

REFUEL

BUILDING YOUR RESILIENCE AND
MENTAL WELLBEING

Workbook



DIANNE DRISCOLL

Change ♦ Resilience ♦ Growth



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 **DIANNE DRISCOLL**
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Hi there!

I'm Dianne Driscoll, a Change & Resilience Coach, Consultant, Facilitator and Speaker. I work with corporate leaders, teams and organisations to build core capabilities in change, resilience and leadership.

I am a former corporate leader, with a career spanning over 25 years in technology and organisational change. I am also an accredited and award winning Prosci® / ADKAR Change Practitioner and a certified Trauma Informed Life Coach.

I have lived with long-term mental illness throughout my career, then suffered corporate burnout in 2016 (not pretty!).

I now channel my personal & professional experiences into programs, workshops & keynotes to help sustainably drive change, without sacrificing mental wellbeing.

I have had the privilege to work with some amazing organisations across the globe including Microsoft, IBM, Cisco Systems, Ernst & Young, Campbell's Soup & Arnott's Biscuits.

At the core of it all I am just a down-to-earth Irish chick who is fascinated by human dynamics and how we operate in this vast universe...this translates outwardly to being a catalyst for transformative change for individuals, for organisations and my ever-evolving-self.



WHY BUILD CAPABILITY IN CHANGE & RESILIENCE?

Resilience can be defined as:

*The ability to recover from or adjust easily to
misfortune or change.*

The COVID-19 pandemic, has heightened the importance of resilience in the face of constant disruptive change.

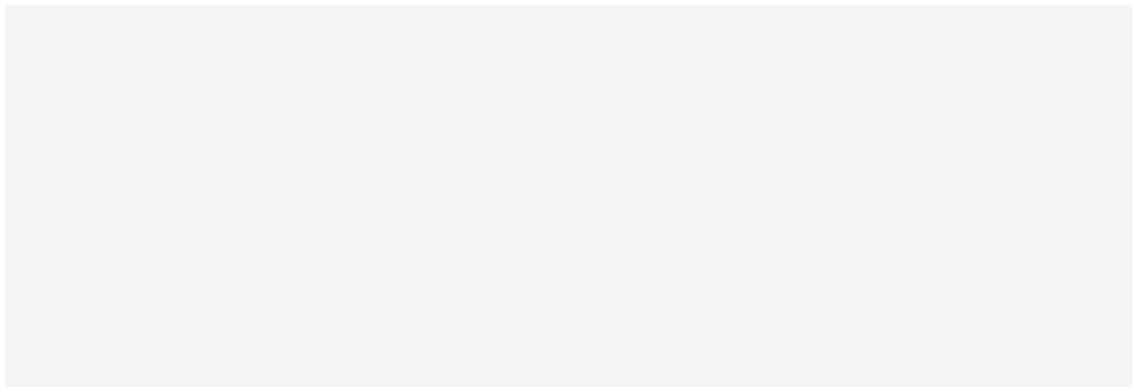
There are different types of stress, some that enhance our performance and others that diminish it. Research shows that our ability to plan & problem solve is significantly reduced when we tip into stress overload. An inability to manage stress over prolonged periods can contribute to burnout and mental illness as well as high blood pressure, heart disease, obesity and diabetes.

Not only is building resilience good for your mental & physical wellbeing it is also good for your career. The leaders and employees of the future will need to be experts at adapting to workplace, marketplace and personal change while proactively managing stress and mental wellbeing.

