**Resilience workshop 2 - Developing personal awareness**

**Eleanor Thorne**   
OK, so we've looked at what we're going to be covering today.  
And then just a short recap on what was talked about last week.  
So for those that joined us last week, this will be familiar, maybe a little refresher for those of you that didn't, this was what was covered in workshop one.  
So we talked about what resilience was and we looked at the definition of resilience.  
So resilience is the capacity to bounce back from adversity, setbacks and challenges.  
It involves the ability to adapt to stresses, maintain a positive outlook and persevere in the face of difficulties.  
So we also talked a little bit about the benefits of developing resilience.  
We talked about how to enhance resilience.  
We talked about what stress is and how it's triggered.  
So we looked at internal stressors.  
We look to external stressors and then lastly I asked people to if they could get a chance to do it before today just to have a look at a stress scale and then to write down on the worksheet that we provided things that they can control and things that they couldn't control and thinking about how they wanted to manage those things in their life that they could control.  
So that's just a very quick recap of what we talked about last week.  
And as I said earlier last week was recorded.  
So you will have access to that recording at the end of March.  
OK, so now we're going to get going.  
With what we're talking about this week and before we do, I just wanted to share this absolutely fantastic quote that I found and I think it really is helpful in terms of doing resilience training, because I think there can be a really common misconception that some people are resilient and some people aren't.  
And that's just how you're born.  
That's why I love this quote, because it says resilience is not magic.  
It is not found only in certain people and it is not a gift from unknown sources.  
All humans have the capacity to become resilient, so let me know in using the reactions in teams.  
What do people think of that quote?  
So anyone else like it as much as much as I do, what do we think?  
Ohh yeah, getting lots of hearts.  
Lots of thumbs up.  
Yeah, I really love this.  
It just gives us the confidence to think that actually we can work on our resilience.  
It's a skill to be developed.  
OK, so why is confidence important in resilience then?  
So confidence acts as a catalyst for the development of resilience, and it does this by influencing how individuals perceive themselves, how they approach challenges, seek support, regulate their emotions, and persist in the face of adversity.  
So building confidence is a really valuable aspect of personal development and it helps to contribute to a resilient mindset and the ability to navigate life ups and downs more effectively.  
OK.  
So we're going to look at some of the ways in which confidence is important in resilience.  
So first one is positive self perception, so confidence contributes to a positive self perception.  
So when people believe in their abilities and their strengths, they're more likely to view challenges as opportunities for growth rather than insurmountable obstacles.  
And we're going to be having a little look a bit more at strengths in a bit mindset shift, so confident people are more likely to adopt A growth mindset and a growth mindset involves seeing failures as opportunities to learn and improve rather than is indications of inherent limitations.  
So some of you might have heard of the work by Carol Dweck.  
And so that's really, really great in terms of I would have fully recommend going and reading all of that.  
She talks about growth, mindset and fixed mindset.  
Next, we've got risk taking and adaptability, so confidence allows individuals to take calculated risks and to step out of their comfort zones.  
So when we're faced with adversity, people that are confident and more likely to embrace change and adapt to new circumstances.  
Also is implicated in social support, so confident people tend to be more socially adept and capable of seeking support when needed.  
So building and maintaining a supportive social network is a key factor in resilience.  
So we talked a little bit in last week's workshop about how important social support was and when people were putting things in the word cloud.  
Last week, social support and social networks came up as a big factor, so confident people tend to be more likely to reach out to others for assistance, guidance and encouragement during challenge.  
Being times and it's not just about reaching out to people.  
It's about accepting that help as well.  
Sometimes some people find that a little bit difficult to accept that help from other people.  
So confidence is also really important in emotional regulation, so confidence is actually associated with better emotional regulation to being able to notice what you're feeling at the time and putting strategies to manage those emotions.  
And then lastly, we've got a reduced fear of failure, so confidence helps to reduce our fear of failure.  
Resilient individuals see failures as temporary setbacks, and they're more likely to view them as opportunities to learn and grow.  
So instead of seeing something that's happened is Oh no, that's going to be it for now.  
You know that's going to be my life forever, actually thinking.  
No, this is just a temporary thing I can get through this and I can take control of the situation and do something different.  
So building confidence is a really valuable aspect of personal development and it really helps to contribute to our resilient mindset.  
So what are one of the ways that we can develop our confidence to improve our confidence?  
So one of the ways is to think about our strengths and skills.  
So recognizing and understanding our personal strengths and skills is a really fundamental aspect of improving our confidence and also building our resilience.  
So this greater self-awareness forms the basis for our ability to be resourceful when we're navigating our challenges.  
And it also allows us to use these strengths and skills in this self awareness to buffer against any setbacks that we might face.  
So what I would like you to do now then is using the mentee meter.  
So Ashley's going to go on to the slide on the mentee meter, so that you can put all your answers in what I'd love you to do is to just list a few of your strengths into the Mentimeter and then in a minute, we'll move on to skills.  
But first of all, I just want you to think about listing five of your strengths.  
I really want to hear what everyone thinks that their strengths are, and if you're finding it hard to come up with any of your strengths, think about what a friend might say, or a colleague would say that your strengths are if you were speaking to a friend over a cup of tea and you ask them what, what would your what do you think my strengths would be?  
What do you think that they would answer?  
So what sort of strengths have we got?  
So once you've had a chance to put those in, Ashlee is going to kindly read out a few of them.  
So we'll just give you a few minutes just to just to put those answers in.

