

The 4 R's of Resilience:

Rituals, Routines, Recharge & Rest

Presented by: Jane McLeod, Principal/Co-Founder of



WWW.CAPSTONELEADERSHIP.NET

Resources

- **HANDOUT:** A Plan for Resilience: Individual & Teams

<https://drive.google.com/file/d/1v2qq2irUGHxDtUH2dT6q0aaMldzvXtWY/view?usp=sharing>

- **ARTICLE:** If Your Employees Aren't Thriving, Your Business is Struggling

<https://www.gallup.com/workplace/313067/employees-aren-thriving-business-struggling.aspx>

- **VIDEO:** Try Something New for 30 Days - Matt Cutts

<https://youtu.be/UNP03fDSj1U>

Assess the Current State

and encourage others to
do so!

When will you do this?

(turnover, exit interviews,
departmental shuffle)

BURNOUT

is rampant in Healthcare today



BURNOUT

Does everyone have a plan that works for them?



BURNOUT

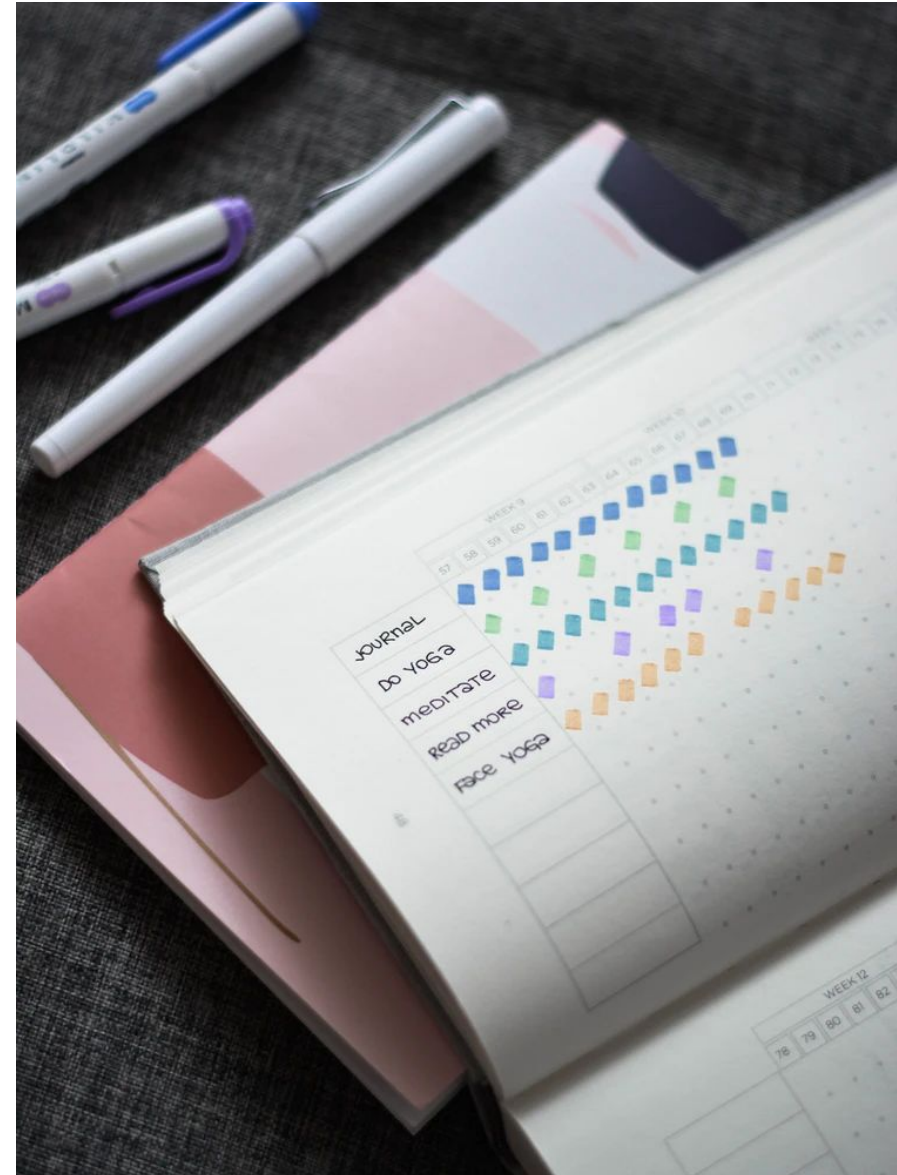
carry forward the plan for wellness throughout your organization