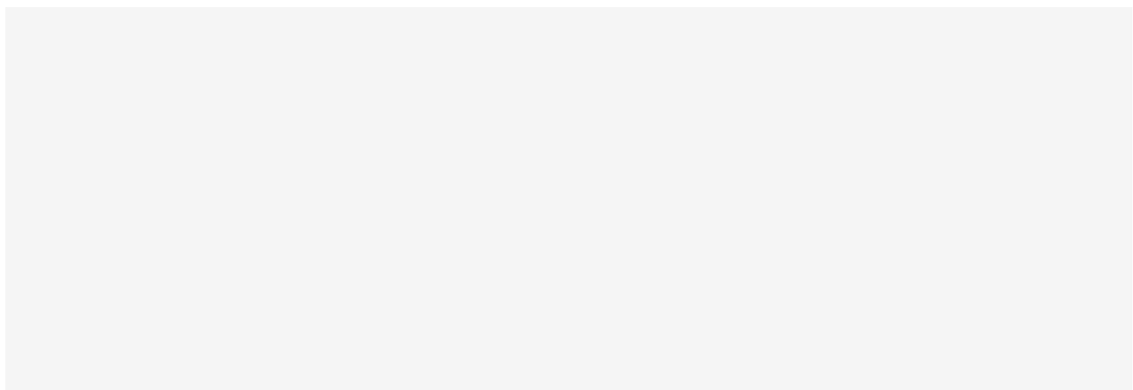
Having a REFUEL Plan helps you proactively manage your Stress Levels and overall Mental Health. Putting your REFUEL Plan into action, helps create habits which build your resilience. and improves your ability to adapt to change.

RESILIENCE CAPABILITY

Where are you on the YERKES DODSON Stress Curve?

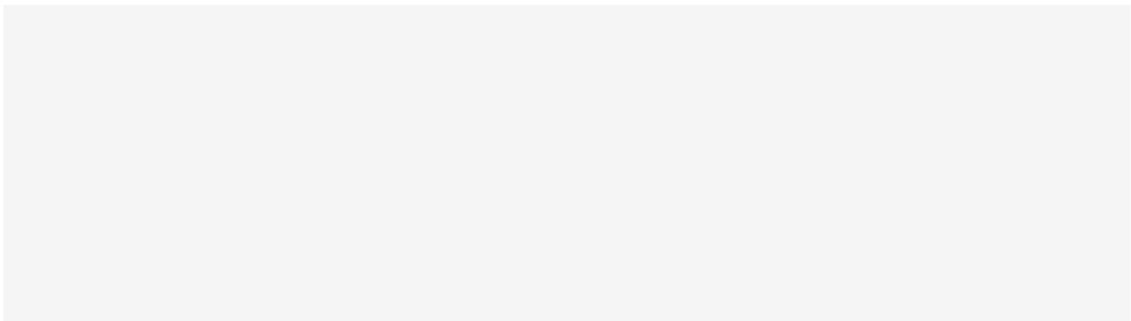


How easily do you get yourself back into peak performance state?

