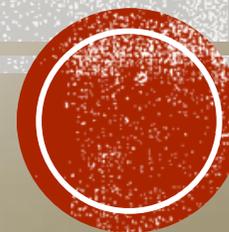


# EMBRACE THE STRUGGLE



Thriving in the Face of Adversity

# WHAT IS ADVERSITY?

**An unfortunate event or  
circumstance**



# WORKFORCE EVOLUTION

---

<b>Then...</b>	<b>Now...</b>
Steady	Changing
Local	Global
Isolated	Collaborative



# ADVERSITY

**“47% of employees reported that personal matters negatively impacted their work performance.”**





CONTROL



FEAR



AVOIDANCE



IRRITABILITY



SELF-CENTERED

**HOW DO YOU  
RESPOND TO  
ADVERSITY?**



# RESILIENCE

The capacity to recover quickly from difficulties and thrive in the face of adversity.

- Grit
- Flexibility
- Toughness



**BE** Optimistic

**LIVE** Socially Aware

**GROW** in Perspective

**HOW DO WE  
EMBRACE THE  
STRUGGLE?**



# BE Optimistic

- **Adversity is Temporary**
  - How did I get through this before?
  - What powers did I reach out to?

# BE Optimistic

- The Struggle is Real, Honor it!
  - We want relief, we need refinement
  - “Adversity introduces a man to himself”  
(Albert Einstein)

# BE Optimistic

- Internal Lotus of Control vs. External Lotus of Control



## **LOTUS FLOWER**



## **INTERNAL**

“I can do something about this.”

“This happened, how do I manage and move on?”

“I make things happen.”

## **EXTERNAL**

“I feel helpless.”

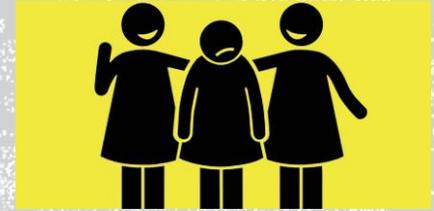
“Why does this always happen to me?”

“Things happen to me.”

**LOTUS OF CONTROL**



# LIVE Socially Aware



- Emotional Intelligence

- The ability to recognize, understand, and *manage* our own emotions and *influence* the emotions of others.

## Low Emotional Intelligence:

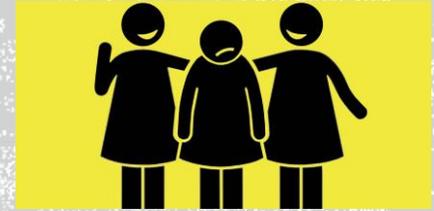
- Bossy
- Resistant to Change
- Passive
- Stubborn

