

# **“Resilience”**

## **Reshaping your attitude**

**Ken Solly**

**Agribusiness Consultant**

**Solly Business Services Pty Ltd**

**Naracoorte SA.**

# What is resilience?

**“Capacity to bounce back and even thrive in pressured times”**

# Four Pillars of Resilience

- **Purpose**
- **Mental Toughness**
- **Physical endurance**
- **Emotional Balance**

Source: Kathryn McEwen -“Building Resilience at Work”

# Basics of a Good Business/Person

- Mindset – Attitude
- Structure - Systems
- Plans – 5 WH, Strategy and Tactics
- Chemistry – How it all gels/relationships
- Culture – Values on display

85% of your financial success is due to your personality and ability to communicate, negotiate and lead.

Only 15% is due to your technical knowledge

- *Carnegie Institute of Technology US*

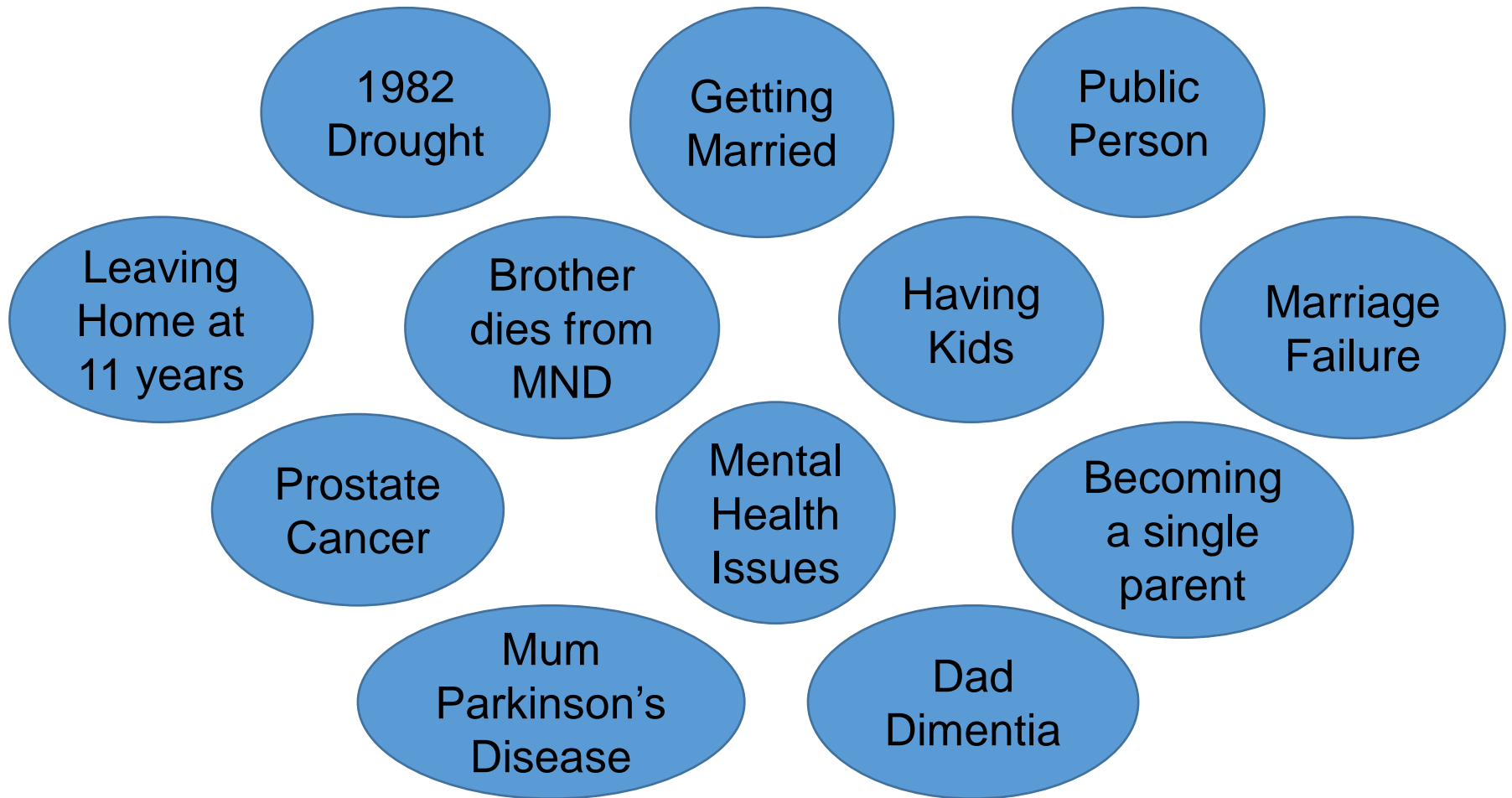
Andrew Carnegie established a unique organization dedicated to scientific discovery “to encourage, in the broadest and most liberal manner, investigation, research, and discovery and the application of knowledge to the improvement of mankind...”