**Ashlee Mulimba**   
We've got loads coming up here now we've got and it keeps changing, so empathy seems to be the biggest.

**Eleanor Thorne**   
Wow.

**Ashlee Mulimba**   
The one here.  
Patience, kindness and a good listener.  
Understanding.  
Compassion.  
Approachable.  
Umm good listening is raising and it's profile here and positivity as well.  
Organized and supportive.  
Yeah, those happening focused.

**Eleanor Thorne**   
Great  
Ohh fab, thank you for sharing those Ashley.  
That's really great to hear some of those strengths coming up and I always love seeing everyone contribute their strengths.  
It's so nice and it's a real confidence boost thinking about all the things that we're good at.  
I think so.  
Often we tend to dwell on things that we're not doing too well at, but it's nice to have an opportunity to think about our strengths.  
So I heard that kindness was one of the ones that came up then.  
So an example of using kindness in a workplace scenario and how you can use it to your advantage.  
So I've got an example here.  
So maybe when you're working on a project and you're facing setbacks in the project, you're facing, tight deadlines are kind hearted.  
Person can play a pivotal role in being able to cultivate resilience amongst team members, so by fostering open communication, offering positive reinforcement, demonstrating empathy, and performing acts of kindness and promoting work life balance kind individuals are able to create a supportive environment where team members feel valued and supported.  
So through small gestures and genuine concern for their colleagues well being this person helps to alleviate stress, boost morale and build trust within the team.  
So you can see within that how just using one of our strengths.  
So if you listed kindness as your strength, that's the knock on effect you can have within a team within yourself when you're thinking about building yourself and your others resilient.  
So you can use that strength of being kind and kindness and all those gestures of empathy and all of that that comes with it to really help boost resilience within a team.  
Great.  
So really fab to here.  
That and if you get a chance, I'd like you to put in any skills that you have as well, so that should be on the next screen in the mentee meter.  
So people can have a quick go at that whilst we move on.  
OK, so thinking about some of the strengths that underpin resilience, so resilience research has identified some common strengths that resilient people that have high resilience typically have.  
So it doesn't mean that you have to have all of these skills or strengths.  
These are just some of the things that they found that are common.  
You might have one of two of these things, and, but as I just said, any sort of strength can really help to underpin resilience and help to cultivate it within a workplace.  
So we've got high frustration tolerance.  
So this is someone's ability to withstand or manage frustration, setbacks and challenges without becoming overly distressed, agitated, or discouraged.  
We've also got humour, so this is not necessarily one that people always think about when they think about resilience.  
But having a sense of humour can really help you to find light moments in dark times.  
So encourages you to not take your yourself and your ideas to seriously, and this allows you to take a step back and see things from a different perspective.  
So humour also can really help to diffuse tense situations and brings a sense of solidarity to any challenges that you and others are facing.  
So I don't know if anyone's been in a situation where they've been with their colleagues or their coworkers and something really challenging you've been working on really challenging project and actually someone just cracks a couple of jokes and it just really helps to lighten the tension.  
You will feel like you're sort of in it together.  
So yeah, humour is really, really important.  
One in addition to that, being able to keep things in perspective.  
So this allows you to avoid jumping to conclusions or making negative assumptions when a difficult situation is being faced.  
So instead you're able to take a step back and appraise the situation in a calm and measured way.  
This enables you to look at all the different options that you might have available in order to deal with the challenging situation.  
Then we spoke a little bit earlier about emotional regulation.  
So this is the ability to moderate any intense feelings that you might have about a stressful situation, and you're able to recognize that your feelings are not facts.  
You can stand back from those feelings and have a look at the facts of the situation and make a decision about how you want to respond.  
So we'll talk a little bit more about emotional regulation in the next workshop.  
So if you are interested in learning more about that, definitely do join into that.  
And there's also a section on it in the Conflict Resolution Workshop.  
So I would strongly suggest you book into one of those if you're able to as well.  
So as I mentioned earlier, being able to ask for help and also accept help from others is really important.  
So you can speak to other people that you trust.  
You can vent any pent up emotions to them.  
They might be able to provide you some reassurance and just make you feel that you're not alone in dealing with your stressful situations.  
So curiosity, another one that maybe we don't always think about when it comes to resilience.  
So curiosity is your willingness to try things out, to make new discoveries and just be generally open minded towards the situation that you're going to face.  
So instead of just going into those assumptions and those judgments, Oh no, this is how it's going to be.  
