

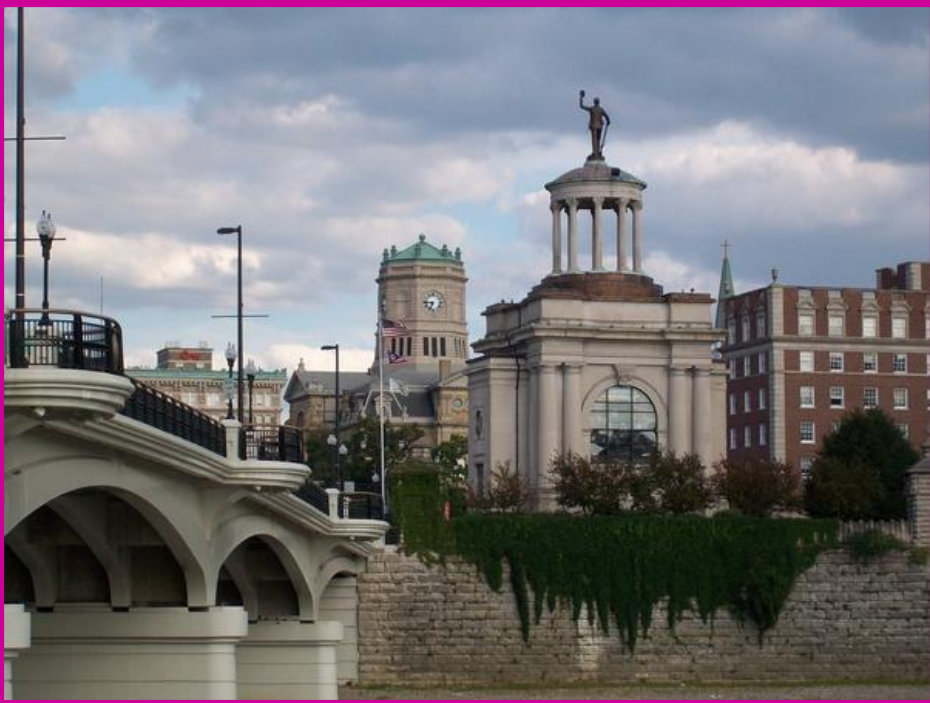
# Rubber Band Resilience

*How to Stretch without Snapping*



Kathy Parry

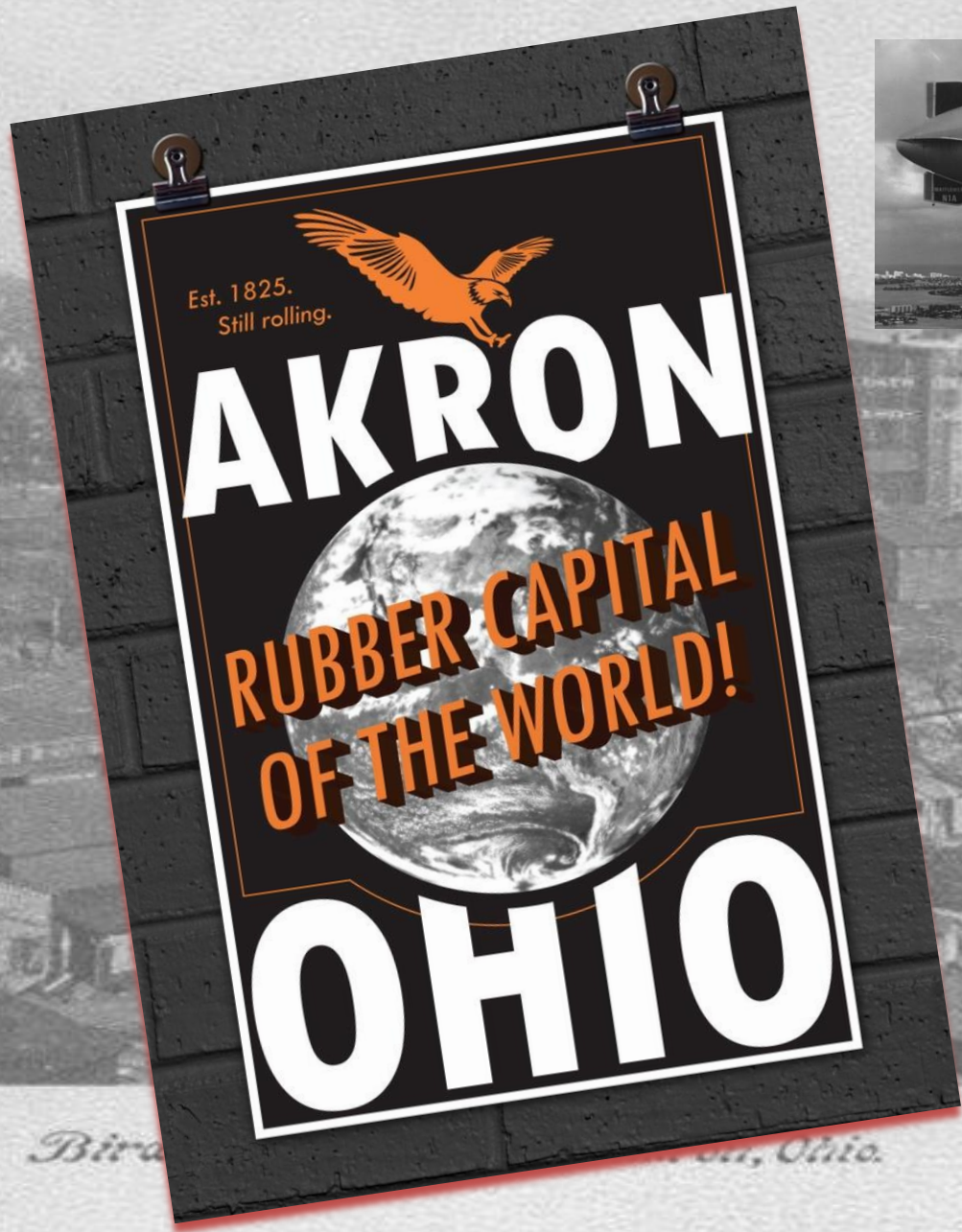
Founder and Owner  
Corporate Energy Expert, LLC



# Hometowns







Bira

Ohio.