# Have a correct Reference point in your brain?

- **Don't ever go into life believing it will be fair**
- **Expectation and outcome quite often become different things**

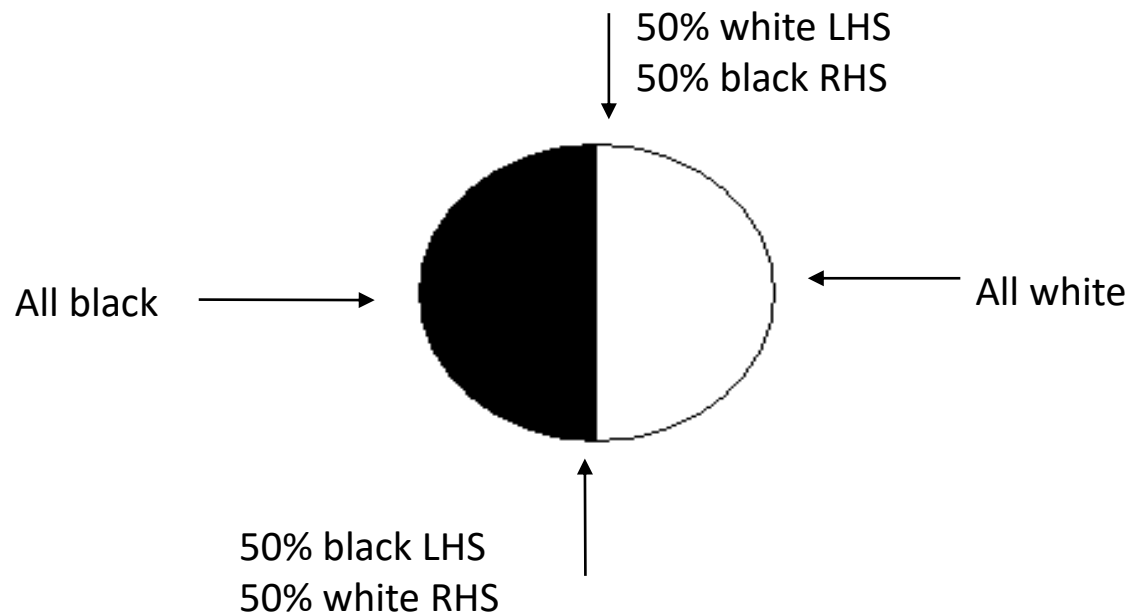
**Everyone experiences failure, it is a natural part of life.**

