

Linux Plumber's Conference

Resiliency and Stress Reduction by building Psychological Safety



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*Transformation thru Imagination
And Technology of the Mind*



Objectives

- Overview of Psychological Safety
- Supporting Team Members
- Supporting Yourself
- Stress, Anxiety and Resiliency

WHAT IS PSYCHOLOGICAL SAFETY

Psychological safety is a space created for adaptive positive behaviors that support continuous learning and empathy concerning others.

- Promotes active **listening and learning** from each other
- Team members value one another's contributions: **Acknowledges hard work** and accomplishments observed and is **willing to jump** in if needed
- Cares about one another's well-being
Seeks to provide **understanding** and empathy when a teammate appears to be **struggling**
- Creates supportive working relationships
Building trust and integrity through **positive acts at the right time in the right way**
- Sets a tone of positivity and collaboration
Creating a sense of **belonging and work routines** that create a bond of **trust, execution and support**

Common Human Behaviors/Fears Hidden Behind the Mask

- Overwhelmed
- Disrespected
- Ignored
- Rejected



Overwhelmed/Disrespected

Overwhelmed

intensity of your feelings
outmatches your ability to manage
them

Looks Like:

negative emotions, anger, fear, guilt
repeated muscle tension, anxiety,
stress, impatience, bodily aches and
pains, fatigue, helpless, or hopeless,
flight or fight

Disrespected

centers around the idea that
another person's feelings have
been impolitely disregarded

Looks Like:

acting rude, impolite, offensive,
overtalking, gaslighting, dismissing
ideas, opinion is derogatory,
hurtful, and embarrassing,
dismissive, aggressive acts,
passive-aggressive acts, cultural or
gender disrespect, stuck in the
past



Ignored/Rejected



Ignored

conflict can manifest in “hot” form, through heated arguments, or the “cold” form, such as ignoring someone. Both are unpleasant- - empirical evidence suggests being ignored hurts more.

Looks Like:

self-doubt, lack of control, not worthy of attention, bullied, anger, anxiety, depression
jealousy, sadness, disregarded, feeling abused
blamed, loneliness

Rejected

Rejection has serious implications for an individual’s psychological state and for society in general. Ostracized people sometimes become aggressive and can turn to violence.

Looks Like:

hurt feelings, loneliness, jealousy, guilt
Shame, social anxiety, embarrassment
sadness, anger

Ways support your team members

Use collaborative language

How can I best help you?
What do you think?
Do you have any feedback for me?
What could that look like?
What could we do differently?
What if we were to do the opposite
of what we're doing now?

Show engagement

Are you okay?
Tell me more
Take me through your thought
process



Encourage positivity

You got this
I'm or we're here for you
Hold your head up

Demonstrate understanding and empathy

I understand
I see
Listening by nodding your head
What is keeping you from moving
forward?
How can I best help you?
Are you okay?