AKRON.thomconte.







***“Adversity causes many common reactions, what is not as common is the skill set used after the reaction”***



**What Is  
Resilience? Why  
do we need  
more?**







***Everyone Has  
Something...And If  
You Don't Have it  
Now, It Is Coming***

**CRISIS**

危

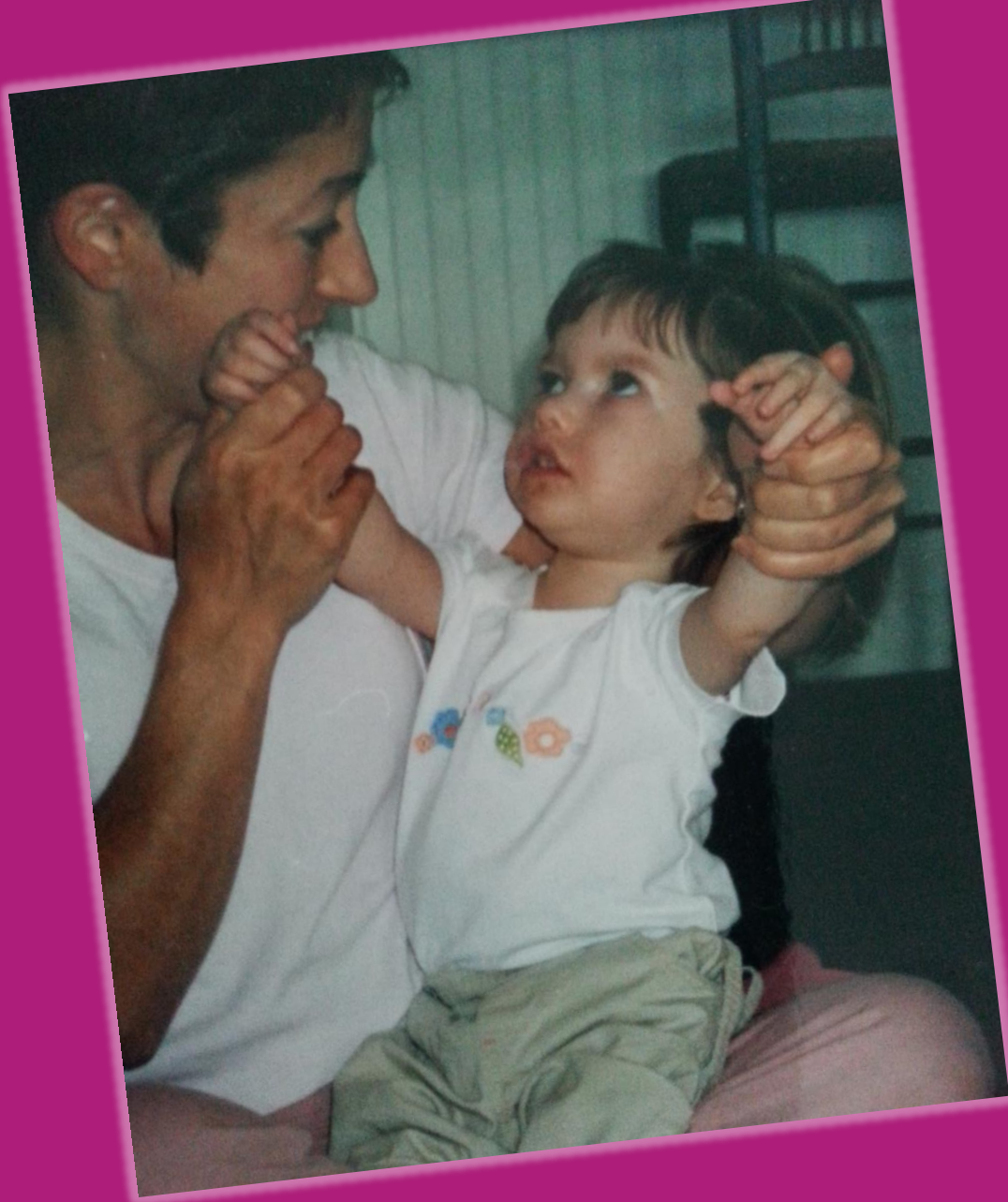
A time of danger;

机

A time of opportunity;







