LEAD WITH RESILIENCE
IN YOUR HEART, MIND, SOUL AND ACTIONS

#ACSALEADERSHIPOCMMIT
NOVEMBER 8, 2018
#LEADWITHRESILIENCE #LWR
HTTPS://RESILIENCYGUYWORDPRESS.COM/

LEAD WITH RESILIENCE

ROBERT A. MARTINEZ, ED.D.,
@RESILIENCYGUY
@DRROBM_FSUSD
ASSISTANT SUPERINTENDENT,
HUMAN RESOURCES
FAIRFIELD-SUISUN UNIFIED SCHOOL DISTRICT

LEAD WITH RESILIENCE TO CHANGE LIVES - YOURS AND THEIRS!
RESILIENCE COMMUNITY
• #Resiliencechat - A National, and Sometimes International Conversation Regarding Resiliency Development for Students, Educators and Communities
• Monday Nights
• 7:00 PM Pacific Standard Time
• Moderators:
  • @Saratrubridge
  • @ResiliencyGuy AKA @DrRobM_FSUSD

HARDSHIPS OFTEN PREPARE PEOPLE FOR AN EXTRAORDINARY DESTINY
-C.S. LEWIS

A LITTLE BIT ABOUT MY STORY
• Early Development
  • Intact family
  • Connected Extended Family
  • Established Cultural Identity
• Personal Impression:
  • Forward Thinking Family-Searching for the American Dream!
THE EARLY YEARS

TRAUMA
• Loss
• Injury
• Tragedy
Which creates a change to the system:
• A true imbalance to the brain – chemically /
  Figuratively
• A draining of resources
• A focus on the trauma and consequences of
  that trauma.

TRAUMA/CHANGE/RESILIENDE
• Parent Illness, followed by parent death
• Like ripples across a lake the ramifications felt
  were significant:
  • Lone Remaining Parent Suffering in Silence
  • Family loses identity
  • Each family member suffers
  • Loss of connectedness to the known
  • What was once important changes
  • Everything is different
  • Each change lands on the shoulders of our
    children
ADVERSITY/HARDSHIPS - EFFECTS

- Solitude: Suffering in Silence
- Anxiety: Alone and Apart
- Depression: Despondent and Down
- Rebellion: School, Community, Family
  - Hasn’t everybody stolen a car?
- The Mind Seeks to Place Blame and Fault – It’s Defending Itself!

#LEADWITHRESILIENCE

- Set Your Course with Purposeful Intent

#LEADWITHRESILIENCE

- Carry and Use Your Moral Compass
LEAD WITH RESILIENCE
• Know Your Passion, and Learn the Passions of Others

LEAD WITH RESILIENCE
- The Simplest of Actions Can Change the Course of History

“NEGATIVE SUCCESS TRAJECTORY”
• Once a child’s educational demise begins; more negative results tend to ensue unless a mitigating change occurs to stop this negative success trajectory. (Martinez, 2013)
RESILIENCY – CLASSICALLY DEFINED

• “That quality in children who, though exposed to significant stress and adversity in their lives, do not succumb to the school failure, substance abuse, mental health, and juvenile delinquency problems they are at greater risk of experiencing.” (Linquanti, 1992)

TRANSFORMATIONAL RESILIENCE

• “The growth, development and strengthening of a child’s (employee’s) personal resiliency as a result of being provided an engaging, positive, thoughtful, supportive, educational (work) environment.” (Martinez, R. 2013)

• #TransformationalResilience #TR

“UPWARD SPIRAL” (ALEX KORB)

• We must work to change the trajectory of negative factors.
• We must seek to interfere, create a new trajectory, and begin a new upward spiral that will lead to the next positive moment in a child’s life.
EACH PERSON HAS A STORY

- Family
- Colleagues
- Employees
  - Administrators, Teachers, Classified Personnel, Parents

#LEADWITHRESILIENCY
KNOW YOUR STORY

- Grow Yourself

#LEADWITHRESILIENCY
KNOW YOUR STORY

- Grow the Resilience of Your Team
• Expand Your Influence

#POWER

We do not need magic to change the world; we carry all the power we need inside ourselves already: we have the power to imagine better.