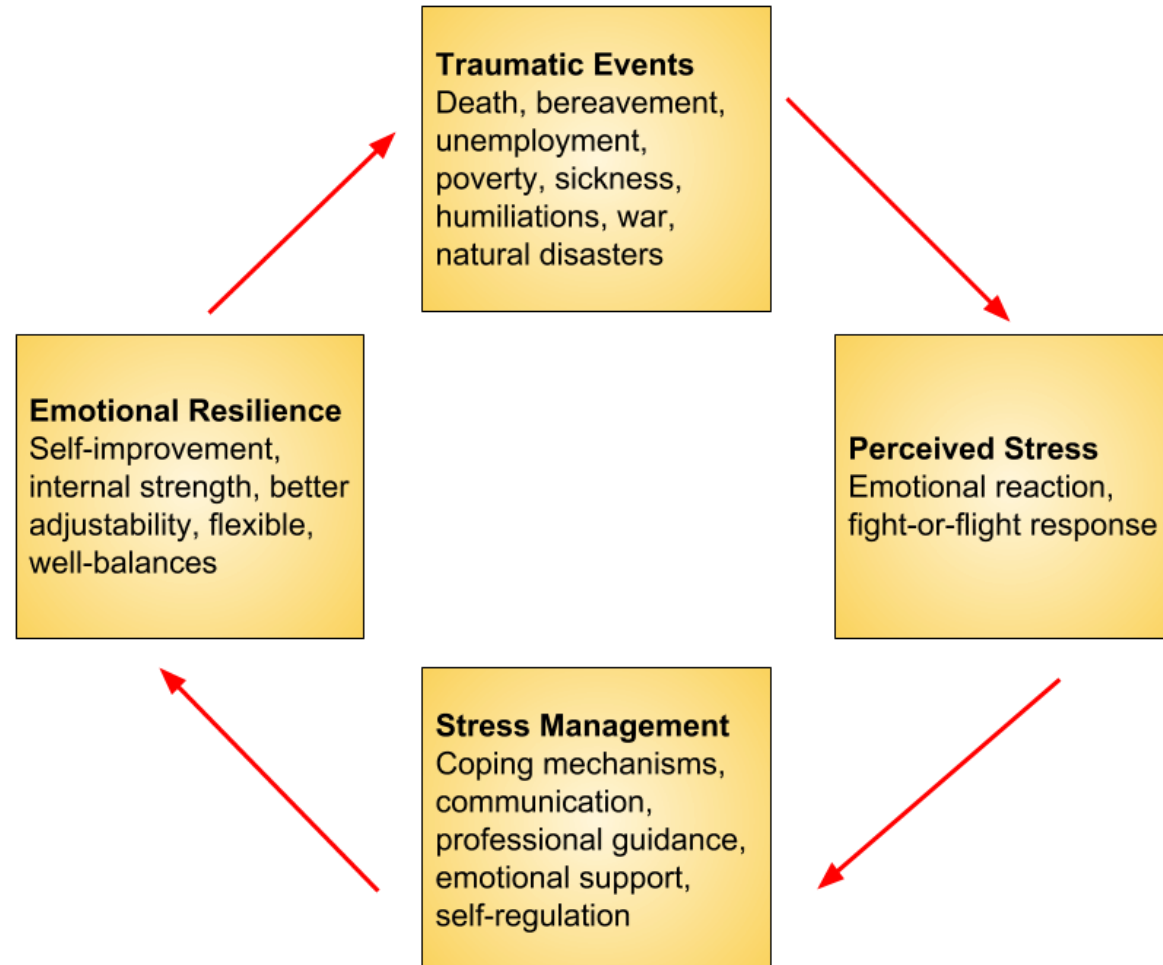
Promote self-awareness

Ask Yourself: What unique skill can
I offer? (Laughter, warmth, listening)

A photograph of two people kayaking on a body of water during sunset. The sun is low on the horizon, creating a warm, golden glow and reflecting on the water's surface. In the foreground, a man with a beard and sunglasses is seen from the side, wearing a plaid shirt and holding a red paddle. In the background, another person is visible in a kayak, also paddling. The overall mood is peaceful and serene.

SELF SUPPORT FOR STRESS REDUCTION AND RESILENCY

STRESS And Emotional Resilience Cycle



WHAT IS RESILENCY

“Resilience is a muscle. Flex it enough and it will take less effort to get over the emotional punches each time.” Alecia Moore

When we are resilient, we not only adapt ourselves to stress and disappointments, but we also grow the insight to avoid actions that might lead us to face such situations

ANXIETY AND STRESS

“Anxiety is often rooted in fear of the unknown and “what ifs.” Anxiety can be crippling in many ways, preventing someone from taking chances, moving forward, and experiencing life to its fullest. Left unchecked, it can harm the body physically and emotionally.”