# 3 Stages to Rubber Band Resilience

**The Reaction Stage – The Stretch**

**The Re-Framing Stage – The Snap**

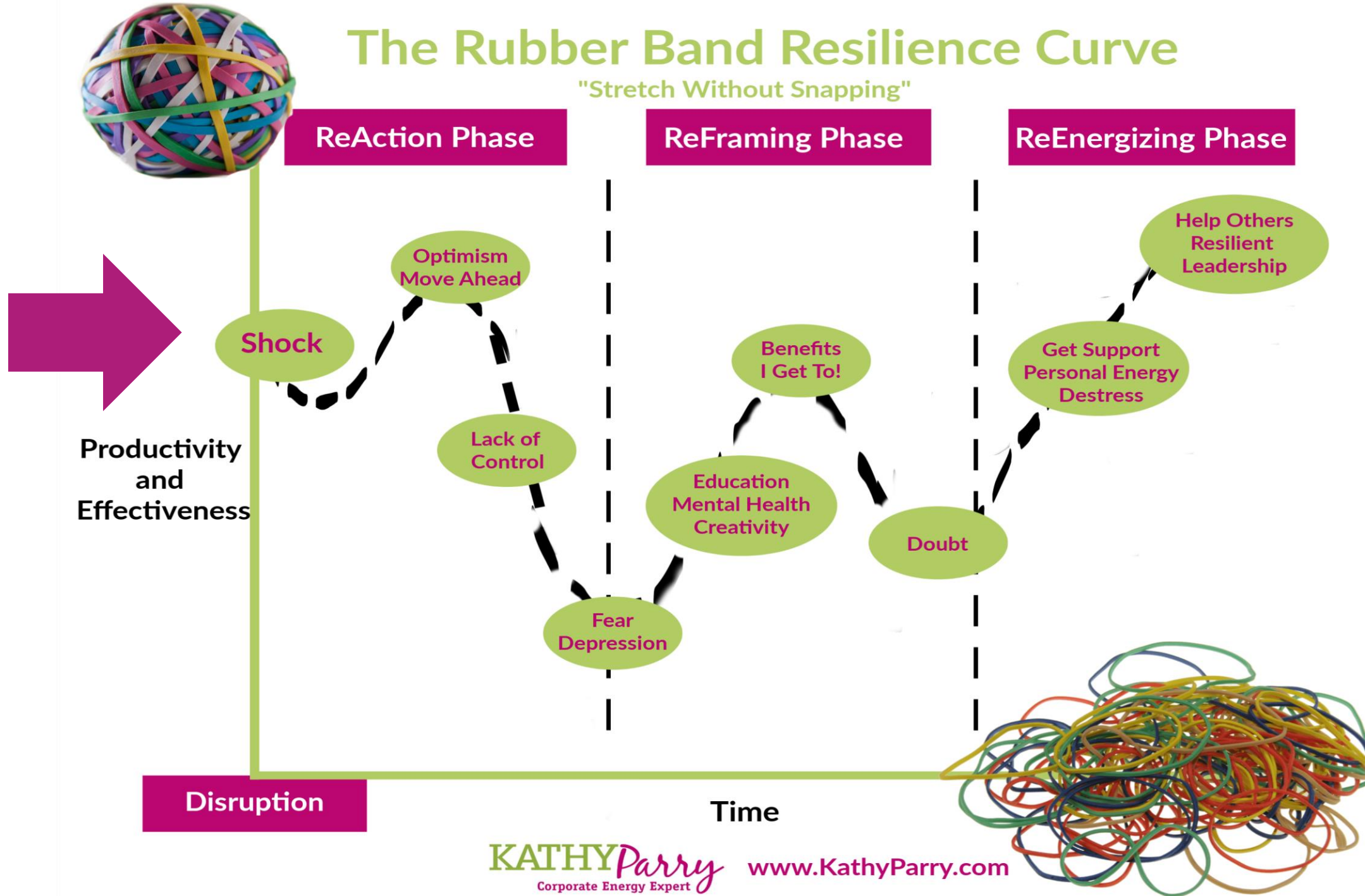
**The Re-Energizing Stage – The Holding Properties**





# The Rubber Band Resilience Curve

"Stretch Without Snapping"



# Stretch Potential Energy



Kathy Parry – Corporate Energy Expert



***“As You Stretch You  
Are Filled with  
Potential Energy”***





# The Reaction Phase

## Honor Initial Reactions



# The Reaction Phase

All Reactions Are Not the Same

The drama king

The stoic

The fixer

The pessimist

The optimist

Worse case







# Re-Entry Reactions



***“Your Reactions Can  
Change Someone’s  
Mood, Mindset or  
Memory”***



# The Reaction Phase

## Controlled Responses



**“We spent the last the bottom of it”**

***“Pauses Have  
POWER”***



# Communicating Pauses

1. Does the information need to be sent urgently?
2. Will the receiver be able to function in their role without the immediate information?
3. Set a clear time that you will follow up