**Teach others
the 4 R's**

4 R's

RITUALS & ROUTINES



READY



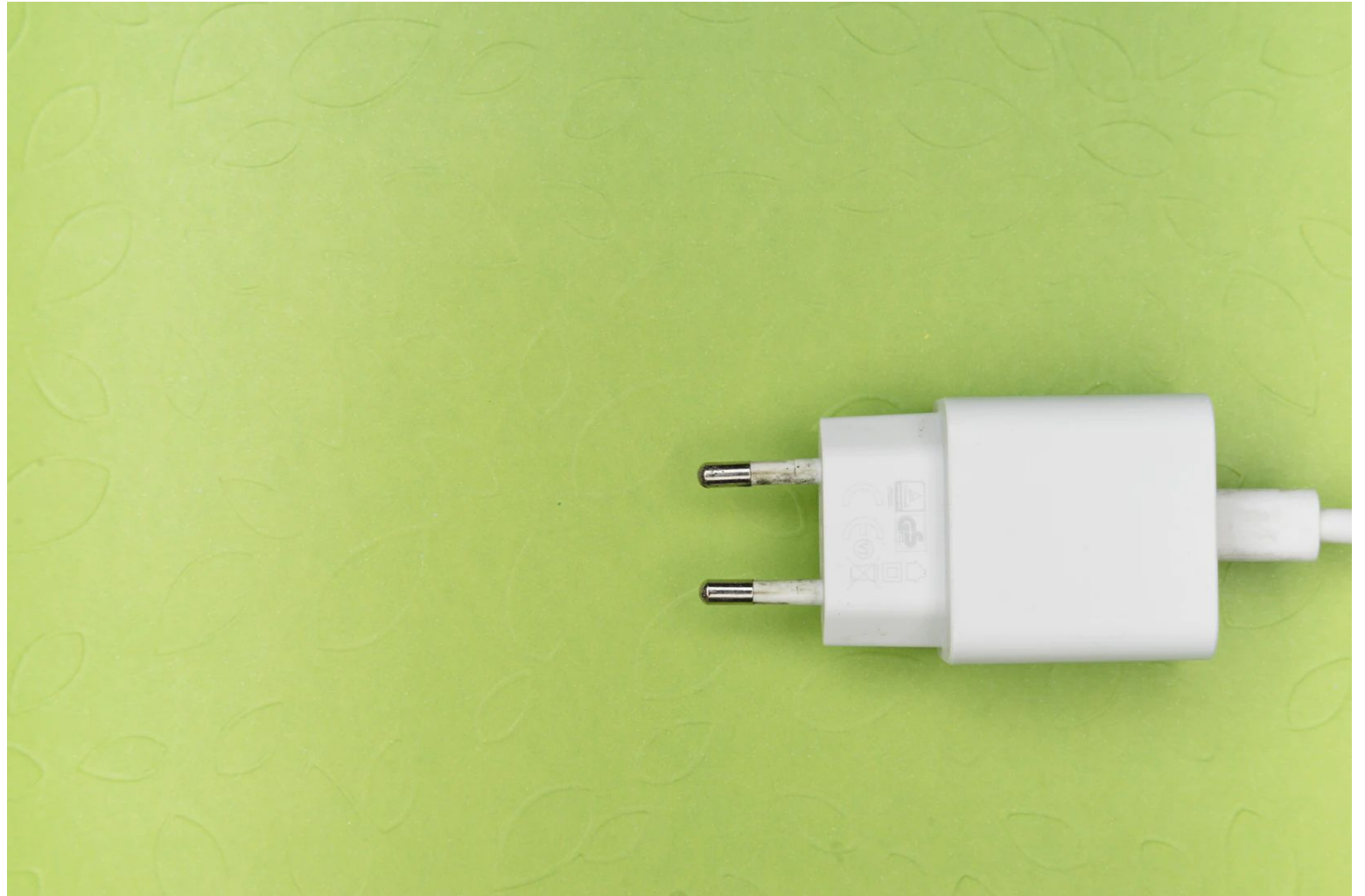
REFRESH



RECOVER



RE-CHARGE



How will you know...

if an “R” is not in place
or not working in a
department?

Fill in the missing letter r.

Name: _____



___ i n g



___ a k e



___ o s e



___ o c k e t



___ a b b i t

HINT:

Don't wait for burnout to happen in an individual before you approach them with insight



Burnout is Invisible

to the person
experiencing it.



Lack of...

READINESS
for work



Lack of...

REFRESH

during work



Lack of...

