THE

RESILIENT PROFESSIONAL

BY SHAUN HUMPHRIES

Everything Changes

In this e-book, we will discuss the reality of hyper-change and the fact that this is the new reality for most of us. Our world will hurl both opportunity and challenge at us in a way that will make the upheaval of the industrial revolution look like a picnic. The institutions that we have come to rely upon to buffer us against change are fragmenting and losing their influence and power in the world. Increasingly, governments are losing their ability to protect their citizens from the negative impacts of change and both multinational and transnational corporations have lost much of their ability to shape the major change forces as well.

Anyone betting on their elected officials and national governments to help and protect them will be sorely disappointed. Politicians tell us what they know we want to hear to get our votes. That's the purpose of polling. They know they won't get re-elected by doing the right things and telling the truth. Instead they need to figure out how to appeal to our fears, stomachs and gonads! One wise person once said, "We get the government we deserve." This is so true in our world today. Government policies and programs will be increasingly impotent against the global avalanche of change.

Added to this reality is another reality—the planet has an aging demographic. An aging population brings with it challenges to health care, retirement plans and personal energy. One of the main themes of this e-book is the importance of cultivating and nurturing personal and organizational resiliency. One of the primary ways to maintain overall resiliency is through personal energy management and health. This becomes a greater challenge as we age. Dealing with the health and pension concerns of a global population will be a huge challenge facing the planet. Our current medical model is not equipped to deal with the challenges, nor do we have the resources. If there was ever a time to truly embrace preventative healthcare and a truly integrative approach to medicine and health, this is the time. Ironically, the rates of obesity and diabetes are increasing at record levels all over the world, leading some commentators to remark, "This generation of young people may actually experience shorter life expectancies than their parents, because of the epidemic of obesity." The silver lining in all this negative news is the fact that by taking personal responsibility and positive action, you can work towards real change. Throughout this e-book, I will share strategies that have the potential to dramatically improve the health of your whole family.

"When we are no longer able to change a situation, we are challenged to change ourselves."

—Viktor E. Frankl

Against this backdrop of change is the erosion of communities and the family. Historically, the local community and the family played an incredibly important role. We protected and nurtured each other, and passed on values that helped the community as a whole. I'm not saying it was a perfect system, but it certainly provided supports that I would argue are critical as we look to a future filled with hyper-change. Over the last 100 years, we have handed over this tradition of support to governments and other professional agencies. Added to this trend, the search for economic opportunity has led to the migration of individuals from their local communities to other parts of the nation or even other countries. This has led to family fragmentation and far less support for the nuclear family.

Given my thesis that governments will increasingly be in crisis mode, we need to reorient, or focus back to the local community for support. I am not arguing for going back to the agrarian model where we all live on subsistence farms. However, I would argue that local communities, where people can get involved and engaged to support one another, will become vitally important. No longer can we simply hand over support needs to professional agencies. We can't be in delegation mode anymore. We need to do our part to build strong local communities and families.

TIP:

There are many challenges. At the same time, there are many opportunities. In order to seize the opportunities before us, we need to be resilient.

And finally, we live in a digitized media culture that causes us to be distracted and increasingly focused on the inane, trivial and dramatic. The media culture is competing for our attention. To do this, they need to hijack our thinking minds and to appeal to our "flight or flight" minds. They do this very successfully by generating hyper-arousal and generalized anxiety, which shuts down our ability to look objectively at our world and circumstances. The result? Poor and often knee-jerk decision-making!

Technology is here to stay. The technology genie is out of the bottle. The growth of technology and its impacts have been so dramatic and quick that I think it's taken us by surprise. We now need to develop models that will help us to successfully co-exist with digital technology to make sure it doesn't lead to degradation of our culture and the values and virtues that generations have fought hard to protect. I believe there needs to be a new approach to how we interact with technology. We need to figure out ways of unplugging from the digital world. I don't believe our minds and bodies were designed to interact with technology 24/7. We need to fight the addictive qualities of technology and provide digital-free zones for our minds, bodies and relationships. The result will be better health, better relationships, better thinking, and ultimately, more personal and organizational resilience!