# **The ReActing Stage**

**Honor Initial Reactions**

**Understand Different Types of Reactions**

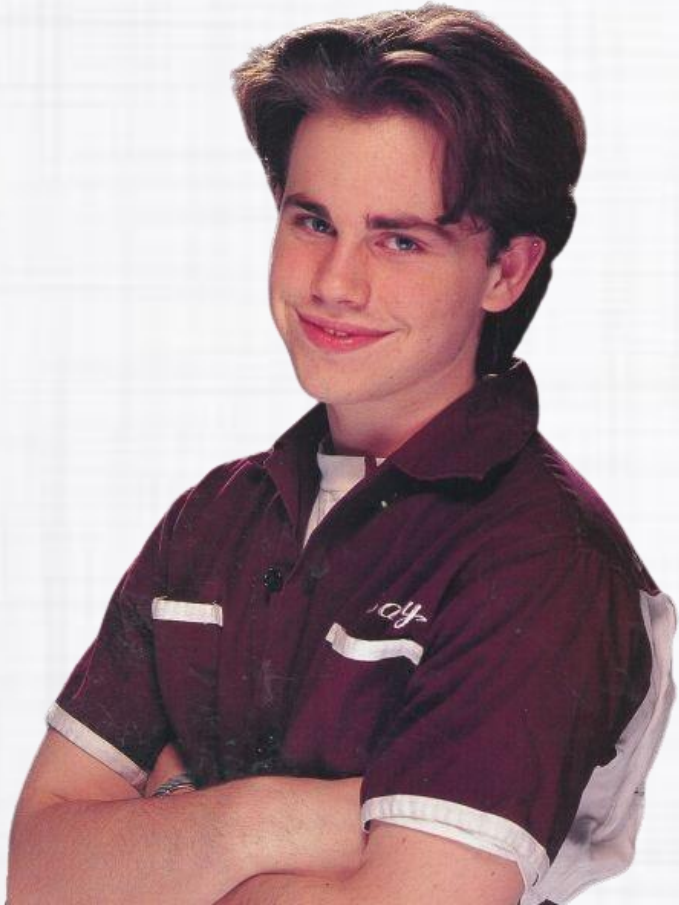
**Controlled Responses**

**Pauses Have Power**

**Communicate Your Reactions**



# The Re-Framing Stage – The Snap



*The goal is to let  
your circumstances  
stretch you,  
but not so far that  
you break.*





You don't HAVE to clean the cabin  
.... You GET to clean the cabin





# ReFraming Phase

## Change Your Language



### Broken Language

I don't have the skills needed to get through it

We won't be able to serve our clients

What is the worst that can happen?

I'm in this alone

I have to do so much extra work

I'm exhausted from it all

Yours:

### Re-Framed Language

I'm going to learn from this disruption

Let's talk to our clients more and see what they need

What is the BEST that can happen?

I'm going to seek out some help

I get to apply what I know to help others

I've worked hard and it shows





# **ReFraming Phase**

## **Address and Manage Fear**

# **Fear Can Make You Snap**

***“Fear is your loss of confidence in your ability to handle a situation”***









***Courage doesn't mean  
you don't get afraid;  
courage means you don't  
let fear stop you.***

# 60 Day Plan - Today

**Staffing  
Retention  
Hiring  
Safety  
Sales  
Regulations  
Budgets  
Resident  
Satisfaction**

**Technology  
Isolated  
Families  
Census  
More....**

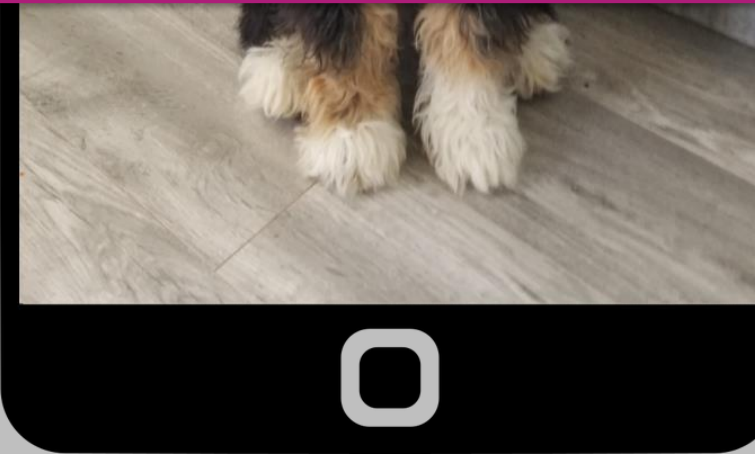
**Pick 2 of your biggest concerns**

- 1. ReFrame the Language you use around it**
- 2. Address and manage the fear about it**



- 
- **Some Services Provided Are BETTER Virtually**
  - **Processes Improved**
  - **Technology Proficiency**
  - **Team Collaboration**
  - **Creativity Increased**
  - **Learned and Practiced More Self Care**
  - **Time with Family**

**The Reframing Stage**  
**What Did You Gain?**



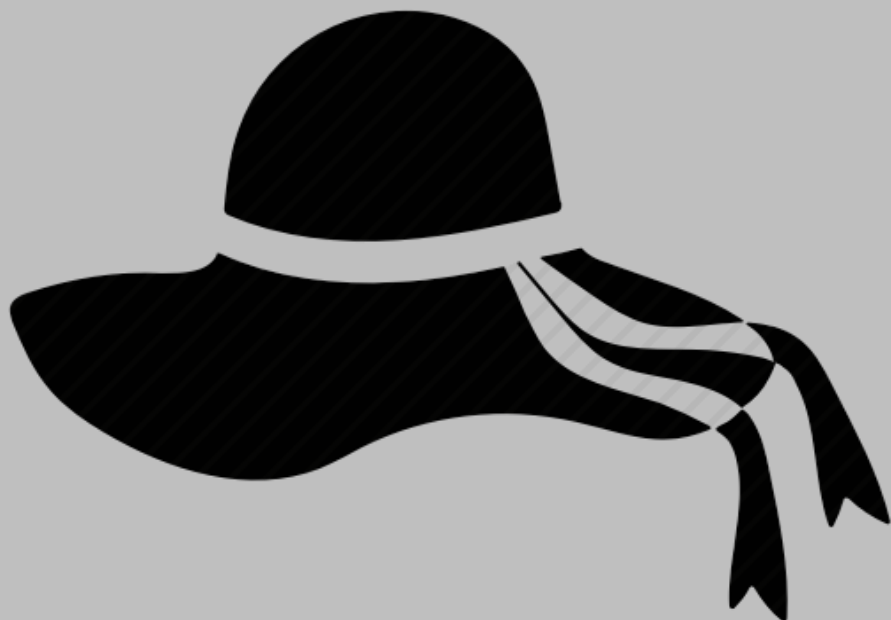
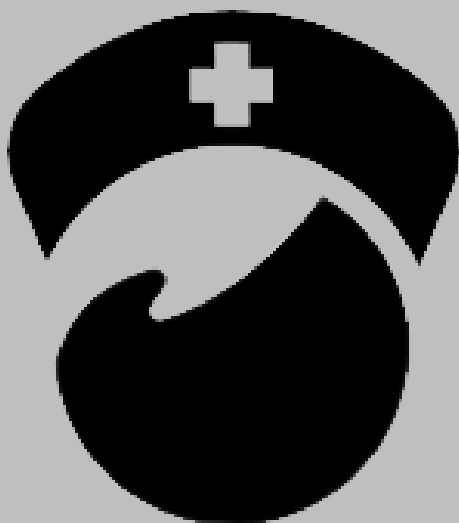
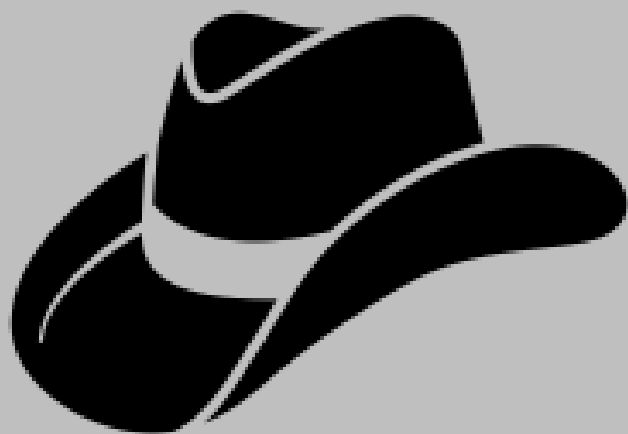
# The Reframing Stage