Now I don't have the resources to cope with this, taking a more open minded approach and thinking OK, what are all my options here if I think a little bit more creatively about this situation, what can I do here to help with this challenging situation?  
And this then leads in again to the ability to problem solve.  
So thinking creatively about kind of ways that we might use other things that we can draw on to face any challenging situations.  
OK, So what do we think about those strengths underpinning resilience?  
So if you can give me a reaction, it could be a thumbs up or any of the other one.  
So I've got, yeah, a few thumbs up right fabs.  
So that's what we think of.  
Yeah, all of these strengths and also I should say for those that missed it at the start, we will be including the Mentimeter word cloud in the copy of the slides that you receive at the end.  
So I know sometimes people would love to see what other people are putting, so we will include those.  
OK, so now we're going to move on.  
So thinking about thoughts and what thoughts have to do with developing resilience.  
So again, I found another quote here for some researchers.  
So these researchers suggest that I'll research has demonstrated that the number one roadblock to resilience is not genetics, not childhood experiences, and not a lack of opportunity or wealth.  
The principle obstacle to tapping into our inner strength lies with our thinking style.  
So these are the ways of looking at the world and interpreting events that every one of us develops from childhood.  
So we're going to have a little look now at thoughts and beliefs and how that merges in with resilience.  
So, has anyone heard of the ABC model?  
So you can use the React button if you have heard of it.  
So raise your hand if you've heard of this before. Yeah.  
So I'm getting a few through so might be kind of a refresher for some people.  
For other people, this is going to be new, so we're going to talk through this model now.  
So the ABC model is typically used in cognitive behavioural therapy, and it's a framework for understanding the connection between our thoughts, emotions, and behaviours.  
So I think typically when something happens, so when activating event, we think that we go straight to the consequences.  
So we think that situation has annoyed me and now I'm going to react when actually there is something in the middle.  
So these are the beliefs that we have about the activating event.  
So I'll talk through the model now.  
So first of all, we have the activating event, so this represents the event or the situation that triggers a person's emotional response.  
So it could be anything from a specific situation, interaction, memory, or an external circumstance.  
This then leads us to forming beliefs, so the beliefs represent the persons thoughts about an activating event.  
These beliefs can be the rational or irrational.  
So rational beliefs are based on evidence, logic, and reality, whereas irrational beliefs are distorted, unrealistic or unhelpful.  
And then this then leads on to consequences.  
So these represent the emotional and behavioural consequences of the person's beliefs about the activating event.  
So these consequences can include emotions such as anger, anxiety, sadness, guilt, as well as behaviours such as avoidance, withdrawal, aggression, or rumination.  
So this might be a little bit confusing to start with, but we are going to go on in a minute and have a look at some examples of the ABC model in practice, so hopefully it should be able to become a bit clearer for everyone.  
So the model suggests that by identifying and challenging irrational and unhelpful beliefs, so the bee in the model, people can modify their emotional and behavioural responses, which is C the consequences to the activating event, which is a.  
This then leads to improved coping strategies and emotional well being, so I know that's a little bit complicated to start off with, but as I say, we will go on to some examples now just so and hopefully that will help make everything a little bit clearer.  
So I've got a couple of examples here about the using the ABC model, so we're going to look at a few beliefs that challenge resilience.  
So in example one we've got the activating event is losing your job, so that would be the A and the ABC model.  
So one way that you could think about this is I'm a failure because I've lost my job.  
I'll never find another job and my career is over.  
This is the worst thing that could have happened to me.  
So that's the belief.  
And then the consequence of thinking this way might be you might have feelings of hopelessness, low self esteem and anxiety about the future.  
You might start to avoid job search activities because you're worried about a fear of rejection and failure.  
You might also have difficulty sleeping and concentrating due to the stress of this and the fear of losing your job.  
So that's kind of one way that we might go through the ABC model.  
That's one example.  
Instead, I'm going to provide an example of an A reframed belief.  
So we're going to look at the B in the ABC model.  
So the beliefs and thoughts, so an alternative might be losing my job is challenging, but it doesn't define my worth or my future.  
It's an opportunity to explore new career paths and develop new skills.  
Many people experience job loss and go on to find fulfilling employment.  
This then would have the consequence of feelings of disappointment and uncertainty.  
You definitely would still fill those, but also a determination and resilience.  
So you might be more proactive in your job search efforts.  
You might reach out to networking contacts and you might explore new career opportunities within your network.  
You might also seek support from your friends and your family.  