**- Turn negatives into a positives**



# Perception

Don't stay in the one position

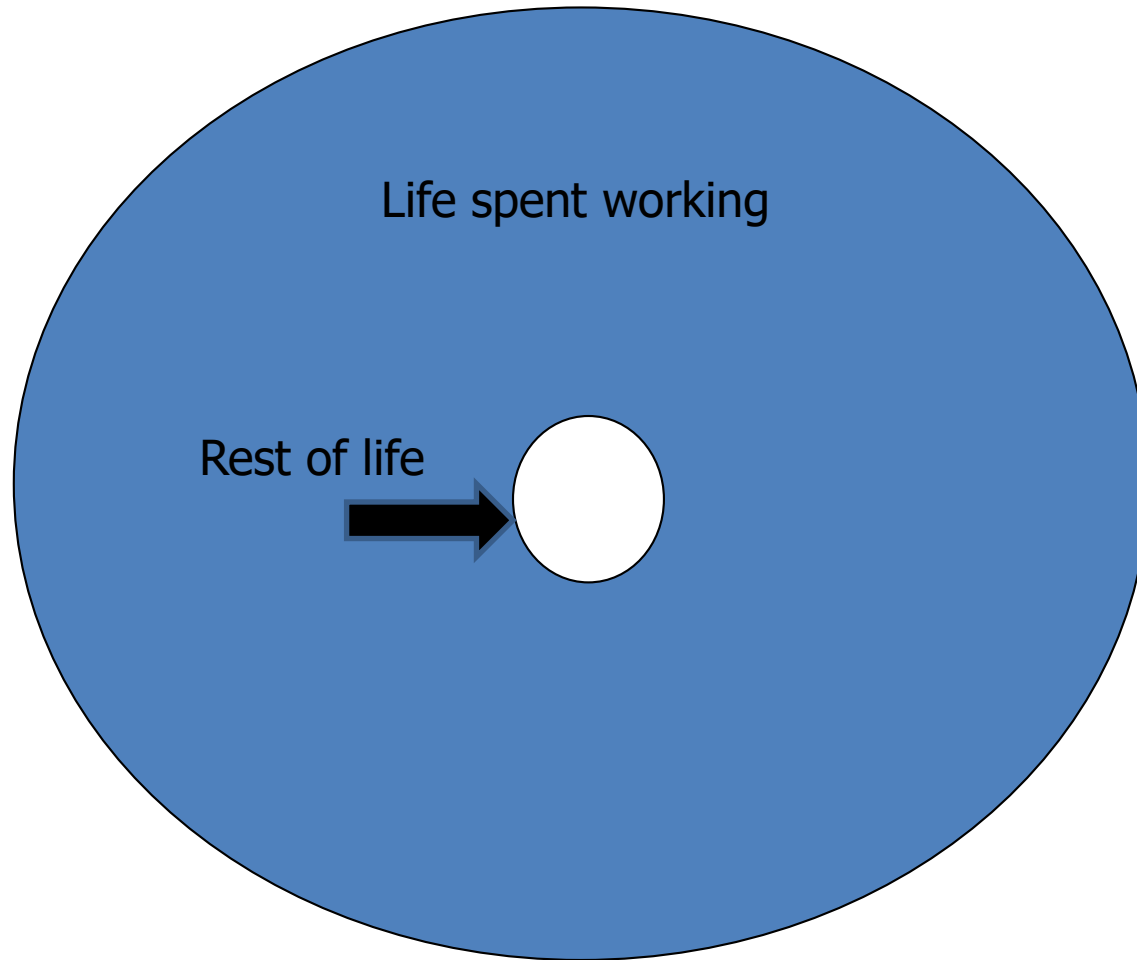


All positions are viewing the same object/problem and seeing different things

Think strategically, take a helicopter view

# Our reliance on our work for our self worth

## – Facing the hidden addiction



# Learn to think/search outside the square

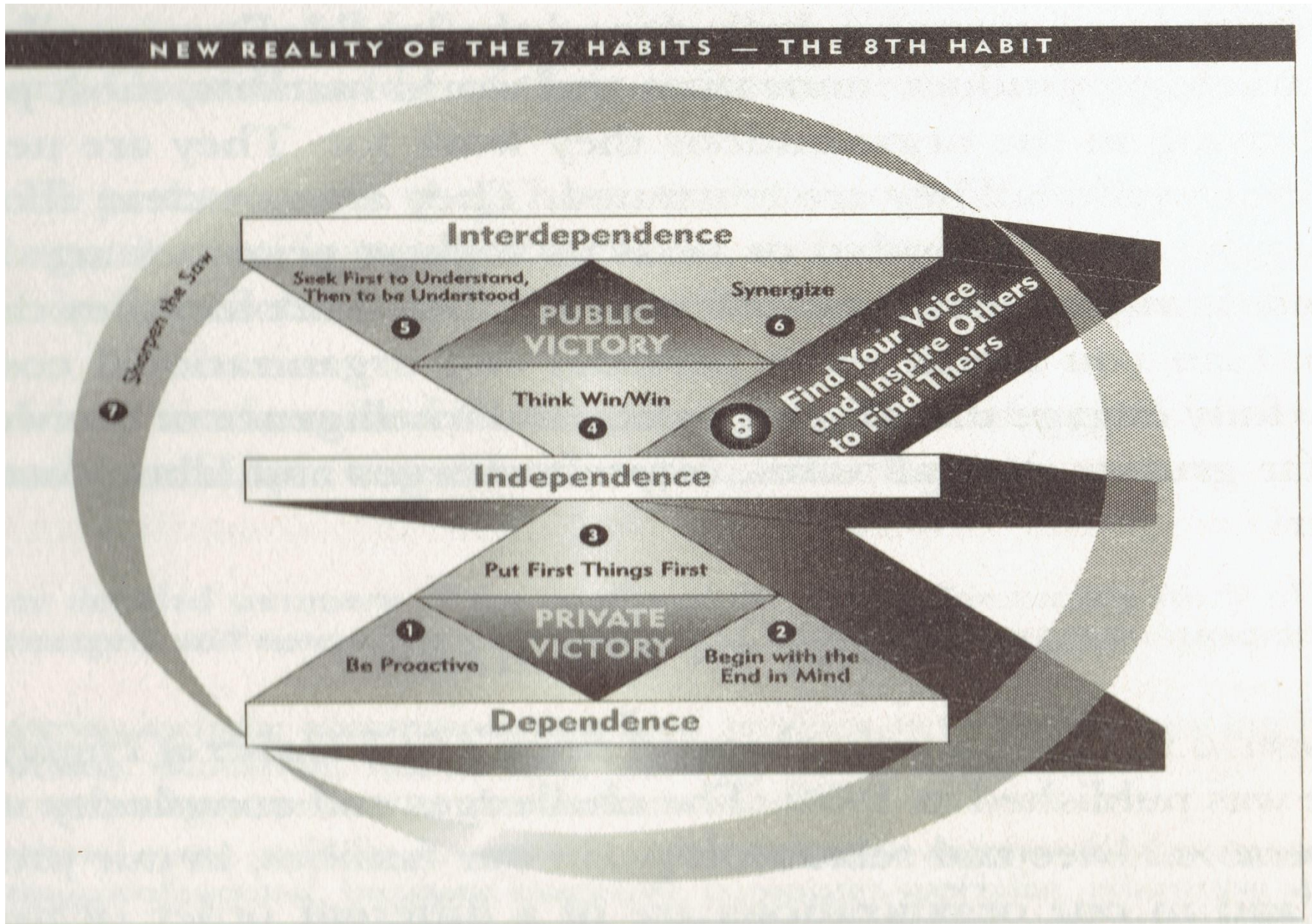
Solution or opportunity	x	0	0
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x	Solution or Opportunity		