## Brainstorm Creative Outcomes



*“Every act of creation is  
first  
destruction”*

- Pablo Picasso





# **Creativity Activity:**


**2 areas you need more creative outcomes**

**Use 2 prompts to help you think of outcomes:**

**What if x happens? What if x doesn't happen? How would this look if children designed it? How would it look if money wasn't an object? What if it was simple to implement? What would I do if time wasn't an issue? What would I do if someone else did the work? What would I do if this was pre-COVID? How would my residents design it? Who is someone who knows more about this? Has this been done before? Is there another platform I could use to implement it? What will happen if nothing changes? What is the quickest way to implement? What would make this easier on me? What part of this could be eliminated? What is the most expensive option? What is the least expensive option? If this was a movie, how would they do it?**





A close-up photograph of a person's lower leg and foot. They are wearing a black athletic sock and a black sneaker. A bright pink resistance band is looped around the ball of the foot and is being pulled taut by a hand, demonstrating resistance training. The background is a plain, light color.

# Embrace the Resistance to Build Muscles

Kathy Parry – Corporate Energy Expert



# The Reframing Stage

Build the Muscle

**Find someone with more knowledge**

**Make detailed action plan**

**Get additional training/education**

**Share my knowledge**

# Honor Mental Health





**Honor Your Mental Health**



# ***How Do You Know if You Should Seek Help?***

***Kati Morton - <https://youtu.be/InDEc1sDfE4>***

- 1. Does this bother you most days?**
- 2. Does this impair your ability to function?**
- 3. Do you find yourself overly emotional – anger/crying?**
- 4. If you answer yes to any think about seeking help.**

# Grief and COVID<sub>19</sub>



# **The ReFraming Stage**

**ReFrame Language**

**Get Creative**

**Understand Your Fears**

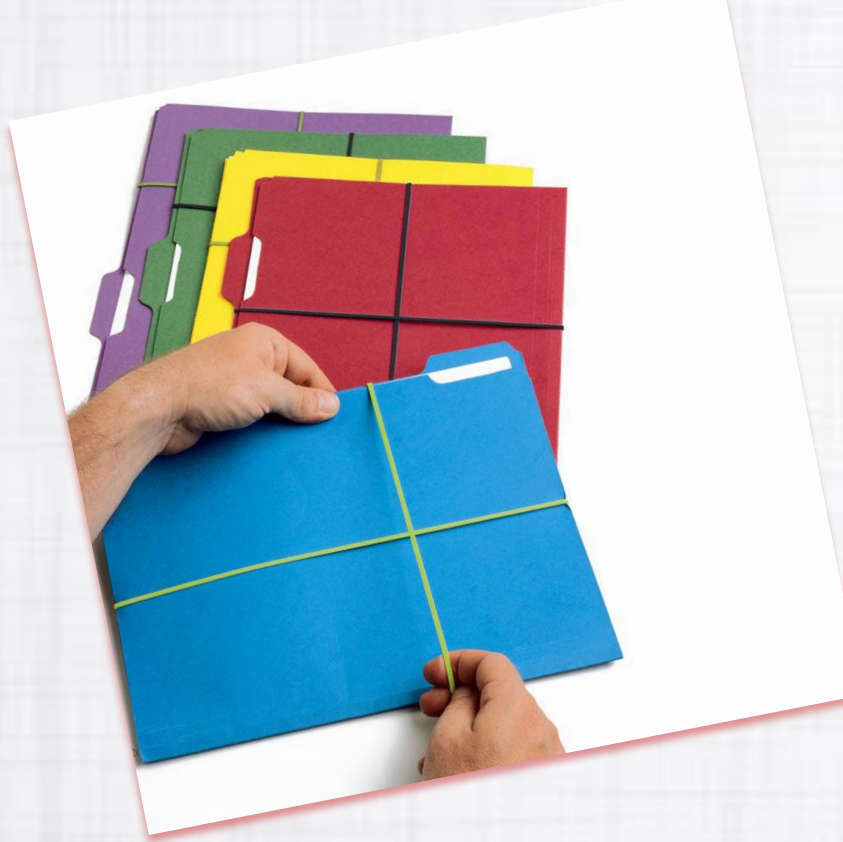
**Find Ways to Build Muscles**

**Honor Mental Health**



# The Re-Energize Stage

## – Hold it Together



# Alliance Rubber Band Company



For Those "Extra Sales"

**Q. W. BUNCHES**

EYE APPEAL creates impulse sales  
 The colorful Q. W. Bunch sells itself.