-J.K. Rowling

• Finding Your Power Code
BECOMING A
#POWERFUL
#LEADER, #LEARNER, #LIFER

- Positive
- Outstanding
- Wise
- Empowered
- Resilient
- Fortright
- Unbelievable
- Loving

• Purposeful
• Objective
• Wizardry
• Engaging
• Responsible
• Flexible
• Unyielding
• Learned

• Professional
• Observant
• Well-Balanced
• Earnest
• Relational
• Forging
• Unbiased
• Lenient

• Peaceful
• Obliging
• Whimsical
• Ebulient
• Relevant
• Friendly
• Unhurried
• Literate

• Proficient
• Optimistic
• Watchful
• Exuberant
• Resourceful
• Frank
• Upright

- Positive Purposeful Professional Peaceful Proficient
- Outstanding Objective Observant Obliging Optimistic
- Wise Wizardry Well-Balanced Whimsical Watchful
- Empowered Engaging Earnest Ebulient Exuberant
- Resilient Responsible Relational Relevant Rigor Resourceful
- Fortright Flexible Forging Friendly Frank
- Unbelievable Unyielding Unbiased Unhurried Upright
- Loving Learned Lenient Literate Lively

PERSONAL
POWERCODE

YOUR STORY - THINK BACK
- Your early development:
  - Who were you with?
  - What was valued in your world?
  - When did you recognize yourself as an individual?
  - Where did your resolve come from?
  - What have you overcome?
- RESILIENCE is part of your story!
YOUR STORY – YOUR #RESILIENCE
- What was and is important to you?
- Why are these things so important?
- What relevance do these memories hold for you?
- What lessons were learned by your heart, mind and soul?
- Why are you who you are?

TAKE A MOMENT...
- What were your adversities/hardships?
  - Crisis
  - Trauma
  - Hurdles, Challenges, Roadblocks
  - But I’ve had no adversity/hardship!

BUT I’VE HAD NO ADVERSITY/HARDSHIP!
- Really? #itsalllife #onetript
- Sustaining Balance:
  - Home Life-Work Life
  - Family-Career
  - School-Work-Bills
  - The list goes on....
- Our brains are continually faced with adversity– Decisions are made!
#LEADWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Share and Engage with Everyone's Story
- Provide Affirmations, Capture Positivity, and Spread it on Everything
- Build a Ship Everyone Wants to Ride On.
- Love Each Member of Your Crew
- Stay Focused on Your Destination
- Let Your Icebergs Guide Your Destination

THE STORIES OF OUR EMPLOYEES

- Where do they begin?
- Who is in their story?
- What are their adversities/hardship?
- What trauma must they carry in their hearts, minds, and souls?
- What role will you play in their story?
- Which chapter will you find yourself?

THE STORIES OF OUR EMPLOYEES

- What will be the title of the chapter they write about you?
- When will they weave you into their story?
- What legacy will result from the time you spend with them?
- What measure of success will tell you that you have been successful as an leader?
  “Let the life that we help students live be the measure of our success!” –@ResiliencuGuy
BUILDING OUR RESILIENCE AND THE RESILIENCE OF OUR EMPLOYEES

• Recognize that challenges exist each day.
• Identify the asset areas needed to respond to these challenges – 4 Focus areas for growth
  • Knowledge
  • Ability
  • Skill
  • Success- Focused

#LEADWITHRESILIENCE
#BUILDASSETS

• Fill Our Resilience Back-Packs
  • Knowledge/Ability/Skill/Success
  • We must work to fill up our back-pack, then assist others with filling theirs!

OUR COLLECTIVE STORY

• What we do now matters!
• How we engage our employees matters!
• How we structure and offer support matters!
• How we communicate our intent matters!
• How we strive to empower matters!
• How we consciously and purposely behave and connect with employees matters!
• #SHOWYOU CARE
WONDROUS OR WORRISOME

• Wonders:
  • I wonder what a “Wonderful Workplace” looks like for you?
• Wonderful:
  • What are some Wonderful workplace signs?
• Worrisome:
  • What are some worrisome workplace signs?
• Potential Outcomes of Wonderful / Worrisome Behaviors
• There is no I in TEAM, but there is WE in TWEAM.