## High Emotional Intelligence:

- Strong-willed
- Patient
- Stable
- Good Listener



# LIVE Socially Aware



- Build a trust-worthy social network

**Ashley is awesome, but...**

**Character is who we are when we are squeezed.**



# LIVE Socially Aware

- Resilient Role Models



# GROW in Perspective

1

Feedback:  
Invite others in

2

Listen

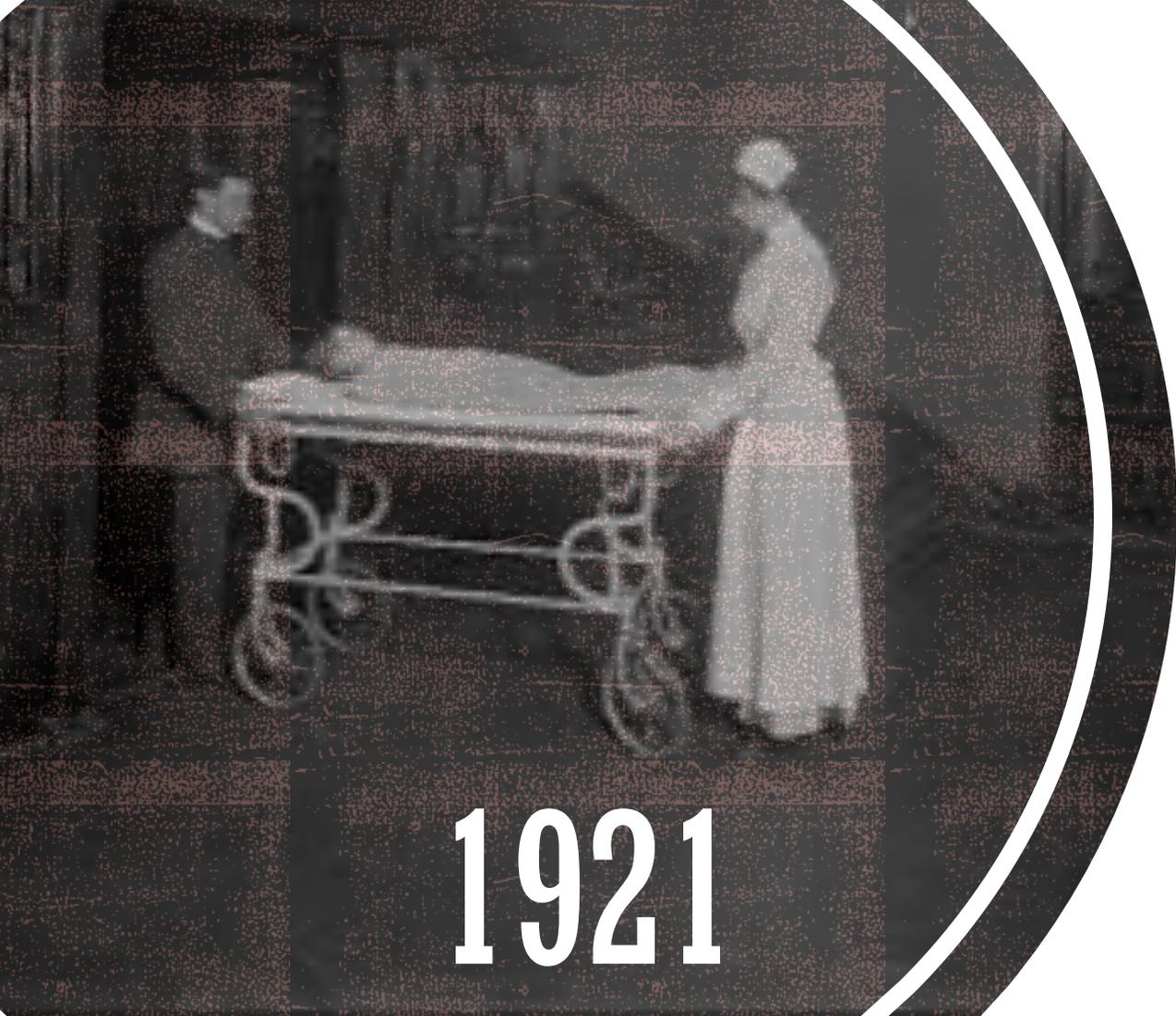
3

Reflect

- What am I wanting?
- What are my next steps?



# GROW in Perspective



1921

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## *Day of Development*

---

1. Press in

---

2. Glance back

---

3. Look around

---

4. Gaze ahead



# PRESS IN

- How am I coming into this time?
- What have I learned about myself?
- What are my greatest needs?

# GLANCE BACK

- What were some wins?
- What were some lessons learned?
- What were things that were disappointing?
- What relationships suffered? Which ones thrived?

# LOOK AROUND

- What can I be thankful for?
- Who are the people around me that have become a part of my tribe?
- Who has greatly impacted me?
- Who have I greatly impacted?

# GAZE AHEAD

- Who do I want to be? What steps do I need to take to get there?
- What situations have helped me to grow in resilience and how is that setting me up for the future?
- What practical steps can I take to be my true self?

A stack of smooth, light-colored stones is positioned on the left side of the image. The background shows a beach with waves crashing, creating white foam. The sky is a deep blue. The text is overlaid on the right side of the image.

The most  
**successful** people  
see **adversity** not  
as a stumbling  
block, but as a  
stepping-stone to  
**greatness.**

SHAWN ACHOR



# Day of Development

## *Press in*

1. How am I coming into this time?
2. What have I learned about myself?
3. What are my greatest needs?

## *Glance back*

1. What were some wins?
2. What were some lessons learned?
3. What were some disappointments?
4. What relationships suffered? Which ones thrived?

## *Look around*

1. What can I be thankful for?
2. Who are the people around me that have helped me grow?
3. Who has greatly impacted me? Who have I greatly impacted?

## *Gaze ahead*

1. Who do I want to be? What steps do I need to take to get there?
2. What situations have helped me grow in resilience and how is that setting me up for the future?
3. What practical steps can I take to be my true self?