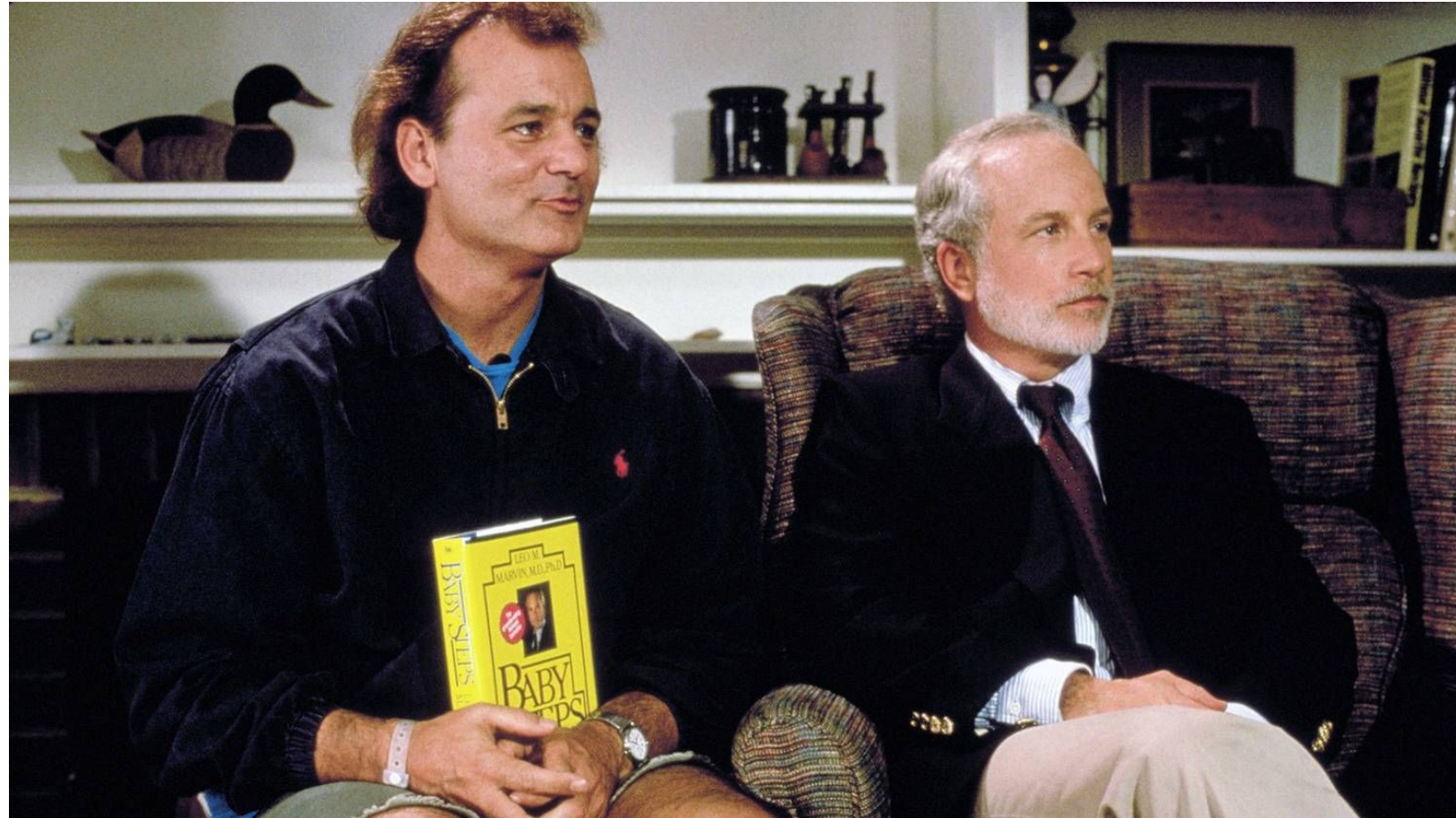
RECOVERY
after work



Lack of...

RE-CHARGE

Have you ever met
anyone who never takes
a vacation?



CapstoneEDU



THE RESILIENT LEADER

By: Jane McLeod



Coaching By Jane



Community Support



6 Levels

This CapstoneEDU learning module is designed to support you in your efforts to elevate your personal resilience and to lead efforts that positively impact the resilience of others - in your department(s) and/or entire organization.

Through this flexible and experiential approach to adult learning, you'll move through 6 Levels of Learning, broken down into 32 "missions" (... bite-sized learning followed by activities of processing/practicing).

You determine your pace throughout the course. The estimated time commitments are:...

[CHECK IT OUT](#)

QUESTIONS?

CALL US!



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JUST START