There are many challenges. At the same time, there are many opportunities. In order to seize the opportunities before us, we need to be resilient. We are experiencing the democratization of information and knowledge, as billions of people are becoming digitally connected. The youth in many totalitarian states around the world are fighting for democratic rights, and even giving up their lives. The positive side of technology is how it has sped up the changes and the fight for democratic freedoms through the use of Twitter and Facebook. Around the world we are seeing the rise of the entrepreneur. Technology, in large measure, is helping to stimulate the explosion of entrepreneurship

and development of entrepreneurial companies. These positive changes can be fully harnessed through the cultivation of RESILIENCE!

Given all the changes around us and the opportunities and challenges they will spawn, how do we best prepare for this new world? At a personal, organizational and community level, I believe that what is required is the cultivation of RESILIENCY and CHANGE READINESS. I have written this e-book to jump-start you in the cultivation of these skills.

This e-book will provide examples of resiliency, help you assess your current state of resiliency, and outline a number of very practical strategies that will help you to become even more resilient and to maintain your resiliency for a lifetime. As well, I will provide you with a model for the change process, the steps we go through, and strategies to manage change and even grow stronger as we process change.

We Live In an Age of Transition and Change

As I mentioned, our lives are changing at a faster rate than at any time in human history. The amount of information in a single issue of *The New York Times* is about equal to the amount of information that people in the 17th century would have assimilated in their entire lifetime!

Not only are we experiencing an explosion of information, we are seeing significant changes politically, socially, environmentally, economically and technologically. These changes are creating an environment that is extremely stimulating but can challenge our ability to prioritize and focus.

We are all trying to understand and respond to the changes occurring to our work and personal lives. Most of us try to react to these changes in positive and productive ways, but sometimes we feel overwhelmed and confused. The skills and strategies in this program will help you to manage effectively key "Transition Points" experienced through your life.

The experience of change can cover a broad spectrum. It can be unexpected, sudden and unsettling, or it can be welcomed and planned. External global forces, as well as internal economic and social pressures, contribute to accelerating change. Today, change and new transitions are a way of life and resiliency training will help individuals to deal with change and take advantage of the opportunities that emerge.

In response to change, you need to:

- Be change capable (the building of resiliency)
- Meet the challenge by staying effective and productive (applying the skills)

Keeping yourself afloat in the face of change demands skills beyond what you learned in school or at work. We need to be very intentional in how we manage all aspects of our lives; physical, emotional, relational, psychological, financial and spiritual (purpose, vision, and missions).

Impact of Change

Everyone reacts to change differently. For example, some of us find that adjusting to a new home takes enormous effort, while others say very little adjustment is necessary. Your ability to handle stress is also dependent not just on the primary event, but on other events that are taking place at that time. Let's say you have just been given a promotion at work. If this event happens when life is calm and things are going well, you will experience this event as exciting or as a positive new challenge. However, if this promotion takes place when you're going through a marriage separation and your teenager is struggling in school, the promotion may be experienced as extremely stressful.

Similarly, there is a growing body of research that confirms that how you experience stress has as much to do with your attitude toward a stressful event as the actual event itself. People who practice change management skills have learned to reduce the stress of change and challenge.

Negative Effects of Stress

Stress can be defined many different ways. For our purposes, excessive stress is defined when you come to the point of feeling that "things are out of control." It's essentially when the demands being placed on you are in excess of the personal and social resources that you have available to you.

In 1967, psychiatrists Thomas Holmes and Richard Rahe decided to study whether or not stress contributes to illness. They surveyed more than 5,000 medical patients and asked them to say whether they had experienced any of a series of 43 life events in the previous two years. Each event, called a Life Change Unit (LCU), had a different "weight" for stress.

The more events the patient added up, the higher the score. The higher the score, and the larger the weight of each event, the more likely the patient was to become ill. Within their group of 5,000 medical patients, they determined that those who had suffered serious illnesses or were involved in accidents had the highest scores, meaning they had experienced the most stressful changes in the previous years.

Holmes and Rahe Stress Scale

One of my main goals for this e-book is to provide you with strategies you can use to build resiliency into your life. My expectation for you is this newfound resiliency will help you deal more effectively with the change and life events going on in your life.

By understanding your stress, you will ideally improve your self-awareness and self-care strategies, enabling you to deal more effectively with stress and maintain your health as you transition through stressful periods in your life. By using the Holmes and Rahe Stress Scale on the next page, you can measure the stress load you carry, leading you to think or reflect about what you should do about it.

ACTION ITEM #1.1

Review the list of events below, circling each one that has happened to you in the last year. If you experienced the same event more than once, add the score again for each extra occurrence of the event. Total the value for the items you circled.

