: Step 4 - Altering Momentum

Edit your pathways by forsaking the old and executing the new as often and strongly as is possible.

**PART 4: Integration** - proving use of the 4Sight process.

Unit 13: Safe space

Quantitative feedback without judgment to enable the forward movement of others.

Unit 14: Opening up

Individuals allow themselves to be vulnerable with the group.

Unit 15: Review

360° feedback from everyone in the class.

Unit 16: Conclusion

Challenges are checked for progress and updated accordingly.