It is a REPEAT item that is in  
 these bands every day in the 1  
 customer. It is handy for the  
 super markets, drug stores, and  
 more.

DISPLAY the  
 band.

# AD BANDS<sup>TM</sup>

Introducing AD BANDS<sup>TM</sup>  
 the front page advertising band.  
 Place AD BANDS<sup>TM</sup> on the front of your  
 newspaper to get 100% exposure and results you'd expect  
 from a full page ad. Our front page AD BANDS<sup>TM</sup> wrapped around  
 the newspaper not only secures the pages together, but with its positioning,  
 immediately attracts attention. The visibility of AD BANDS<sup>TM</sup> can bring  
 impressive promotional responses. AD BANDS<sup>TM</sup> advertising bands are  
 vered to the market by home delivery personnel. Carriers place the  
 during daily folding and banding of route papers. To ensure that  
 NDS<sup>TM</sup> reach subscribers, we recommend a carrier compensation

"WHEN YOU USE AD BANDS<sup>TM</sup> YOU'LL RECEIVE A QUALITY P"  
 "SIGNED TO THE SPECIFICATIONS OF CARRIER D"  
 SEASONS TO US

secure ropes, cords, cables,  
 suspenders, ears, antennas, camera net...  
 • Attach gear to necks & IBE  
 • Shock proofing protection

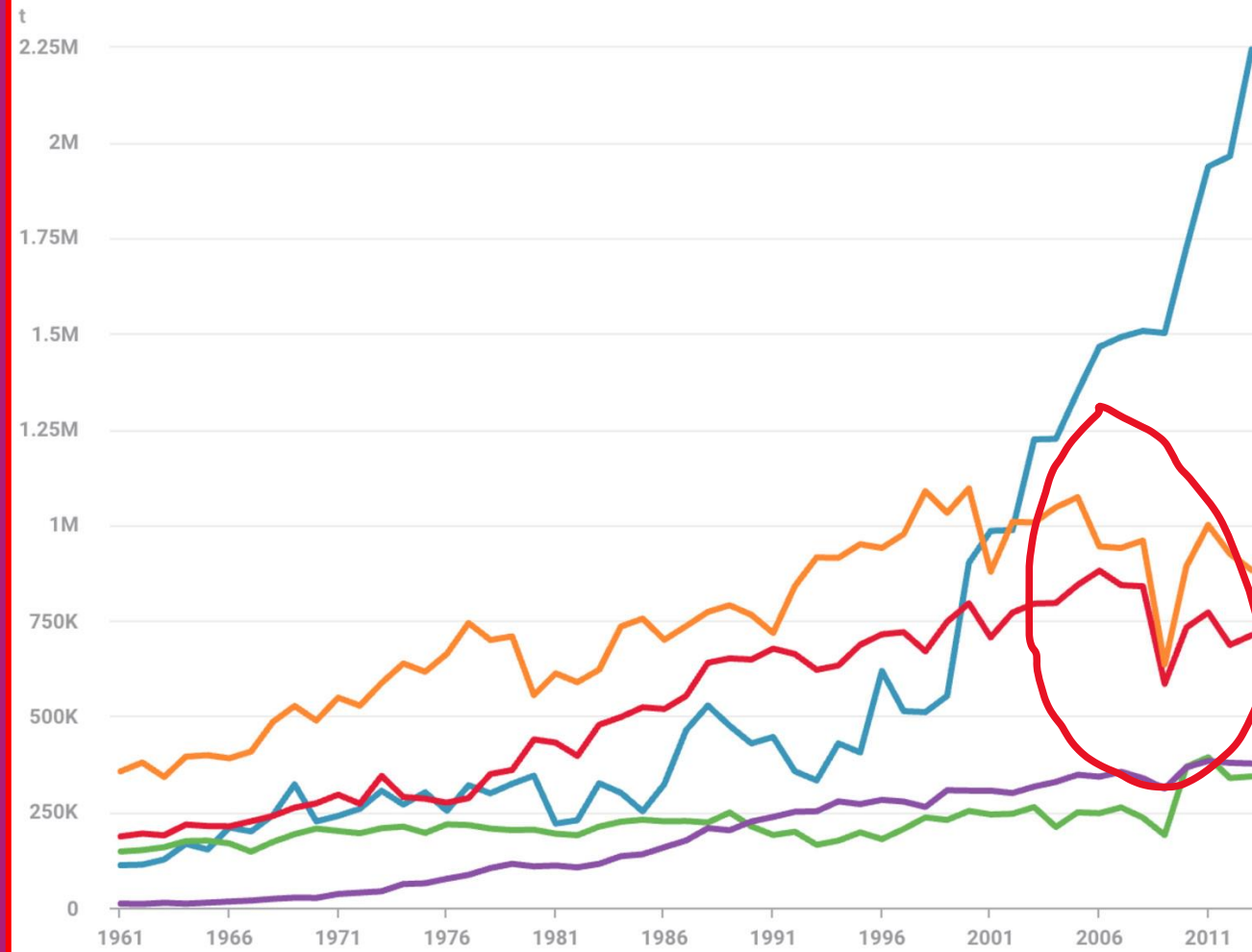
Item #	Description
07812	STRAC Combo Pack
07813	STRAC Pack Rack - counter top display

Ideas for Cable Wrap<sup>TM</sup> and STRAC Bands.  
 These bands are designed for science and secure your gear.