YOUR SCORE: _____

- 300+ You have a high or very high risk of becoming ill in the near future.

- 150-299 You have a moderate to high chance of becoming ill in the near future.

- <150 You have only a low to moderate chance of becoming ill in the near future.

EVENT	VALUE
Death of spouse	100
Divorce	73
Marital separation	65
Jail term	63
Death of close family member	63
Personal injury or illness	53
Marriage	50
Fired at work	47
Marital reconciliation	45
Retirement	45
Change in health of family member	44
Pregnancy	40
Sex difficulties	39
Gain of new family member	39
Business readjustment	39
Change in financial state	38
Death of close friend	37
Change to a different line of work	36
Change in number of arguments with spouse	35
A large mortgage or loan	31
Foreclosure of mortgage or loan	30

Event	Value
Change in responsibilities at work	29
Son or daughter leaving home	29
Trouble with in-laws	29
Outstanding personal achievement	28
Spouse begins or stops work	26
Begin or end school/college	26
Change in living conditions	25
Revision of personal habits	24
Trouble with boss	23
Change in work hours or conditions	20
Change in residence	20
Change in school/college	20
Change in recreation	19
Change in church activities	19
Change in social activities	18
A moderate loan or mortgage	17
Change in sleeping habits	16
Change in number of family get-togethers	15
Change in eating habits	15
Vacation	13
Christmas	12
Minor violations of the law	11

SOURCE:

What Can You Do?

If you find that you are at a moderate or high level of risk, an obvious first thing to do is to try to avoid future life crises. This is easier said than done. However, we usually have some level of control that may allow us to reduce our stress load. It's about avoiding times that will make things more difficult. For example, if you are planning to move homes, it may be prudent to time this event the year after you have successfully transitioned your daughter to a new university 1500 miles away. You can learn conflict resolution skills to minimize conflict with other people. You can avoid taking on new obligations or engaging with new programs of study if you know that your partner is going through a major life change. Sometimes, it's about choosing to take things easy and look after yourself. All of this takes the cultivation of self-awareness, which is something that this e-book will help you with.

More than anything else, going through this exercise brings attention to stress that you may not be aware of. Awareness can lead to reflection and reflection can lead to positive action.

Technology and the Microchip

Before we go much further, I feel it's important to unpack the topic of technology. Technology has had an incredible impact on every area of life, politically, economically, socially, etc. Back in the 1960s, scientist and Intel founder Gordon Moore mused publicly about the increasing computing power of the microchip. In the 1960s, Moore hypothesized that the computing capacity of the microchip would double every 18 months. For the most part, over the last five decades, this prediction has been true. In other words, every 18 months, computers get twice as fast for the same price. One example is the executive portable computer developed in 1982. It cost over $2,500 dollars and weighed in at over 28 pounds. Compare this to the first iPhone, released in 2007, which weighed 1/100th as much, at 1/10th of the cost, while sporting 150 times the processing speed and more than 100,000 times the memory.

It's not just computing power that is exponentially growing. Consider the sheer scope of the data we now encounter. As I mentioned in a previous chapter, a week's worth of the *New York Times* contains more information than the average 17th century citizen encountered in a lifetime. And the volume is growing exponentially. "From the very beginning of time until the year 2003, humankind created five exabytes of digital information," said Google executive chairman Eric Schmidt. An exabyte is one billion gigabytes, or a one with 18 zeros after it. In the year 2010, the human race was generating five exabytes of information every two days. By the year 2013, the number will be five exabytes produced every ten minutes! Is it any wonder that people are feeling overwhelmed with the sheer volume of digital information that comes our way every day? Could this be one of the reasons that personal resiliency seems to be eroding at unprecedented rates?

The combination of increasing technological capacity and the volume of information coming our way forces people to take short cuts. As a result, are important opportunities being missed? And on top of this, DISTRACTION in the workplace is becoming a huge issue for organizations. It bleeds productivity and creates huge frustrations as both individuals and organizations struggle to fight through the inertia that distraction creates.