You might seek out a career counsellor for some practical assistance, so all of these things lead on they're the consequences of that reframed belief that we just talked about.  
So would anyone like another example?  
Would that be helpful if I gave another example or are we happy with just that one and moving on?  
OK, so I'm getting a few thumbs up, so we'll go through another example because that sounds like that would be helpful.  
OK, so example too.  
So the activating event for both scenarios is work stress.  
OK, so the first belief, the bee in the model is I can't handle this workload.  
I'm going to fail at my job and everyone will think poorly of me.  
I'll never be able to keep up and I'll never succeed in my career.  
This would lead to consequences such as feeling overwhelmed, anxious.  
You might doubt yourself.  
You then might have difficulty concentrating on tasks leading to being not very productive.  
The quality of your work might be poor.  
You might also avoid any work related responsibilities due to fear of failure or criticism, and you might start getting physical symptoms such as headaches, fatigue, or digestive issues due to stress.  
So we talked about a few of those physical symptoms last week when we covered stress.  
So an example of a reframed belief for this same activating event and the activating event the A is work stress.  
So this is a reframed belief.  
So this workload is challenging, but it's an opportunity for growth and development.  
I have successfully managed successful situations in the past and I have the skills and resources to overcome this challenge.  
I can prioritize tasks, seek support from colleagues, and focus on progress rather than perfection.  
So the consequences of that reframe belief might be that you're still acknowledging the feeling of stress.  
So you're not trying to deny the feelings of stress, but actually what you're doing is you're seeking support from other colleagues and other supervisors.  
So you might also use time management strategies such as prioritizing tasks and setting realistic goals.  
You might also start engaging in self care activities such as exercise or relaxation techniques and what you do is focus on problem solving and taking proactive steps to address this work related stress.  
OK.  
So thinking then about both of those examples, we're now going to have a look at our own way of thinking.  
So I'd like you to have a go at doing this using your own examples.  
So thinking about the ABC model, So what I'd like you to do is to 1st off think of a situation that you're currently dealing with, and I want you to think about what beliefs do you hold that might be making this situation harder to deal with.  
So you don't have to write this down, you can just think about it.  
You can just think about it.  
You can write it down if you want to, but I just want you to really consider what's the situation that you're dealing with and what beliefs are you currently holding about this difficult situation.  
And then once you've had a little think about that in the Mentimeter, I would like you to put in the beliefs that you would like to hold.  
So what are the reframed beliefs about that situation?  
How would you like to respond in the situation in order to contrast it with what you're currently thinking about it?  
What are some more helpful thoughts?  
So if you can put those in the mentee meter and then just while you're thinking about that, because sometimes it can be quite hard to think just straight off the bat about what our reframed thoughts are.  
I want you to have a think about some of these questions.  
These questions will help you to reframe those sorts.  
So the first question is, is your belief rigid or flexible?  
So rigid beliefs keep you stuck in a very fixed viewpoint, whereas flexible thinking allows you to experiment with new ways of thinking or behaving so with those thoughts that you've got about your current situation.  
Is that a very fixed thought or is it quite a flexible one?  
When you're reframing those thoughts, can you make it a little bit more flexible?  
Second question is, is your belief realistic or unrealistic?  
So does your perspective of the situation match up with the facts?  
So for example, if I was scared of going swimming in the pool because I thought all there might be some sharks in this pool, a very crazy thought that is, and definitely something I am scared of.  
Even though I know it's very unrealistic, so thinking about that thought well, it's very, very unlikely that there are going to be any sharks in the pool.  
It might be different if I go see swimming, so think about is your belief realistic or unrealistic?  
And then lastly, is your belief helpful or unhelpful?  
So even if it is realistic, is it helping you?  
Is it causing you more stress?  
What are the advantages and disadvantages for you if you hold on to this belief?  
So again, it might be realistic, but actually it's really unhelpful for you because it's just causing you more stress.  
And then a last additional question that you can ask, I really like this one is, would you teach this way of thinking to someone else?  
So would you teach this way of thinking to a colleague or a child?  
So thinking about how you're currently thinking about those that difficult situation you're facing and the thoughts that you have about that, would you share those sorts or teach those thoughts to someone else?  
So I definitely wouldn't want to pass on to someone else that they should be scared of swimming in a swimming pool because of sharks, because I know that it's very unrealistic.  
I'm OK.  
So if you've had a chance then to share in the mentee meter, what are some of the reframed beliefs that you'd like to have if Ashley's able to share some of them?