Q/D Helmet Band w/Cat Eyes  
 Silence dog tags and ear plug case  
 DCON kit  
 First Aid Kit  
 Flashlight  
 Gloves  
 Gas Mask  
 IBE, Radio  
 Poncho  
 Sleeping Mat  
 ...Coast Guard, Rough Water T...



## Top Natural Rubber Importers (1961 - 2013)



Import Quantity (Natural rubber, dry)

Data: FAO, Gro Intelligence

China Germany Japan South Korea United States

www.gro-intelligence.com



***Your Disruption Can Be  
the Beginning of  
GREATNESS***

# The Re-Energizing Stage

## Take Control of Some Part of the Disruption



# The Re-Energizing Stage

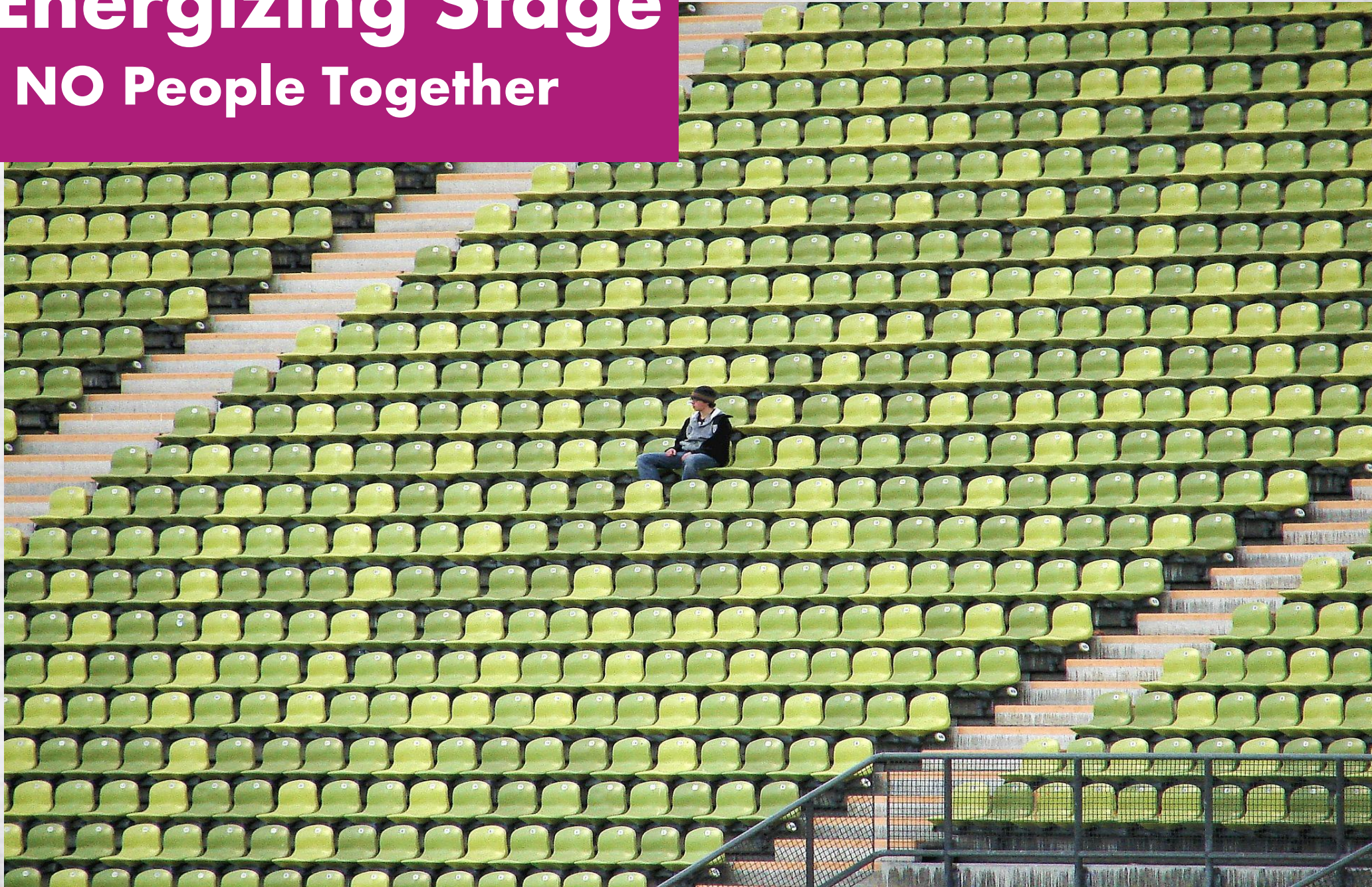
## Get YOUR People Together





# The Re-Energizing Stage

## OR Get NO People Together





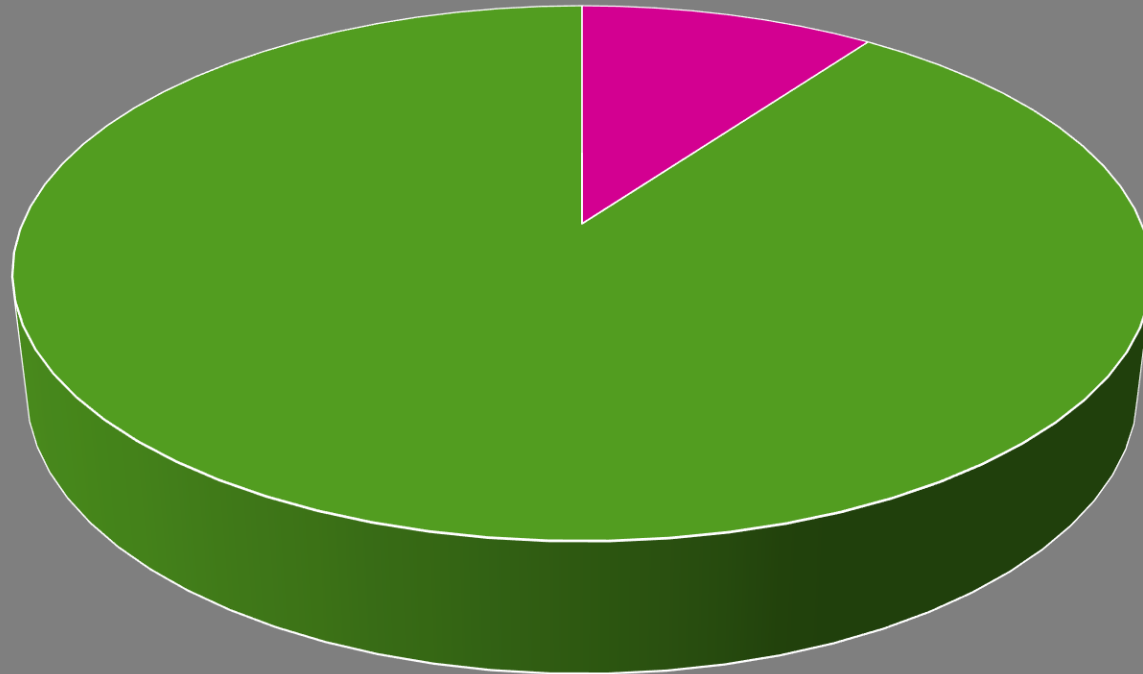
# The Re-Energizing Stage

## Personally Energize



# Eat for Energy

10% of Americans do NOT get the vitamins and minerals they need





**EMERGENCY**



**Stress Less**



*Breathe in  
Breathe out*





## TOP 5 GOALS 1

// What are your Main Goals for the next 90 days?

1 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2 \_\_\_\_\_

\_\_\_\_\_

MAKE A PLAN

3 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

5 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## WHY THESE GOALS 2

// What will motivate you to reach each goal?

1 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

5 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

PLAN A HABIT



## DAILY RESILIENCE PLANNER

# DAY/DATE

MORNING MANTRA / GRATITUDE

HOW STRETCHED AM I THIS AM

0 1 2 3 4 5 6 7 8 9 10

HOW STRETCHED IS MY TEAM

0 1 2 3 4 5 6 7 8 9 10

WHAT ARE THE ISSUES

THINGS I CAN CONTROL

5 THINGS TO SUPPORT MY TEAM TODAY

- 1.
- 2.
- 3.
- 4.
- 5.

THINGS TO LET GO OF

3 SELF CARE/ DE-STRESS

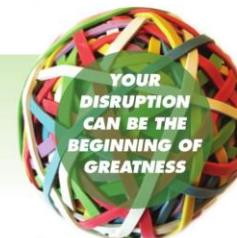
EVENING MANTRA/GRATITUDE

- 1.
- 2.
- 3.

## RUBBER BAND RESILIENCE

# exercise

**KATHY Parry**  
Corporate Energy Expert



This is a great exercise to do with your entire team or to use on a personal level when a transition or disruption is on the horizon. The outcome is a higher level of preparedness for the changes—resulting in higher engagement, performance and retention. Allow 45-60 minutes.

Your people will leave with:

- ▶ A clearer understanding of the changes ahead
- ▶ How to build their muscle up for the transition
- ▶ The tools to stay energized through the disruption