Let me share some more interesting facts on the information avalanche. In 1995, there were 12 trillion electronic and paper documents created. In 1998, despite electronic files, 90% of all documents were printed. In 2005, 20 trillion documents were created and about 50% were printed (according to Gary Starkweather, Microsoft research and inventor of the laser printer). In 1450, after the invention of Gutenberg's press, 100 titles were published per year. By 1950 we were up to 250,000 titles annually. In 1550, there were approximately 35,000 titles. By 1850, it was up to 3.3 million. And by 2000, over 52 million! To say the least, we have to deal with a phenomenal increase in information production.

Truly, as we look ahead, one of the key resiliency skills will be effective data and information management. People will be rewarded for their ability to sort through the clutter, volume of data and distraction in order to come up with the pearls of wisdom, connections and new distinctions that will help to solve problems and to create new opportunities.

The 1000 Channel Universe

Not only has the sheer volume of information been accelerating, as evidenced by the facts around book publishing, but we've seen the proliferation of 24/7 news and information.

With the introduction of hundreds and hundreds of channels, as well as hundreds and hundreds of news outlets, the networks have been forced to wage a huge battle for the attention of the public. Every day, we are bombarded by digital information and print media all shouting loudly in an attempt to get our attention. We would like to think that the motivation is to inform. And likely, at some level, they may be accomplishing some of this objective. However, the real agenda is to increase viewership and circulation. And viewership is about ratings and ratings are about sponsorship and advertising. And advertising and sponsorship is about revenue and revenue is about profitability.

On top of the traditional news outlets and cable stations, we have had the proliferation of social media—Facebook, Twitter, LinkedIn, YouTube, just to name a few. I know we can't get the genie back into the bottle, but there are certainly moments when I wonder if the social media phenomenon is really benefiting our culture. I have to admit that I love the ability to look up "How To" videos on YouTube. For a visual learner, nothing beats it! We can all come up with some benefits, but I think there are some concerning downsides that lurk in the background:

- It seems that the worst in human nature is being championed.

- It promises instant success for doing nothing but coming up with stupid, perverse, intolerant, content. The more inane, the better.

- It fosters distraction and shortened attention spans. The mediums have the potential to alienate us from real relationships while promoting a commodity version of relationships.

- There is an addictive quality to these technologies. Given the definition of "addiction," this is not likely a good thing.

ACTION ITEM #1.2

Right now, list three things you can implement now to reduce technology's negative impact on your resiliency. Be creative!

1. _____

2. _____

3. _____

I suspect that one of the ways that we can improve our personal resiliency is to disengage a little from social media and technology in general. It's interesting to note that we are hearing more about "technology fasts" and some organizations have started shutting down e-mail access for their employees outside of regular business hours. They are recognizing that there is a downside to the "always available" tendency that technology fosters.

I could certainly argue that the sheer volume of information, and the new tools we have to search for information, are valuable and will have the potential to make our lives better. But there is a darker side to this trend. I would suggest that the sheer volume and avalanche of information has negative impacts on our ability to make good quality detached decisions in many areas of life. The basic message is, don't be blind to the negative impacts of technology and the potential erosion to your personal resiliency. Be a wise user of technology and very tactical about the information you consume.

What Gets Your Attention - The Amygdala

As I mentioned earlier, the thousand channel universe, social media, and technology are all crying out for attention. Many social scientists and psychologists would argue that the human brain was never meant to function in a 24/7 news and information age. And in fact, there are some much-needed skills and cognitive practices or strategies that we need to learn in order to ensure that we are not derailed intellectually or cognitively during this exploding information age. Without both an awareness of technologies impact and these strategies, our personal resiliency and ability to deal effectively with change will be sorely compromised.

Your brain has a couple of small, almond-shaped components to it called the amygdala. The amygdala's primary role is to attune us to potential danger. It's a part of the brain that triggers the fight or flight response. That part of the brain that gets you ready to run from the tiger so you don't get eaten. Unfortunately, the amygdala has a tough time differentiating between real threats and perceived threats. This is why understanding the connection between the microchip, the proliferation of information, and the drive for viewership by the media is so important.

Media's job is to perpetuate or create low-grade concern or anxiety in our lives on a day-to-day basis, so that we will pay attention to the news information that they are churning out. Much of this information is not relevant to our day-to-day lives. However, when we expose ourselves to this media content, we drive the amygdala into action. As the amygdala is activated, one of the results is the potential shutting down or diminshed capacity of the prefrontal cortex, the logical thinking and planning part of our brain. We begin to experience surges of adrenaline throughout the body, we lose our ability to see the grand sweep of information needed to make good quality decisions, and our focus begins to narrow. Decision-making and reasoning abilities can be compromised!