**Ashlee Mulimba**   
Umm, some beliefs you'd like to hold, everyone is unique.

**Eleanor Thorne**   
Mm-hmm.

**Ashlee Mulimba**   
I can do anything if I if I put my mind to it and address a problem before it gets worse and I'm a great person. I like that one and yeah.

**Eleanor Thorne**   
I like that one.  
I think I might steal that one actually and put that as a post it note

**Ashlee Mulimba**   
I did all my mirror in the mornings and everyone is capable to progress and develop and I can be content filled and earned money and there's loads here, but it will get better.

**Eleanor Thorne**   
Yeah, yes.  
Yep.

**Ashlee Mulimba**   
Umm yeah and.

**Eleanor Thorne**   
I like that one.

**Ashlee Mulimba**   
Have tried to be understanding and have clear uh understanding, clear and have empathy on this load cycle.  
Go on. Yeah.

**Eleanor Thorne**   
Umm, that's great.  
Thank you for sharing those, Ashley.  
And as I said at the start of the training, we will include all include some screenshots of some of the different beliefs that people would like to hold and will share those as part of the.  
Presentation.  
Sometimes it's nice to see what other people are putting.  
Great.  
So I'm really, really impressed with all of those reframed thoughts.  
And that's just something to think about when you're facing a difficult, stressful situation or a challenge.  
So then thinking about in terms of long term change, so maintaining change of these reframed beliefs can be quite difficult in the long term.  
This is just due to the fact that we do tend to revert back to old patterns of thinking when we're stressed.  
This tends to be, but because it's familiar, even if the thoughts are unhelpful.  
So you can put a few things into place to help maintain the change in thinking.  
So we're going to go through those now.  
Firstly, remember the ABC model that we just covered.  
So if you're finding that your thoughts are slipping back, maybe just going back to the ABC model, going through it again, and even coming up with some new reframed thoughts or just reinforcing the ones that you've already come up with.  
So secondly, you can keep a learning diary, so you might not have heard of a learning diary.  
This is basically keeping a record of what that you're what you're thinking about.  
A situation is so at the end of this training I'm going to include a worksheet that includes a thoughts and beliefs record.  
So you can use that for this learning diary.  
So what would want you to do if you're going to keep a learning diary is to think of what happened in the situation, how you responded.  
How you wanted to respond and what you learned from the experience and what you might want to do differently next time.  
So if you're finding that you are slipping back into old patterns, maybe writing down what it was about the situation that that contributed to you slipping back into old thinking patterns.  
And then reflecting on what you might want to do differently next time and how you might achieve that.  
So this will really help you to identify any helpful things that are helping you, any coping strategies that you might be using that you might not have thought of and then you can use them again in the next situation.  
So next thing is looking for role models, so role models or people that you admire can be really helpful.  
So is there someone at work that you think deals with setbacks really?  
Well, you might want to ask them if they have any tips or advice for managing difficult situations.  
So for example, if you've got any colleagues or coworkers that always meet their deadlines, you might want to have a chat with them and they might share how they always manage to meet their deadlines.  
Is it that they're using a specific time management tool or they have a particular way of thinking about managing their workload and they might be able to share that with you?  
And then lastly, keep setting goals for yourself.  
So this will help with developing your resilience so you don't have to be.  
They don't have to be major goals.  
They can just be really small steps that are challenging for you.  
So an example of this might be you might not like how you reacted to a traffic jam on your way to work, so maybe you sat in the traffic jam and you thought all this is really annoying.  
It's going to make me late.  
I feel really stressed now, you know, and you might set yourself a goal to think, OK, the next time I get stuck in a traffic jam, how might I want to respond?  