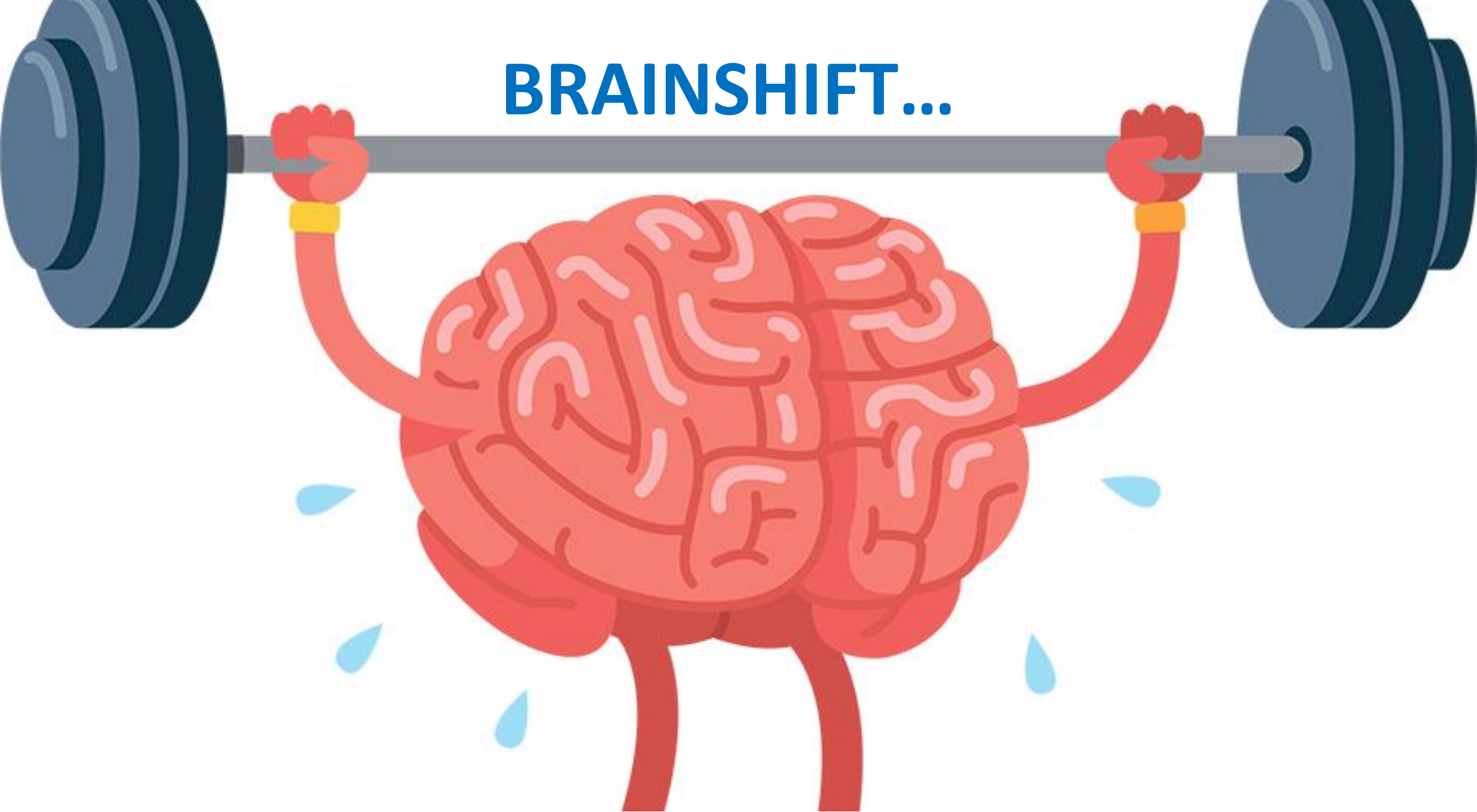
LIMITATIONS ON PERFORMANCE

Stress and Anxiety takes a toll on personal well-being and effectiveness in the following ways:

- Decision making
- The pressure of time constraints can reduce concentration
- Limit creativity
- Make it difficult to process information
- Default to thinking in extremes



BRAINSHIFT...



Release Valves that Make You Resilient

STRESS BUSTERS

Plan Breaks, Rest and Fun

Develop Realistic Expectations

Prioritize and ask for help


Eat Well

Exercise

Learn a Mindful Technique- Meditation, Yoga, Thai Chi, Qigong



RELAXATION TECHNIQUES



**Breathing
helps relax
your mind
and body**

Objective: Shift from an automatic response to a mindful, more expansive thinking

- Bring your body into a comfortable position. Close your eyes.
- Turn your awareness inward and notice your breathing. Does the air feel warm or cool as it enters and leaves the body? Is your breathing deep or shallow? Where in the body do you feel the breath? Are you breathing rapidly or slowly?
- As you notice different aspects of the breath, do your best not to label or judge anything as good or bad. Just let it be. Simply by noticing and observing, your mind becomes more focused and connected to the present moment.

RELAXATION TECHNIQUES



CROSS CRAWLS

Derived from kinesiology, the basis of the cross crawl is rhythmic movement. In adults, it is said to help integrate the functioning of the two sides of the brain, speeding communication through the corpus callosum, improving dyslexia and boosting the immune system, amongst other benefits.

It involves alternately touching the right hand (standing) or elbow (seated) to the left knee and vice versa, 25 times each or for 2 minutes.

RELAXATION TECHNIQUES



LAZY EIGHTS

- Make a fist with your dominant hand and position your thumb up
- Hold your arm out straight in front of you and bend your elbow slightly
- Line up your extended arm and thumb in front of your nose
- Lifting your thumb up slightly, begin making horizontal figure eights in the air for 30 seconds to a minute
- Then switch to the non-dominant hand and arm to begin another series and complete the exercise

REMOVING ANXIETY: Relax your muscles

Sit in

Sit in a quiet and comfortable place. Close your eyes and focus on your breathing. Breathe slowly into your nose and out of your mouth.

Use

Use your hand to make a tight fist. Squeeze your fist tightly.

Hold

Hold your squeezed fist for a few seconds. Notice all the tension you feel in your hand.