So, what are some strategies you can use to fight against this secret war that is being waged against your peace of mind? That's what we will continue to explore in this e-book. Many of the ideas will be of great assistance in protecting your body and peace of mind. However, you don't need to read the whole e-book to begin getting some ideas for this area. Let's review some helpful tips you can start using NOW!

Question Quantity
Ask yourself the question, "Am I consuming too much media?" If you are like many people, media and technology have likely become constant companions. You wake up to the radio, there's news on your smartphone, you hear it on your drive to work, you catch it when you glance through the paper or magazine, you unconsciously view news sites on your computer, it's on the radio again during dinner, it's on the TV or your computer during the evening. Your brain and its poor little amygdala do not stand a chance! Low-grade anxiety will likely arrive and your view of the world will become somewhat negatively skewed and your overall health will be degraded. So step one, look at ways of reducing media consumption.

Media Free Zones
Consider media free zones. As a start, get all media out of the bedrooms. Make the bedroom a sanctuary from all the crazy noise out there. No computers, smartphones or iPads. Replace these things with great books, calming music and the calming effect of essential oils like lavender.

Keep Dinner Tech-Free
Make the dinner table a media and technology free zone. That doesn't mean you don't talk about current affairs and what the media is reporting. In fact, that would be a great idea. It prompts you to discuss current events in a more substantive way than the five-second sound bites offered by the media, and it's a great way to build those important relationships.

Work More Wisely
At work, consider media free zones. Start having meetings and discussions that involve no technology. This approach will lead to less distraction and maybe your discussions will be more productive.

People First
In your conversations with people, make it a point to ignore the technology. The e-mails and calls will be there for you when you have completed the interaction. Nothing affirms people more than placing your total focus on them when in conversation.

Energy Demands Increase Over Time
So far, we have discussed the degree of change going on in the world and how technology can be a force for good, but ironically, can erode personal resiliency as well. Now let's look at the reality of our own personal energy and why it's critically important to the resiliency equation.

Physical energy peaks in your 30s and often begins to diminish (unless you take proactive steps to fight this trend) as you transition into your 40s and 50s. At the same time this

erosion of energy begins to happen, the demands on your time and energy begin to increase, due to such things as:

- Aging parents
- Still helping your children
- Increased job responsibilities
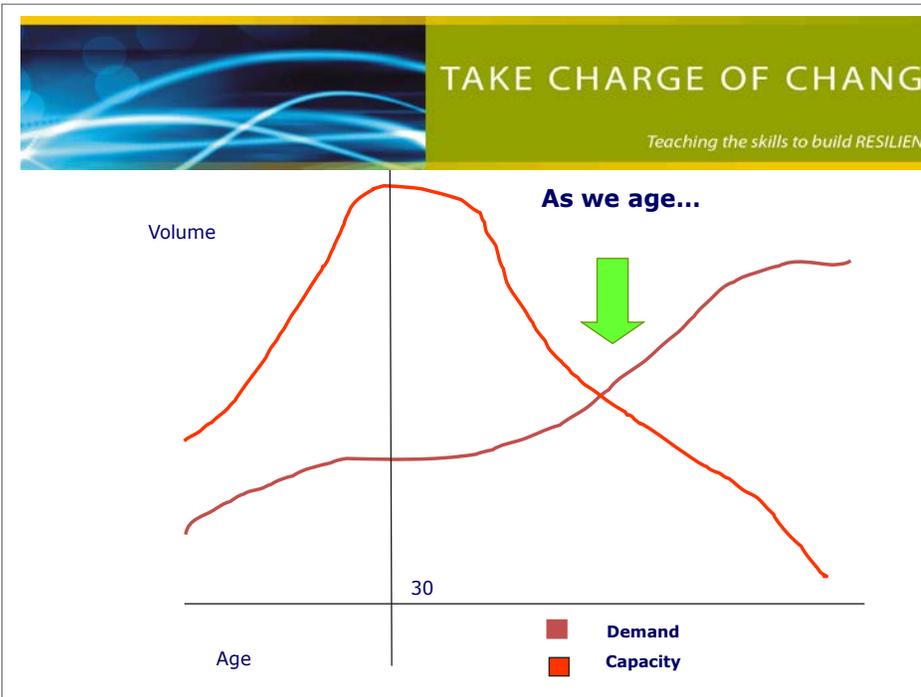
If you don't look after your energy and resiliency reserves, you could hit a crossover point where your capacity is outpaced by the demands on your energy. This can lead to:

- Stress leave and burnout
- Heart disease, stroke, cancer or other health maladies
- Emotional and psychological disengagement

The chart to the left illustrates this point really well.

