



Resilience for an Uncertain World

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What is the
first word you
think of when
you hear the
word
Resilience?



What changes
have you
navigated during
the last two
years?



Resilience

The capacity of a system to absorb disturbance and reorganize to retain essentially the same function, structure, and feedbacks; that is, it is to have the same “identity.”



Strategies for building resilience

Know

Know yourself



Find

Find your tribe



Banish

Banish self



Value

Value differences

1. Know yourself



What do you want to lead?

- Individuals
- Organizations
- Society



Why do you lead?

- Harmony
- Karma/Justice



How do you want to solve problems?

- Community
- Human
- Knowledge
- Society





2. Find you tribe

RELATIONSHIP

ACTION

LOGICAL

ORGANIZED

The Relationship Way is focused on how change effects relationships. These people value authentic and personal interactions, and seek harmony with others. They are often expressive and compassionate.

The Action Way values risk taking and challenges. They are focused on the bottom line, getting things done quickly, and individuality. They desire freedom and creativity.

The Organized Way is highly responsible and detailed, focused on order and processes. They have a strong work ethic and appreciate tradition, routines, and organized systems.

The Logical Way wants to know the "why" of every situation. They fixate on solid data and the purpose of change. They are highly analytical and often perfectionistic.

Source:
Jill Mellot
Emergent Performance Solution



3. Banish self



Psychological Threats

Status

Certainty

Autonomy

Relatedness

Fairness

Source: David Rock's SCARF Model

A group of five diverse older women are smiling and posing together against a bright yellow background. They are all wearing black long-sleeved tops. The woman on the far left is a Black woman with short grey hair, smiling broadly. Next to her is a woman with voluminous white curly hair, also smiling. In the center is a woman with short grey hair, laughing. To her right is a woman with long white hair, smiling. On the far right is a woman with curly grey hair, smiling and looking down. They are all huddled together, with some having their arms around each other. The overall mood is joyful and positive.

4. Value differences



Refocus

- Reach out
- Engage
- Flex
- Organize
- Comfort
- Understanding
- Sleep





Questions?

