

Building Resilience



Iowa Lawyers Assistance Program

Defining Resilience

- ▶ The capacity to recover quickly from difficulties; toughness.⁽¹⁾
- ▶ An ability to recover from or adjust easily to misfortune or change.⁽²⁾
- ▶ The process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external demands.⁽³⁾



The resilience we are interested in building is not just about the ability to bounce back from difficulties but rather learning to bounce forward.

- We are all born with the capacity for resilience. The issue is whether we have developed the mindset and skills that allow us to practice resiliency.
- Resilience can be learned, practiced and refined.

Key Findings



The Benefits of Building Emotional Resilience

- Better at handling challenges
- You will be better at decision making
- Manage conflict more constructively
- Better at preventing burnout
- You will adapt to change better
- Better at maintaining personal well-being
- Better at managing others



We all know people whose stories we look at and ask ourselves how they have survived, how they go on given the adversity or heartache they've experienced.

On the other hand, we all can think of examples of people who have been crushed or beaten down by circumstances.





How do we explain such different reactions and outcomes?

The difference comes down to the resources we have to fall back on when faced with the demands of a difficult situation.

When our resources are greater than the demands of a difficult situation, we are resilient.

Resources > Demands = Resilience

Qualities of a Resilient Person

1. Adaptability; The willingness to adjust to new realities, even when they are unexpected or undesirable.

Qualities of a Resilient Person

2. Optimism; Maintaining hope for the future even when facing uncertainty or failure.

Qualities of a Resilient Person

3. Persistence; Continuing to take action toward goals despite repeated obstacles.

Qualities of a Resilient Person

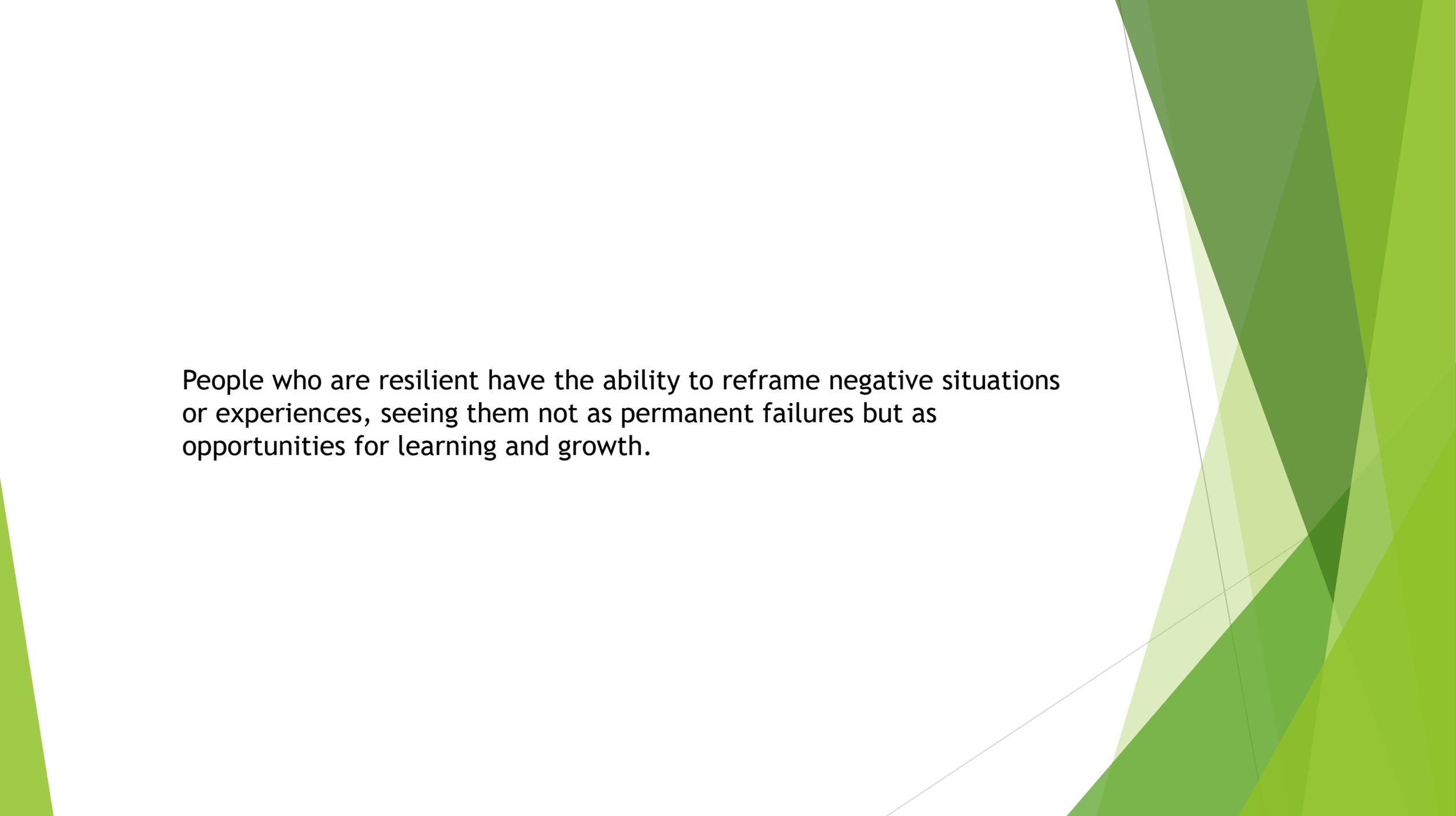
4. Self-awareness; Understanding one's emotions, strengths, and limitations in order to respond more effectively to challenges.