ACTION ITEM #1.3

How is your energy compared to five years ago? Reflect and then write.

_____

_____

_____

_____

_____

If you feel that your energy reserves have been declining, you will benefit from the strategies outlined in this e-book. I will provide you with some specific ideas that will help you improve your energy generating capacity. To get you started, let's see if there are areas that you can already identify for improvement.

Life is About Fighting Through Inertia and Resistance

Wouldn't it be nice if we could simply start at point A and travel to point B with ease? Unfortunately, the pathways to accomplishing important goals and objectives in life are filled with roadblocks and detours. A successful life is about fighting through the inertia or resistance and accomplishing the important missions set before us, in spite of roadblocks, detours and challenges. This gets to the heart of why personal resiliency is so important. It takes resiliency to keep getting up over and over again, to fight through the inertia that life puts in front of you.

Fighting resistance is especially pertinent when it comes to moving in the consistent direction of our missions or goals in life. It's almost as if as soon as we begin to listen to the promptings of our hearts, life begins to throw curve balls in our direction. It could be our internal thoughts that allow doubt, procrastination, worry, distraction, self-criticism or even ego to take root. At other times, it is our own rational thoughts that convince us that our dreams and goals are crazy, so we settle for the ordinary and safe paths.

Using logic to torpedo our dreams may work for a while, but in our quiet moments, a persistent whisper touches our heart and prompts us to live a life that will make a difference and is true to the leadings of our heart. If we are fortunate, that whisper will create a strong enough tension or longing that it will motivate us to take positive action toward our goals. This often leads to decisions that lead us from living a life built around "Success" to a life built around "Significance".

This may come across as a bit preachy, but when you think about it, life seems to easily drift to what I would refer to as "lower values" or passions. If you are not convinced, just go to YouTube right now and take a look at the top 10 videos. More often than not, it's not going to be very aspirational. If we are not careful, we can slide into disengagement, laziness, anger, frustration, greed, and arrogance and follow the herd to the trivial and irrelevant because these are the messages that surround us. Once you make a decision that you want to aspire for higher values and positive change in your life and community—expect resistance. It is a dragon that you will have to slay every single day!

Naming these dragons is an important step to increasing personal resiliency. We can get so busy that some of these roadblocks lurk beyond the senses. We are blind to them. We keep spinning our wheels and not making progress. Suddenly, once we get some of this inertia named and out in the open, we can actually develop an action plan to conquer it. Keep the dragons in mind as you work through the material in this e-book. I am going to provide you with strategies that will help you slay these dragons.

ACTION ITEM #1.4

Identify some of the roadblocks, obstacles or challenges (dragons) that keep you from accomplishing the important missions in your life.

List the top three that come to mind:

1. _____

2. _____

3. _____

How Would You Define the Term Resiliency?

To slay the dragon of resistance, we need to be resilient. Resiliency is about the ability to bounce back. It means that you won't be overwhelmed or taken out of the game when you face adversity. In fact, it is the ability to learn through periods of adversity and to use lessons from those experiences, to become more effective, more productive and more creative.

Ideally, you train for adversity before it hits. We can learn a lot about training/practice and performance by looking at the lives of athletes and entertainers. Before they are called on to perform under pressure, they understand the critical importance of intentional training and preparation before they go on the field or step onto the stage. If this attention to preparation and training is important to them, don't you think it's absolutely critical to you as well, when you play and perform in the "Game of Life"?

ACTION ITEM #1.5

Reflect on times in your life when you were especially resilient. Times when you were confronted with some difficult choices, circumstances or relationships. What did you learn from these experiences?

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It's important that you take the time to remember these experiences. They confirm to you that you have been resilient in the past. Use these positive memories and experiences to fuel your resiliency in the future.

Lessons in Resiliency

As you work through this material, it's my hope that you will become a student of resiliency. Part of this journey involves finding role models or mentors who have demonstrated what it means to be resilient. Ideally, these people are in your immediate circle of family, work relationships and friends. What qualities of resiliency have they exhibited? What can you learn from them?