Maybe I want to sit there and I'll think, actually I'm not in control of this situation.  
This isn't something I can control.  
What I can control is how I'm reacting to it, so I might think.  
Oh, I'm going to put on my favourite song, and I'm going to have a sing along to that because I can't do anything else.  
So I might as well enjoy listening to my favourite song.  
So just think about how might you want to react differently to these situations and keep setting yourself these goals to react differently.  
OK.  
So just before I move on to the worksheet and talking a little bit more about the app, just going to move on to our.  
Evaluation.  
So for those that joined us last week and you would have seen this as well.  
So we really, really appreciate it if you could just spare maybe just a couple of minutes, 30 seconds, just to fill out our quick evaluation survey.  
So I've got the link to it on the screen.  
We're also going to put the link in the chat.  
We've also got the QR code so you can use your camera on your phone if you've got a phone that has a camera to scan the QR code and access the evaluation form.  
So we really do appreciate people giving us some feedback on these workshops.  
It just means that we can improve them for the future.  
Also, we'll have a better idea of the things that you're all looking for in terms of workshops, any future workshops that might be put on, it'll all be fed back to thrive London so that they can think about what other training and workshops to offer everyone.  
So if you could just spare just maybe 30 seconds to fill in our evaluation survey, we would really appreciate that.  
OK, so while everyone's doing that, I'm just going to talk a little bit about before the next session.  
So before the next session, if you get a chance, please don't feel pressured or that you can't join the next session if you haven't done this.  
This is just something that might be useful for you a take away from the session, so if you do get a chance, I'd love it if you could just keep a very short four or beliefs records so over the next week or so just try and jot down a couple of instances where a stressful situation has come up for you and then I want you to think about what were your beliefs, what were your thoughts about that situation?  
What emotions came up for you?  
And then how did you respond?  
So what was your behaviour to that stressful situation?  
So if you do have any beliefs that you think were unhelpful, maybe they were rigid, maybe they were unrealistic.  
Thinking about those three questions that we talked about earlier, I want you to come up with a couple of alternative suggestions.  
So what are some refrained thoughts that you can have for that situation?  
So just if you get a chance over the next week or so, just drop down a couple of situations and go through this thoughts and beliefs record just so that you can put into practice some of the things that we've learned today.  
OK, so I realized we're just coming towards the end of the session now and we've got an opportunity on the mentee meter to put in any questions.  
I'm just going to with through to the end slide just because sometimes we do get questions about when the next workshops are.  
So I've put up on the on the screen there.  
So the things that we'll be covering in the third workshop are coping strategies.  
Mindfulness, how to foster a supportive workplace and goal setting.  
So at the end of that workshop would be talking about how to create a resilience plan for yourself.  
So that will encompass all the learning that you've done over the three workshops and how you can put that into a plan for yourselves.  
So we are only running and the third workshop once more.  
Again, we will have Samaya our fabulous BSL interpreter on that workshop.  
It will also be recorded.  
So that's happening next Monday.  
We have also got a conflict resolution workshop and that's happening this Wednesday, so that won't be recorded that one because we recorded the one that we had last week and Samaya was on the one last week.  
So if you missed that one last week and you can't get to the one this week that was recorded, so you will be able to access that at some point.  
OK.  
So we've just got a couple of minutes now.  
So are there any?  
Has anyone got any thoughts or questions that they'd like to share?  
Anything on the mentee meter that you would like to share?