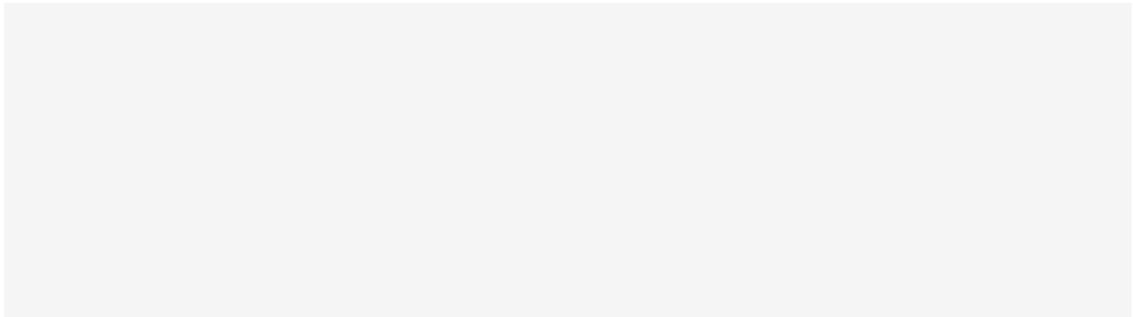


CHANGE CAPABILITY

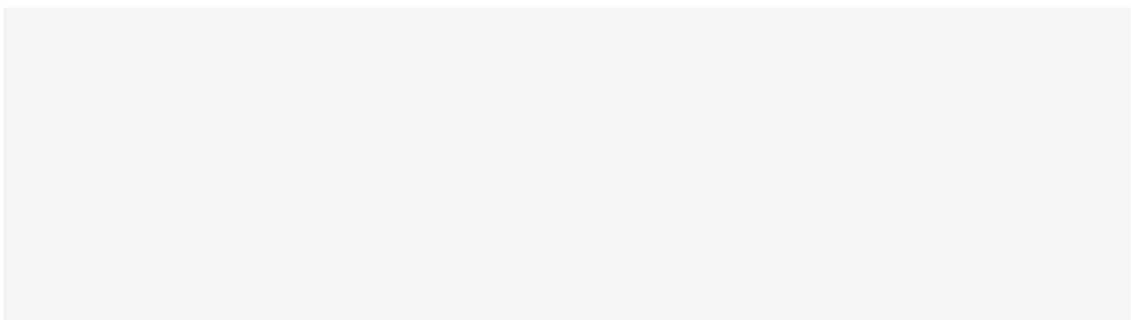
Where are you on the the Kübler-Ross Change Curve?



How easily do you get yourself out of the "Valley of Despair"?

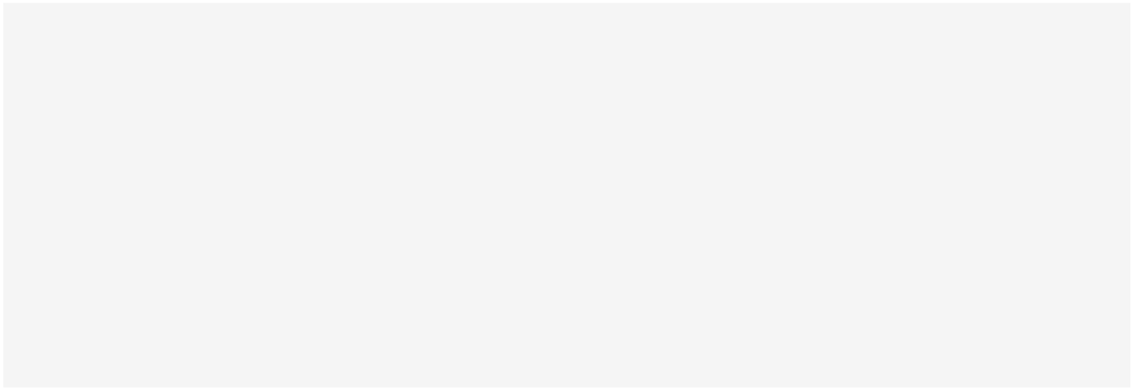


How do you resist change?

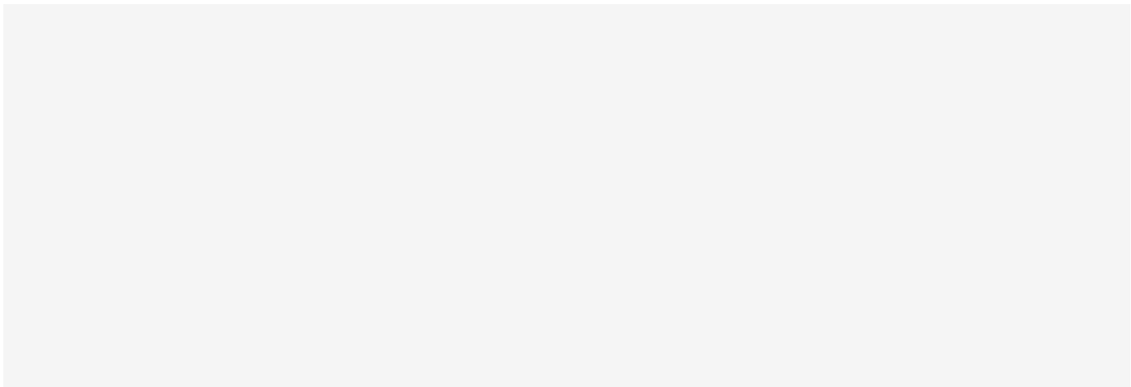


YOUR WHY

Why is improving your mental wellbeing and building your resilience important to you?