# Communication

- Ritual
- Small talk
- Mutual Interest
- Feelings
- Bonded

Problem Solving Tool – I feel, because and I would like/need.

# Eight habits of Highly Effective People. *Author: Stephen Covey*



# Reality of life

- Challenge and adversity **creates growth and knowledge**
- How we deal with situations **defines us as a person**
- Much of, **not all** change must **be embraced if you wish to prosper**
- More complex the situation the **greater the opportunity** we have
- Blame is a sure way of **staying in the problem**
- A smooth sea **never made a skillful sailor**

# Non Negotiables in life

- Keep choosing your **best possible attitude** - self talk can assist
- Avoid the **victim mentality**
- Acknowledge the **good things** that happening in your life
- Don't let any one thing **consume/offend you** – first give permission
- If you know you **need help seek it**
- Don't take on **others problems** when you have plenty of your own

# Prepare for and prosper from the challenge

- Difficult times give us the greatest opportunity to **learn new skills and knowledge** – embrace it positively
- How we swim against the tide **defines us and our success**
- You need to make swimming against the tide **as an enjoyable challenge as possible** – cup half full
- How you swim against the tide **differentiates yourself from others**
- Make sure you understand the difference between **capability and capacity** – **know your limitations.**
- **Stimulus – Response – Reward cycle**

# Managing yourself – face the facts

- Make sure you are **always dealing with reality**
- **Never base decisions on hope**, base them on high probability of positive outcome
- After the event the **problems are never as big** as they were during the event.
- **Damage control** is just as important as profit optimisation
- If you worry a lot then you **need somebody at your shoulder**
- Single people more so – **loneliness can lead to incorrect thoughts**
- Regardless of age everyone **should have a mentor?**

# **May need to change yourself first if you want others to change**

- Continue to be sceptical of your own beliefs – that triggers new learning
- Always try to get in the other persons shoes
- Leave the door open for objective feedback – invite it
- Establish the hard cold facts of all situations
- Your success quite often is only as good as your fall back position
- Make sure the head not the heart is making the decisions

# 3 step rule each year

1. Stop doing the least enjoyable/profitable activity
  2. Build on an existing enjoyable/profitable activity
  3. Do something new – new activity/enterprise
- Doing the same every year can mean you are going backwards
  - For most it is not how high you fly but how well you bounce.
  - Definition of Insanity: Do the same thing every year and expecting a different result.

