

# Wellness Strategies to Build Resilience

Dr. Anjali Nandi

[anjalinandi@hotmail.com](mailto:anjalinandi@hotmail.com)



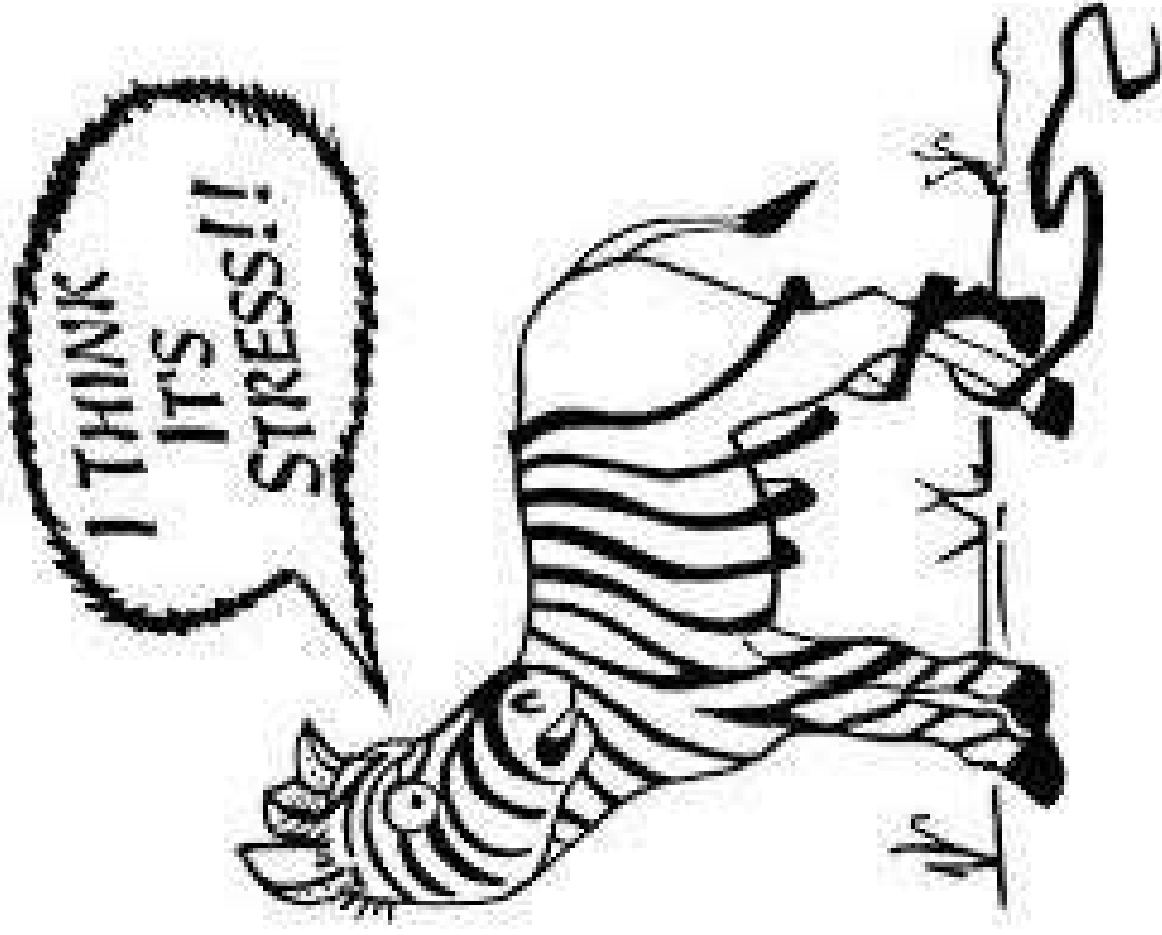
# What is Trauma



- 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

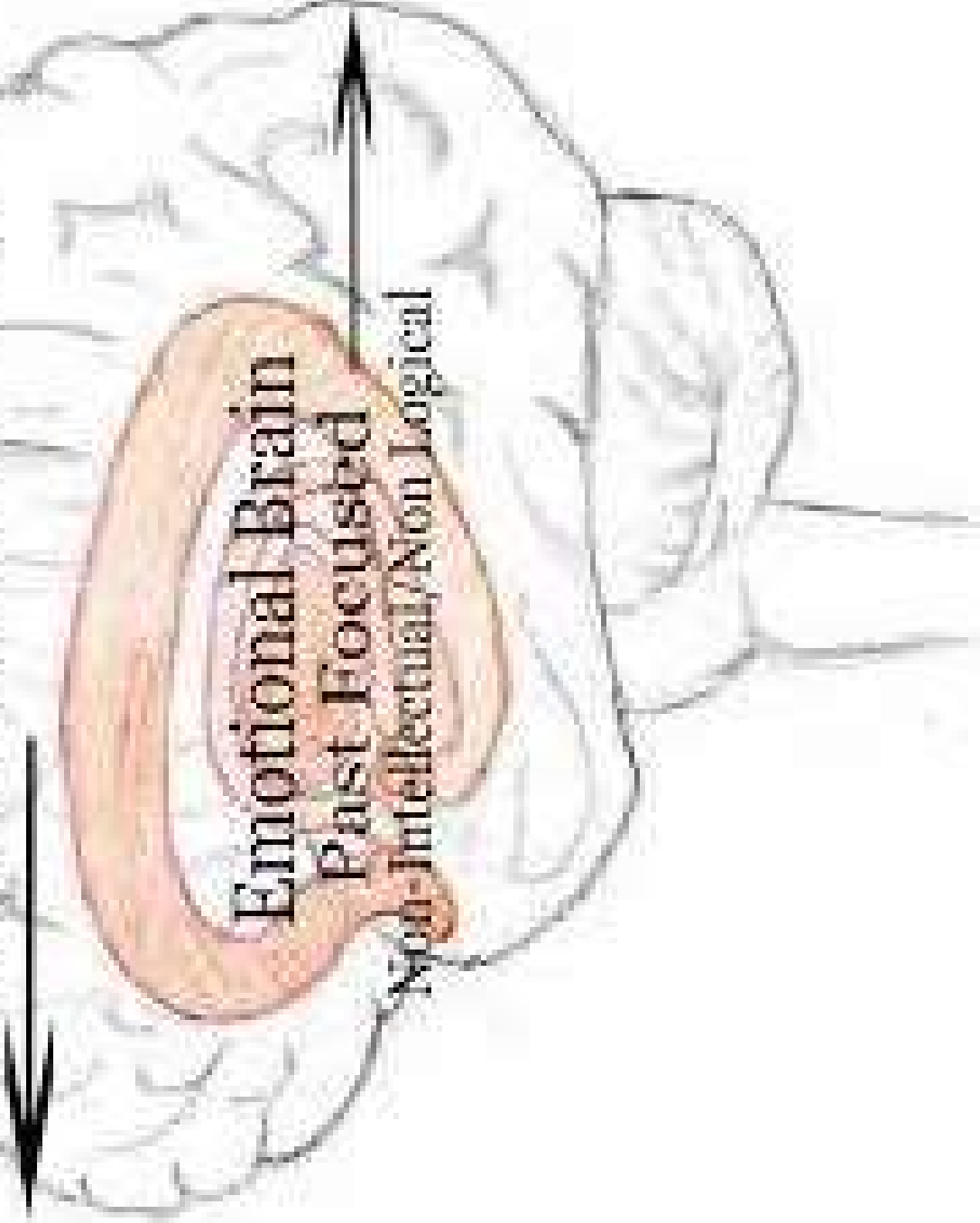
# Stress Continuum

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



Forwards Looking - Future & Solution Focussed

Intellectual (Logical) Brain