#LEADWITHRESILIENCE
THE SOCIAL CONTRACT

• How should employees be treated?
• How do you like to be treated?
• How do you think I want to be treated?
• What are the types of behaviors we should promote, and or keep in check?

#LEADWITHRESILIENCE
THE COMMITMENT

• I commit to instill the behaviors that you agreed to.
• I committed to create a wonderous work environment.
• In turn:
• Asked for commitment from each of them to live up to the Social Contract, and to Work to do those things that will make our work place wonderous to others.
HOW DO WE DO THIS?
• Transformational Resilience:
  • Supportive: Structure and Stability
  • Thoughtful: Purposeful and Practical
  • Engagement: Inclusive Intentional instruction
  • Positive: Mind, Spirit, and Actions
  • School: Educational Environment
• It’s not just a program, it’s a way of #leading!

#RESPONSIBILITY
• When leaders engage employees in pro-social skill development approaches that focus on empowering physical growth, intellectual growth, psychological growth, and social development, powerful changes to a student’s life are propelled towards positive success.
#RELATIONSHIPS

• When leaders engage employees in authentic, trustful, appropriate, supportive relationships that focus on enhancing a employee’s value, worth, and self-awareness, significant empowering changes to their lives are propelled towards positive success.

#RELEVANCE

• When leaders provide opportunities for authentic responsible relationships with the employees they serve they become relevant to the development of the employee’s psyche, pertinent to the opportunities provided, and connected to the empowerment that our employees need to succeed!

#RESOURCEFULNESS

• When leaders seek to build their own #assets, and create opportunities for our employees to become empowered by learning and acquiring new skills, practicing skills they have, and considering how to personalize their work we build resources for ourselves and our employees. These resources, like rewards in a video game may become latent, and used in future endeavors, and may become more important to the employee the more and more they are used.
# RIGOR FOR LIFE

• When leaders plan for activities for employees to be engaged in that are intellectually stimulating, creative, are open-ended, and where depth of knowledge and learning of new skills is of paramount importance, and where employees are expected to demonstrate personal effort towards achievable goals, there is rigor in the system!

RESPONSIBILITY + RELATIONSHIPS + RELEVANCE + RIGOR + RESOURCES = LEADING WITH RESILIENCE

• Transformational Resilience:
  • “The growth, development and strengthening of a child’s (employee's) personal resiliency as a result of being provided an engaging, positive, thoughtful, supportive, educational (work) environment.” (Martinez, R. 2013)

IT’S A PROCESS, NOT A PROGRAM

• The Flippen Group:
  • “Capture Kids Hearts, and Their Heads Will Follow”
  • Empowerment is Key-Build Personal Assets!
  • Actions and Follow-Through are Important
  • Connections Count-Each moment matters!
  • Human-People First – We are all human!
RESILIENCE - SHERYL SANDBERG'S SPEECH AT UC BERKELEY

CARRY ON!
PERSEvere!
BE RELENTLESS!
NEVER GIVE UP!
#ITSALLLIFE
#ONETRIP

https://www.youtube.com/watch?v=dR9vjT35s0g

BEcomIng a
POwERFUL
LEADER, LEARNER, LIFER

• Positive • Objective • Wise • Empowered • Resilient • Fortright • Unbelievable • Loving

• Purposeful • Professional • Wizardly • Engaging • Responsible • Flexible • Unyielding • Learned

• Peaceful • Observant • Well-Balanced • Earnest • Relational • Forgiving • Unbiased • Lennent

• Proficient • Obliging • Whimsical • Ebullient • Relevant Rigor • Friendly • Unhurried • Literate

• Optimistic • Watchful • Exuberant • Frank • Resourceful • Upright • Lively

WAYS TO ENGAGE WITH ME!

• On twitter:
  • @ResiliencyGuy @DrRobm_FSUSD
  • #ResiliencChat Mondays, 7:00 PST
• On Facebook: “Resiliency Guy”
• Wordpress: https://resiliencyguy.wordpress.com/
• Email:
  • RobM@fsud.org
  • ResiliencyGuy@gmail.com