In addition to the people around you, there are many examples of resilient people that are on the pages of our history books. Why not pick up some biographies from your local library and look online for some videos on well-known figures from the past that have demonstrated strong patterns of resiliency and change readiness in their own lives? Examples that quickly come to mind include Gandhi, Martin Luther King, Churchill, Jesus, and Lincoln.

The character quality of perseverance, an important quality of being resilient, has rarely been illustrated more convincingly than in the life story of Abraham Lincoln. We know about some triumphal events in Lincoln's life, including the Gettysburg Address and the American Civil War to end slavery. What was it about his life that fostered such a resilient character? Maybe it had something to do with his life experience.

Below you'll find a list of the failures of Abraham Lincoln—along with a few successes:

- 1831 - Lost his job
- 1832 - Defeated in running for Illinois State Legislature
- 1833 - Failed in business
- 1834 - Elected to Illinois State Legislature (success)
- 1835 - Sweetheart died
- 1836 - Had nervous breakdown
- 1838 - Defeated when he ran for Illinois House Speaker
- 1843 - Defeated for nomination for U.S. Congress
- 1846 - Elected to Congress (success)
- 1848 - Lost re-nomination
- 1849 - Rejected for land officer position
- 1854 - Defeated for U.S. Senate
- 1856 - Defeated in for nomination for Vice President
- 1858 - Again defeated in run for U.S. Senate
- 1860 - Elected President (success)

ACTION ITEM #1.6

What are three character qualities that Abraham Lincoln demonstrated that helped him to be resilient?

1. _____

2. _____

3. _____

ACTION ITEM #1.7

Do you know anyone that would be a good role model for resiliency?

_____

Write down an example of someone you feel is a model for resiliency and the character qualities, habits, and disciplines that helped this person to be resilient. Is there a historical figure you admire?

_____

Finally, book some time in your calendar to visit your local library to check out a biography of someone you believe lived a life of resiliency.

Why Resiliency Matters

Resiliency matters because a lot is riding on your ability to be resilient. Your personal health and effectiveness, your family, your work, your community, your dreams and your world require your resilience.

It's important to keep in mind that the pursuit of resilience is a lifelong quest. Some periods will be easier than others. The important thing is to integrate the resiliency habits into your daily life.

For some of you, this journey to greater resiliency will seem daunting. Don't let it be. You can make amazing progress by having long-term goals and commit to taking a few steps toward their achievement each day. We are all at different levels.

The most important thing is to learn, ponder, and reflect and to be open to the idea that some aspect of your life may need to be assessed, changed, reorganized, or cut out.

ACTION ITEM #1.8

Take a few moments to ponder resiliency in your life and why it's important. What is riding on your cultivation of this important quality? Write your reflections.

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Review

At the end of each chapter, I'll highlight the key points we covered in this section of the e-book. Does anything resonate with you? Mark up this page and resolve to spend time exploring those issues before you tackle the next chapter.

CHAPTER 1 TAKE-AWAYS:

- Hyper change is a new reality. There will be massive changes, technologically, socially, politically, environmentally and economically. These changes will create both challenges and opportunity.

- The digital culture and emerging technologies are two of the major change catalysts in our world. They provide new tools and abilities while the same time creating distraction, and redefining many aspects of life, some for the positive but others for the negative.

- When you lack resilience or your change-readiness skills are weak, you can experience a stress response. Using the Rahe Stress Scale test will allow you to assess your current stress levels, to assist you to understand your current level of stress. This may play a motivational role to help you to dig into the strategies presented in this book.

- Consider the potential value of media-free zones in your life. Be intentional about how you consume and interact with the media. Not handled properly, the media and media culture can create low-grade anxiety and ongoing mild stress.

- As we age, the demands on our time increase. These increased demands on your energy capacity often take place when energy is declining. A classic example is the current experience of baby boomers. Many boomers are not only caring for the needs of their young adult children, they're also helping aging parents navigate health issues and declining capacity. This is a period when boomers experience a double pressure. Because of this, it's critical to integrate resiliency strategies and energy enhancement and preservation strategies into your life.

- A life successfully lived takes the ability to fight through inertia and to remain resilient!

- Be on the lookout for resiliency role models. These can be people you know, or those you discover through biographies.

- Resiliency matters because your staff, your family, and your community all rely on your ability to successfully follow through, in spite of all the challenges life throws your way.

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