



## Derek Mowbray's Top Tips for personal resilience:

The Mowbray Personal Resilience Development Framework provides a structure for boosting resilience based on:

- ✓ control over oneself.
- ✓ control over responses to events.
- ✓ control over response to others.



If you are in control of your own mind when dealing with yourself, other people and events, you can choose to adopt a robust and strong attitude towards all manner of challenges, including an intense workload, and overcome them without causing distress to yourself. The framework helps you to equip yourself with the tools and techniques found helpful in maintaining control of your own mind in different situations, resulting in your increased confidence that you are in control of your responses to events, NOT that events and other people are in control of you.

### The Tips

1. **Spend time each day thinking about yourself;** challenge yourself as to who you really are; ask yourself what you've learnt today and what you'd like to learn tomorrow; stretch your experiences and try something new.
2. **Understand what your core values are** as these are your drivers; they make you determined to see things through; they are not aspirational values, they are you as you know yourself now.
3. **Work out what you want from life.** Those of us who have a pretty clear idea of what we want to do, will do it, and this becomes the prime self interest that motivates us, and keeps us going in the face of all manner of challenges. If we find out what we want to do, it will link back to our core values and drivers in some kind of way, which makes us determined to achieve what we want to do.
4. **Work out how to control anxiety.** Basically this is about learning how to control breathing. Once this is mastered then we can do almost anything we like, as it is anxiety that inhibits self confidence. It is, of course, also the destructive imagination that inhibits self confidence, but if we can maintain control of our breathing we can then tell the imagination to get on our side and imagine everything working out well because we are in control of our own mind.
5. **Try to make sense out of the chaos of the day.** List those events of the day that seem to be beyond your control, like emails blasting in, and interruptions. Then do a personal brainstorm, to bring all the uncontrollable events into your personal control, such as not answering emails until the ten minutes in the hour that you have off concentrating on your work.
6. **Set yourself some problems to solve.** This is easy. List the items coming up during the day that are problems. Then do an internal brainstorm to identify the options to solving the problems; select some criteria that you feel would signify to yourself that you have solved the problem successfully, and then test your choices against the criteria you've set to see which solution is closest to your idea of success.



7. **Practice talking to yourself in the mirror.** Talk to yourself about the day to come. Have a look at how you look to yourself, and if you can practice some facial expressions that excite you more about yourself, use them when talking to other people. Try smiling at yourself in the mirror, and then use the smile when talking to others' and you'll find they will smile back. You will feel better. The mirror is a great instrument for personal resilience as those who interact with others in ways that don't cause any distress are much more resilient to events that may be caused by other people's behaviour.

8. **Establish mutual expectations between yourself and those with whom you live and work.** Ask the direct question – 'what are your expectations of me?'. Also convey your expectation of others to others – be explicit and you'll find that your relationships will strengthen. When that happens your resilience is also strengthened as you will find you are more confident, and therefore, more in control of your own mind.

If you would like to find out more about Strengthening Resilience, you can download Derek Mowbray's paper on [Strengthening Resilience](#), purchase [Derek Mowbray's Guide to Personal Resilience](#) or email [Barbara.leigh@mas.org.uk](mailto:Barbara.leigh@mas.org.uk).



**Derek Mowbray** is a Chartered Psychologist and Chartered Scientist with a doctorate in leadership. Dr Mowbray focuses on the behaviour of leaders and managers in relation to their employees, and helps them to develop the behaviours that encourage commitment, trust and staff engagement.

Derek's techniques include problem focused coaching, cognitive coaching, group work and consultancy. Professor Mowbray combines the unique features of working on the big picture as a strategist as well as facilitating effective leader and manager performance. He combines applied academic research with a career as a leader in ground breaking organisations, including MAS and OrganisationHealth.

In January 2012 The Institute of Healthcare Management Code of Management Conduct is being launched. This was prepared by Derek Mowbray as a vehicle for changing the management culture in the NHS. This is linked to other Codes including a Code for Ethical Leadership and a Code for Engagement.

Derek is a regular contributor to HSE, CIPD, HSJ and LinkedIn communities, and has made national presentations at the International Stress Management Association, NHS Employers Conference, HSJ's World Class Workforce Conference and HSJ's Tackling Staff Sickness and Absenteeism Conference. He has spoken at Health and Wellbeing @ Work at the NEC; SOLACE South East Conference; HPMA Wales Conference; Public Service Management Wales Summer School 2011; RCGP Primary Care Conference and the CIPD HR Conference.

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- prevent work related stress.

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