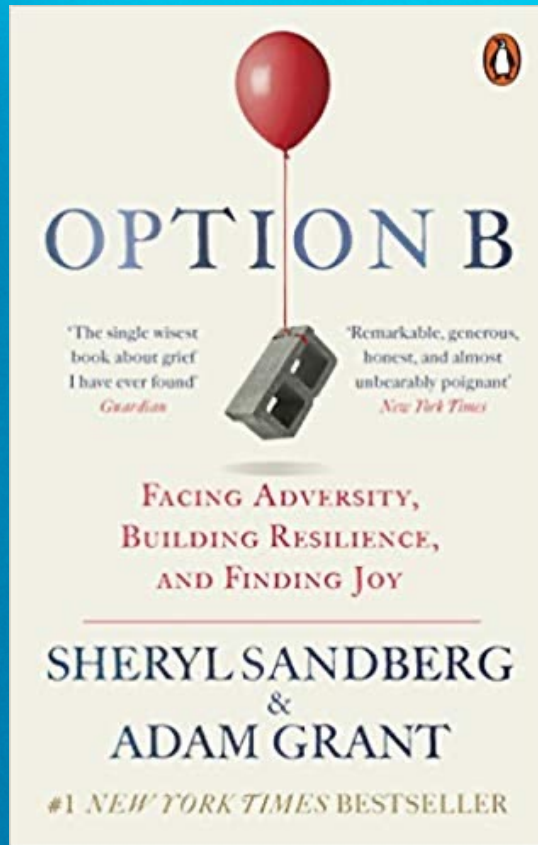


Welcome to the HR Book Club



“The journey of a lifetime starts with the turning of a page.” - Rachel Anders

CPHR BC & Yukon wishes to create a safe, respectful and inclusive environment for all. While participating in this event, attendees have the duty to conduct themselves in an ethical and professional manner and are expected to abide by the CPHR BC & Yukon Professional Rules of Conduct in both verbal and written comments.

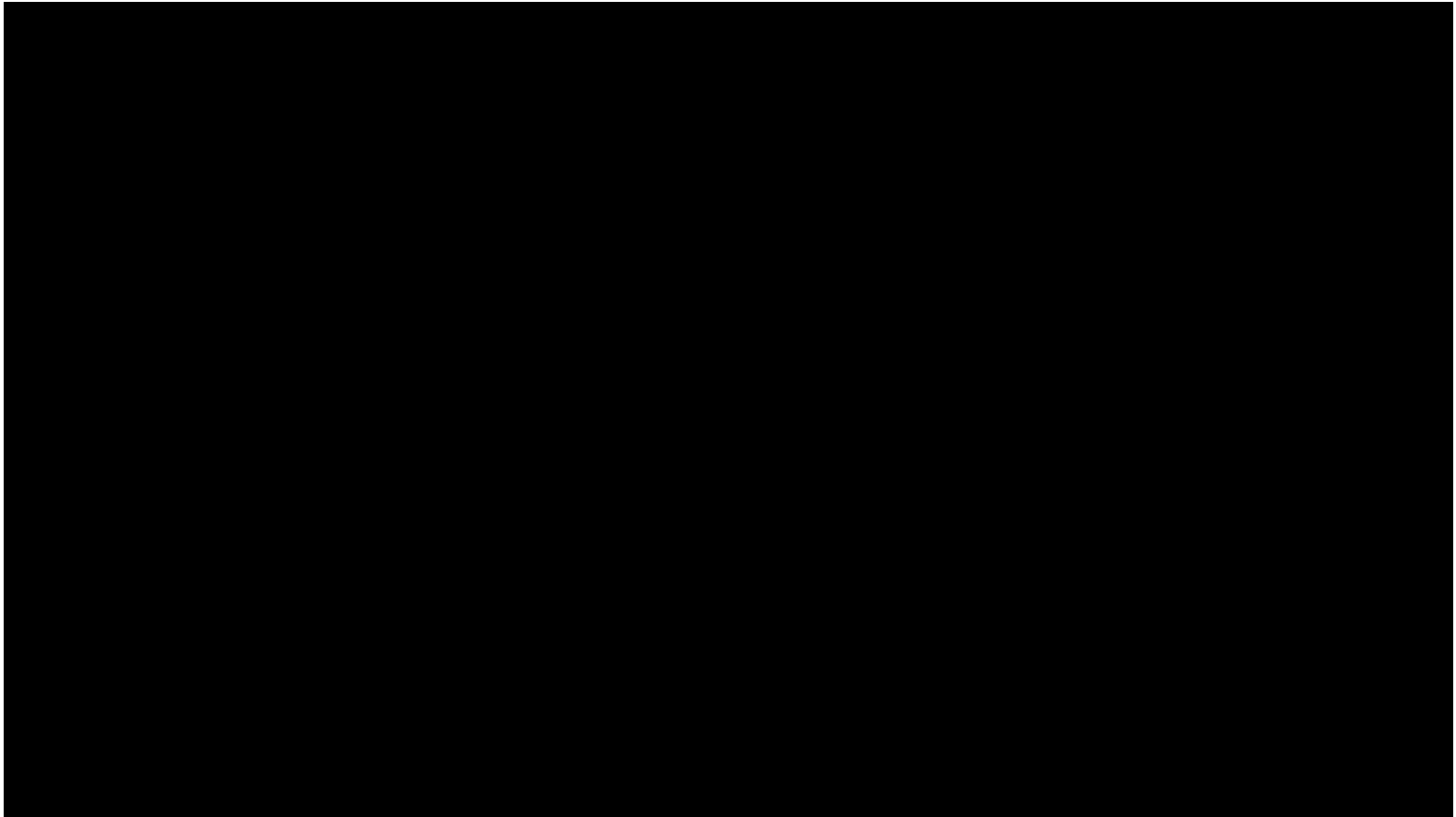
Conduct Disclaimer: <https://cphrbc.ca/conduct-disclaimer-for-events-and-roundtables/>