Open

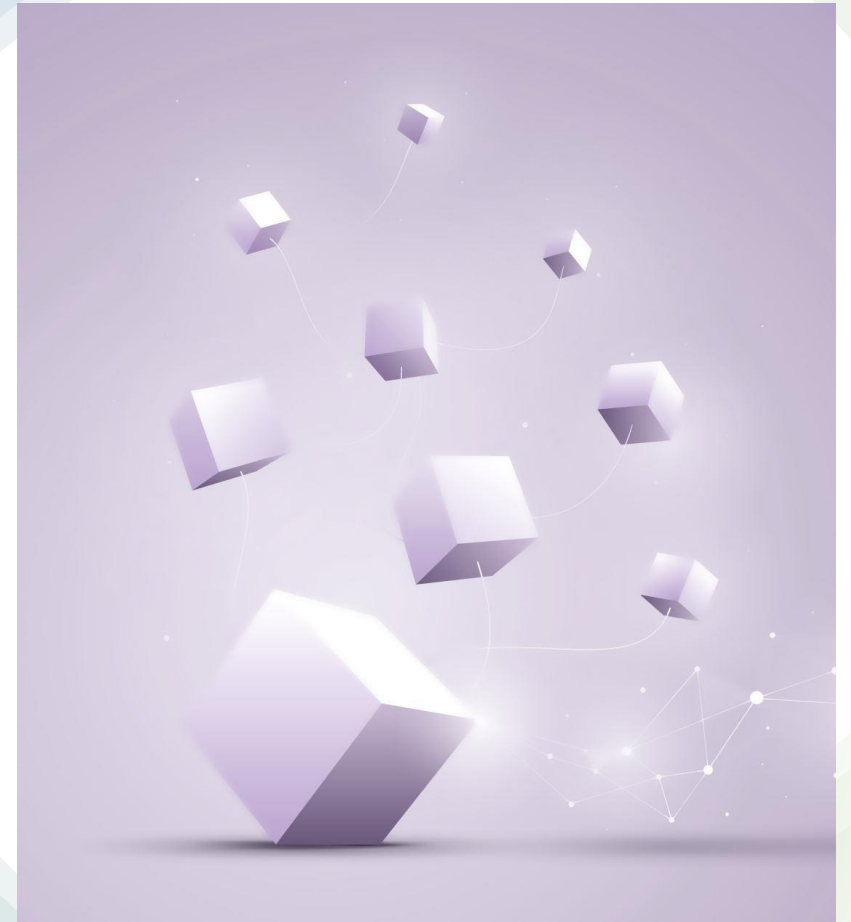
Slowly open your fingers and be aware of how you feel. You may notice a feeling of tension leaving your hand. Eventually, your hand will feel lighter and more relaxed.

Continue

Continue tensing and then releasing various muscle groups in your body, from your hands, legs, shoulders, or feet. You may want to work your way up and down your body tensing various muscle groups.

Avoid

Avoid tensing the muscles in any area of your body where you're injured or in pain, as that may further aggravate your injury.



Shift Your Thinking

Shifting
your self
talk

Fixed Mindset



Growth Mindset



It's embarrassing when I make a mistake.



Everyone makes mistakes and mistakes are opportunities to learn.

If I don't try new or difficult things, then I won't fail.



I have to try new and difficult things in order to grow, even if I fail at first.

When I fail, I get frustrated and give up.



When I fail or get frustrated, I try again using the lessons I've learned.

Failure means it is time to give up.



I only truly fail when I stop trying.

I can't do that!

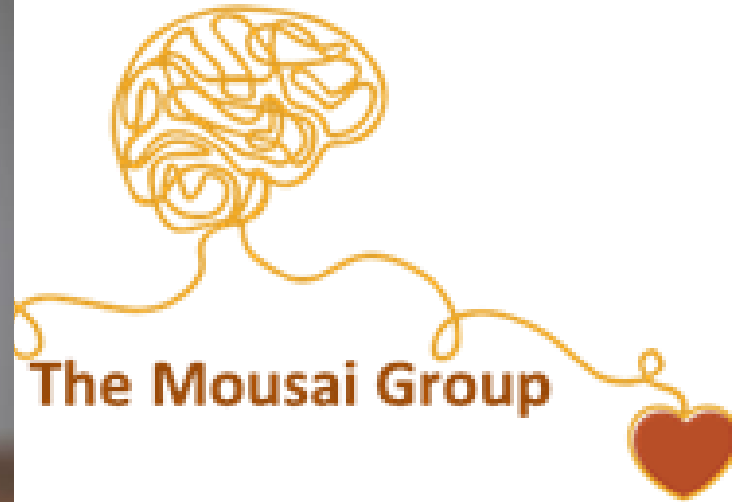


I can't do that yet. I'm going to keep going, try new strategies, and/or ask for help until I understand it.

If I don't improve right away, I get frustrated. I start to criticize myself.



I know improvement takes time and I celebrate the small steps. Even a little progress makes a difference!



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<https://drchancecoaching.youcanbook.me>

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