Emotional Brain

Past Focussed

Non-Intellectual/Non Logical

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



LIMBIC LOUNGE

# 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



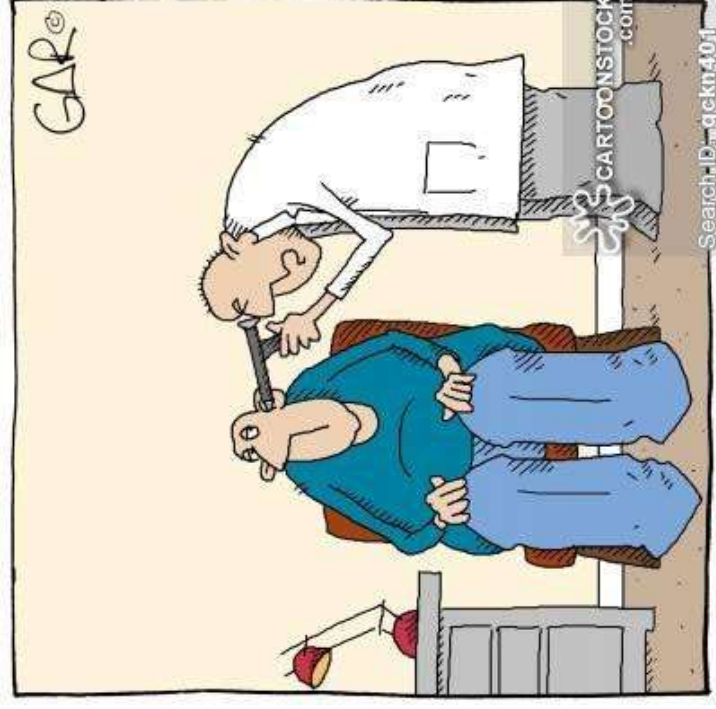


# Organizational Symptoms:

- 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-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?

# 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