Qualities of a Resilient Person

5. Support networks; Relationships one can rely on for encouragement and perspective.

The most important factor in our mindset, is whether we approach a situation from a perspective of optimism or pessimism.



The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the page, creating a modern, layered effect. The text is positioned on the left side of the page, centered vertically.

People who are resilient have the ability to reframe negative situations or experiences, seeing them not as permanent failures but as opportunities for learning and growth.

Considerations

Can we look for the lesson or opportunity in a negative or difficult situation?

Or do we catastrophize our problems?

How do we build resiliency?

Strengthen Relationships

- Social connections provide emotional support, perspective, and practical help in times of need. Resilient people invest in building and maintaining strong social networks.
 - Work to nurture relationships with family, friends and peers. Having another attorney you are comfortable being fully authentic with, can provide objective insight and advice when dealing with difficult situations unique to the practice of law.
 - Seek professional help if you find yourself struggling to cope with stress or mental health challenges.

Practice Self Care

- Adequate sleep, balanced nutrition, regular exercise, and mindfulness practices all improve the body's ability to regulate stress.
- Engage in activities like mindfulness, meditation, and breathing exercises to help manage stress and improve your mood.
- Limit or avoid substances like alcohol and drugs, which can hinder your ability to deal rationally with adversity.

Cultivate Optimism

- This does not mean blind positivity, but rather the habit of focusing on possibilities and solutions instead of dwelling exclusively on problems.
 - Strive to view challenges as opportunities for growth and learning. Look for something positive in every situation. Don't dwell on mistakes.
 - Practice gratitude. Take time each day to appreciate the good things in your life.
 - Break down large jobs into smaller achievable tasks. Achieving and recognizing even small steps toward a goal can help build confidence and momentum.
 - Remembering previous challenges we've overcome can boost confidence in our ability to handle future obstacles.
 - Reflect on past successes AND unfavorable results to identify lessons learned and how they can be applied to current situations.
 - Find meaning and purpose in your life through work, hobbies and/or community involvement. Find a way to be of service.

Problem Solving

- The more capable we feel in facing challenge, the more resilient we become. Breaking problems into manageable steps can prevent the feeling of being overwhelmed.
 - Clearly identify the problem and the issue you need to address.
 - Brainstorm different options for solving the problem identified. Consider all options.
 - Evaluate the pros and cons of each potential solution identified. Choose the most effective and realistic option.
 - Take action. Implement your chosen solution, continuing to evaluate progress and be willing to change or adapt your plan when necessary.
 - Seek feedback from others about your approach and be open to making adjustments based on feedback.
 - Recognize progress.

Embrace Change

- Accepting that change is a constant part of life, reduces resistance and enables faster adaption.