What might be some of the personal and professional implications of not being resilient?



YOUR CURRENT STATE

How have you felt over the past month? Mark with an X on the below continuum.



We often talk about Work / Life Balance, however it is often more helpful to think in terms of Work / Life / Self Balance.

Reflect over the last month and answer the following about how you spend your time (excluding sleep time)

ASSESSMENT	WORK	SELF	LIFE
How many hours do you currently spend on each?			
How much time would you like to spend on each?			

YOUR FUEL

Think about simple everyday things that make you happy or give you energy e.g. reading, listening to music, exercise, cooking, spending quality time with loved ones, socialising with friends etc.

THINGS THAT MAKE ME
HAPPY OR GIVE ME ENERGY

HOW OFTEN DO I
MAKE TIME FOR THIS

Am I doing enough of the things that make me happy or give me energy?
If not, what is stopping me?

YOUR WARNING SIGNS

What are some of the early warning signs that your stress level is increasing or your mental health is in decline e.g. becoming irritable, stop exercising, stop socialising, have lunch at your desk, drink more alcohol etc.

WHEN MY STRESS LEVELS INCREASE, I NOTICE THAT I...

What are some of the knock-on impacts?

PERSONAL IMPACTS

PROFESSIONAL IMPACTS

YOUR PROACTIVE MEASURES

For every “warning sign” you have identified, think of a proactive self-care measure you can put in place to counter-act it. Reflect back on what makes you happy and gives you energy.

WARNING SIGN When I notice that I...	PROACTIVE SELF-CARE ...I will consciously do ...

Review your proactive self-care measures above and categorise them as:

Critical - these are activities I know I must do to counteract high levels of stress and sustain my mental health

Important - these are activities I know will maintain positive mental health and build my resilience.

YOUR REFUEL PLAN

Now you have worked through the individual elements, lets bring it all together into your unique REFUEL Plan.

From the prior segments, choose 3-5 Self-care measures you are willing to commit to

ACTIVITY	FREQUENCY	DURATION	SCHEDULED
			<input checked="" type="checkbox"/>
			<input checked="" type="checkbox"/>
			<input checked="" type="checkbox"/>
			<input checked="" type="checkbox"/>
			<input checked="" type="checkbox"/>

Block time in your calendar for these activities or download a habit tracking app to prompt you with reminders and track your progress.

YOUR SUPPORT CREW

The real power in this REFUEL Plan is when it is shared with others.

I encourage you to share your REFUEL Plan with a small number of people you trust; your partner, a colleague, a friend, family member or medical professional.

These should be people who can :

- observe your warning signs,
- encourage you to implement critical self-care measures and
- be supportive to your needs.

When we tip into stress overload and mental health goes into decline, we often don't notice that our behaviours change. There is also a tendency not to ask for help or to be overly-sensitive towards those offering help.

Having an open discussion with your Support Crew when you are not under stress makes it easier to gain meaningful support when it is needed.

MY SUPPORT CREW

YOUR SUPPORT CREW

SEEKING PROFESSIONAL HELP

LIFELINE:	13 11 14
BEYOND BLUE:	1300 22 46 36
MENSLINE AUSTRALIA	1300 78 99 78
SUICIDE CALL BACK SERVICE	1300 659 467
HEADSPACE	1800 650 890

AUSTRALIAN NUMBERS SHOWN

CALL YOUR CONFIDENTIAL
EMPLOYEE ASSISTANCE
PROGRAM (EAP)

TALK TO YOUR GP ABOUT
MEDICARE FUNDED SERVICES

IN AN EMERGENCY, CALL 000
OR GO TO A HOSPITAL
EMERGENCY DEPARTMENT

Imagine life as a game in which you are juggling some five balls in the air. You name them work, family, health, friends and spirit. And you're keeping all of these in the air.

You will soon understand that work is a rubber ball. If you drop it, it will bounce back.

But the other four balls – family, health, friends and spirit – are made of glass. If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged or even shattered. They will never be the same.

You must understand that and strive for balance in your life.

Bryan Dyson, Former CEO of Coca-Cola



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