## **Your priorities should rarely change**

- 1. Your physical and mental health - performance
- 2. Your family – love, support & responsibility
- 3. Your Business – self worth, livelihood
- 4. Your personal priorities – relief valves
- 5. Your Friends - fun
- 6. Your community – take focus away from self
- 7. Others

# Worry

- Things that never happen 40%
- Things in the past that we can't change 30%
- Needless health worries 15%
- Petty, miscellaneous worries 10%
- Real legitimate worries 5%

Worry is interest paid on trouble before it is due

**Harsh but possibly true**

**Stress is for those who attract it and  
allow it!**

**It is not the circumstance that is  
stressful it is only your mind that  
makes it so.**

# Working with constant stress!

- It is not what happens to us it is how we deal with it.
- Stress is an essential part of life – blow torch
- You must work to find strategy to manage your stress
- Learn how to package yes if you cant say no
- You don't have to legitimize everything
- Far to many make thick of the thin stuff in life
- Don't sweat the small stuff – Does it really matter?

# **Stress –Who wants or Needs it ?**

- If stress is impacting badly on your life you need to act now
- Worry is about a lack of information and action
- Learn to manage your stressors – change your approach
- Often the ones you love the most create the most stress
- Make sure you are not the major cause of stress for someone else
- Take the focus away from yourself

# Managing under pressure

- Share your stress with someone you respect and can help you
- Make sure you are not taking life too seriously
- Stress quite often is relative to your own experiences
- Understand the root cause of your stress and seek strategies to manage
- Don't just treat the symptoms – get to the cause
- Very few are compelled to do what they are currently doing.
- Write things down and make sure your bed is good
- Sleep comes a close second to oxygen
- Keep trialling different ways until you find a better one.

# Strategies to cope in tight times

- Find what it takes to sustain or improve your physical and mental health - number one priority in tough times
- Have an acute awareness of how you personally change under pressure. Gain another's assessment.
- Align yourself with and maintain dialogue with positive people, they lift you
- Empty the cupboard to allow something new to enter.
- Doing nothing is still a decision – procrastination can a killer
- A problem shared is a problem halved in most cases

# Just be yourself

- A lot of stress in life comes from trying to be someone you are not and never will be.
  - Better off trying to be a better you.

# Importance of 20 year goals - Vision

- Colonel Light had a vision for Adelaide
- We all need to have vision for our lives – it has taken me until later life to realise how important this is.
- You only have 40 chances – 5 or 6 shockers
- It takes a long time to achieve what is needed in farming – brick by brick
- SMART Goals are required – Describe your farm/business/self in 20yrs
- You need to know where you are going. If you don't know where you are going any road will get you there but there fair chance you will be dissatisfied with your destination.
- 20 year goals takes pressure off succession

# Better time Management – resilience ↗

- Timing is not something it is everything
- Time Management – About planning and execution
- Plan your work then work your plan
- 168 hours in week only 30% at work.
- Pareto principle 20% time give you 80% results
- 10 minutes a day equals 1 week a year
- Minimum of 2.5 weeks holiday in one block
- 2 to 3 long weekends a year

# Work Life Balance?????

- 168 Hours in the week – time is your real currency

## Ken's Balance

- 56 Work, 56 Sleep, 56 Please Yourself = 168 hours
- 56 work = 5 days x 10 hours = 7.30am to 6.30pm. Plus 6 hours on weekend.(1 hour lunch/smoko)
- 56 Sleep = 8 hours x 7 days
- 56 Other = Family, Community, recreation, rest
- The work you put into your time is more important than the time you put into your work –Efficiency
- If you have too big of a mouthful (overcommitted) then you may just have to chew longer, harder and faster

## Some home truths

- Machinery maintenance we know but what about marriage and relationship maintenance – quality time is required
- In adversity there is the seed of an equal or greater opportunity
- Success is proportionate to attitude
- If something means too much to you it will most likely bring you undone
- A good life is a decision – make that decision.

## **Now - Tomorrow Morning's Meeting**

- What are issues to follow up from conference?
- Which ideas appear to have the greatest benefit?
- Who is doing what?
- When will we decide?
  
- Just do something

# Sources of Assistance

- **Denis Hoiberg – Psychologist,  
Lessons Learned Consulting Adelaide**
- **Kathryn McEwen – Psychologist,  
Building Resilience at Work (Text),  
Adelaide.**

# My 20 year vision

What do I want my life to be like when I am 80?

- Make the important decisions about later life very early
- Meet a lady partner to love, care and share
- Have a strong focus on health and fitness
- Grow and enjoy my self managed super fund
- Listen to the advice of my children
- Live in a retirement unit close to facilities
- Have 2 or 3 involvements, give back to society where I can
- Always have something to look forward to today, tomorrow, next week next month, next year
- Travel and explore new areas of Australia each year