**Ashlee Mulimba**   
So, so far we've got one question and is there an online scored test on resilience that one might be able to do?

**Eleanor Thorne**   
Umm.  
Yes.  
So in workshop one we had a link to an online resilience test that you could do.  
It's only four questions, so really short one on that.  
If you weren't able to make that session and you'd like a link to it, just drop us an email either at healthy dialogues or thrive London and we will get that link to you so that you can take that resilience test.  
It's really, really helpful.  
It gives you a score only four questions.  
It's a good way of just getting a rough idea of kind of how resilient you currently are.  
So have we got any other questions or thoughts?

**Ashlee Mulimba**   
Just one question on the chat.  
Would you be able to form us when the recording for the conflict resolution training is available?

**Eleanor Thorne**   
Mm-hmm.  
Yeah.  
So at the moment we don't have the date, but I will find that out for you and we'll let you know either healthy dialogues or thrive.  
London will let everyone know when those recordings are available, because I know there's a few people that are really keen to have a watch of those.  
So yeah, we will definitely let you know when they're available.  
Great.  
And I think we've got maybe time for if there's any more questions, just a lot or comments just before we end.

**Ashlee Mulimba**   
Oh, wait one second.  
My apologies is a couple more questions have come up.

**Eleanor Thorne**   
OK.

**Ashlee Mulimba**   
They and sorry.  
Thank you.  
And what about resilience in the face of toxic work? Colleagues?  
We can't control the behaviour, but we can control our reaction.  
How does that translate in a work environment?

**Eleanor Thorne**   
Yeah.  
So it might be helpful to join in next week's workshop, because we're going to be looking at personal coping strategies that we can use.  
So again, you might not be able to change other people's behaviours.  
You might be able to change the situation you're in, but we are going to be looking at what can we do ourselves to keep ourselves safe and mentally well, so I definitely recommend joining the third workshop for a bit.  
More information on that question.  
Hopefully that's helpful.  
Great.  
OK.  
Well, we're just coming to the end now.  
If there's any questions that we haven't answered, I will include them in the email that you get at the end because I know people have to rush off really quickly after these.  
So I just want to say a massive thank you to everyone for joining.  
Thank you to Ashley for Manning the chat and the Mentimeter and reading stuff out.  
That was really helpful and a big thank you to our BSL interpreter, Samaya, for joining us at this morning and providing our BSL interpreting service.  
So thank you everyone.  
I hope you found this interesting.  
I hope you found it enjoyable.  
I hope you've got things to take away.  
It was lovely to be with you all this morning and really massive.  
Thank you for engaging in the mentee meter.  
I love to see all of those strengths and skills that you put in, and I hope you all have a fantastic rest of your day and if you are able to join us for our Resilience Workshop 3 next week, be great to see you there or our conflict Resolution Workshop on Wednesday.  
But I hope you all have a fantastic rest of your day and yeah, thank you again for joining us.  
Been really lovely to see you all.

**Ashlee Mulimba**   
Like you, everyone.

**Eleanor Thorne**   
And go well with the rest of your with the rest of your day.  
Just a quick reminder, I will be sending out a copy of these slides just for anyone that missed it at the start.  
A copy of the slides will include the mentee meter, word clouds.  
I'm also going to include the examples that I read out in terms of thoughts and beliefs.  
So you get a copy of all of those and do let us know if you would like a transcript as well, because we can provide that.  
But otherwise go well, everyone have a fantastic rest of your day.

**Ashlee Mulimba**   
Thank you everyone.

**Eleanor Thorne** stopped transcription