Video Link

CPHR

British Columbia
& Yukon

<https://www.youtube.com/watch?v=Ex2axZ8rRaE>



What did resilience mean to you before reading this book? Has your definition of resilience changed?

“Resilience comes from deep within us and from support outside us. It comes from gratitude for what’s good in our lives and from leaning in to the suck. It comes from analyzing how we process grief and from simply accepting that grief. Sometimes we have less control than we think. Other times we have more. I learned that when life pulls you under, you can kick against the bottom, break the surface, and breathe again.”



Do you have a similar story of an impactful “before” and “after”? If you feel comfortable sharing your story, what version of Option B are you living?

“And so began the rest of my life,” Sheryl writes about life after her husband unexpectedly died. “It was—and still is—a life I never would have chosen, a life I was completely unprepared for...Life is never perfect. We all live some form of Option B.”



“After spending decades studying how people deal with setbacks, psychologist Martin Seligman found that three P's can stunt recovery: (1) personalization - the belief that we are at fault; (2) pervasiveness - the belief that an event will affect all areas of our life; and (3) permanence - the belief that the aftershocks of the event will last forever.”

Have you experienced any of the “three P’s”—personalization, permanence, and pervasiveness in your professional life, and which is the hardest for you to resist? What shifts in perspective or strategies can/do you use to help you overcome them?



Sheryl says a single sentence can help people be more open to negative feedback about their work. For example, “I’m giving you these comments because I have very high expectations and I know that you can reach them.”



Is your home or work a place where you are free to fail and learn? What would you need to hear to make it so?

“I thought resilience was the capacity to endure pain, so I asked Adam how I could figure out how much I had. He explained that our amount of resilience isn’t fixed, so I should be asking instead how I could become resilient. Resilience is the strength and speed of our response to adversity—and we can build it. It isn’t about having a backbone. It’s about strengthening the muscles around our backbone.”

What strategy for building resilience or finding joy resonated with you?

How can we incorporate opportunities to build resilience in our organizations and our lives?