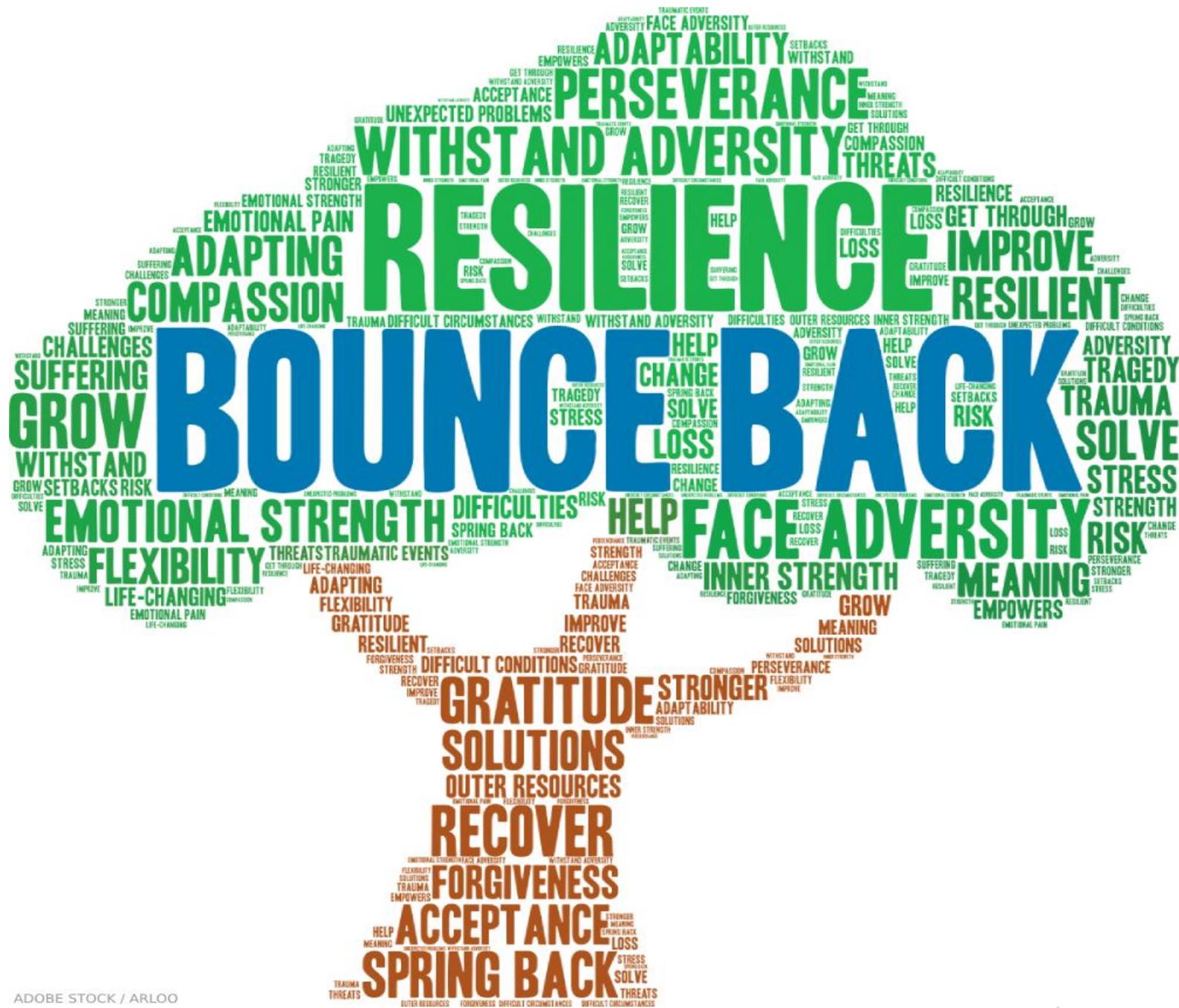
Continuous Learning

- Learn new skills and gain new understanding. Apply this new knowledge along with past experience, to changed circumstances.

People connected to purpose
don't panic, they pivot.

Resilience Test

(Please right click to open)





▶ **The Iowa Lawyers Assistance Program (ILAP)** is a private, non-profit organization dedicated to helping Iowa's judges, attorneys and law students obtain treatment for substance abuse, chemical dependency, addiction and mental health issues. ILAP offers this service on a free and confidential basis.

The Alcohol Use Disorder Identification Test

The AUDIT 10

1) How often do you have a drink containing alcohol?

Never (0 points)

Monthly or less (1 point)

2 to 4 times a month (2 points)

2 to 3 times a week (3 points)

4 or more times a week (4 points)

2) How many drinks containing alcohol do you have on a typical day when you are drinking?

1 or 2 (0 points)

3 or 4 (1 point)

5 or 6 (2 points)

7 to 9 (3 points)

10 or more (4 points)

3) How often do you have 5 or more drinks on one occasion?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

4) How often during the last year have you found that you were not able to stop drinking once you had started?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

5) How often during the last year have you failed to do what was normally expected of you because of drinking?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

6) How often during the last year have you needed a first drink in the morning to get yourself going after a heavy drinking session?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

7) How often during the last year have you had a feeling of guilt or remorse after drinking?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

8) How often during the last year have you been unable to remember what happened the night before because you had been drinking?

Never (0 points)

Less than monthly (1 point)

Monthly (2 points)

Weekly (3 points)

Daily or almost daily (4 points)

9) HAVE YOU OR SOMEONE ELSE BEEN INJURED AS A RESULT OF YOUR DRINKING?

No (0 points)

Yes, but not in the last year (2 points)

Yes, during the last year (4 points)

10) HAS A RELATIVE, A FRIEND, A DOCTOR, OR ANOTHER HEALTH WORKER BEEN CONCERNED ABOUT YOUR DRINKING OR SUGGESTED YOU CUT DOWN?

No (0 points)

Yes, but not in the last year (2 points)

Yes, during the last year (4 points)

Total criteria point count:

- ▶ Scoring: the audit Scores for each question range from 0 to 4, with the first response for each question (eg never) scoring 0, the second (eg less than monthly) scoring 1, the third (eg monthly) scoring 2, the fourth (eg weekly) scoring 3, and the last response (eg. daily or almost daily) scoring 4.
- ▶ For questions 9 and 10, which only have three responses, the scoring is 0, 2 and 4 (from left to right).
- ▶ A total score of 8 or more is associated with harmful or hazardous drinking, a score of 13 or more in women, and 15 or more in men, is likely to indicate alcohol dependence.

There is help.

Iowa Lawyers Assistance Program

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