### Exercise Logistics

You will need a bag of rubber bands and a flip chart/white board. Also have a black marker and at least one colored marker. All participants will need paper and a pen.

### STEP 1

As the facilitator define the upcoming disruption or transition. What is looming? Is it a large transition like a merger or new operating system or something smaller like a procedure change?

**For example:** In the next quarter our team is expected to \_\_\_\_\_.

### STEP 2

Ask participants to shout out how the changes may affect them. It may be difficult to get them to respond at first because often this sounds like complaining. But let them know that this exercise is preparing them for all possibilities. Explain that some of these may be personal.

### STEP 3

Ask the participants to pick up their rubber bands. Ask the following questions:

1. On a scale from 0 to 10 (show the stretch with the rubber band), how stretched will I feel professionally during this transition/disruption?

Take a temperature from your room based on this visual. Who is feeling the most stressed? Who is acting calm? These clues may help you during the transition.

2. On a scale from 0 to 10 how stretched do I/will I feel personally?

Keeping the personal toll of the transition in mind is a key to positive engagement during the event.

### STEP 4

Take a break. You can determine how long. Have a snack or beverage station set up in the room. While the break is happening, ask participants to take the colored marker and put a check mark next to their top three concerns. Encourage them to pick three different concerns.

This exercise is meant to prepare your group for upcoming changes and allow them to feel some degree of control over transitional events. This will help create a smoother transition, higher engagement and more

### STEP 5

When you return from your break (hopefully that involved some chocolate!) determine the top three concerns. Point them out to the group and circle them.

### STEP 6

Make it clear that this group has identified the top concerns. They do not come from management. Ask them how the team/organization can address these three concerns before and during the transitional event. Including who is going to own/champion the concerns.

Write the suggestions on a new flip chart/white board.

### STEP 7

Ask the participants to pick up their rubber bands again. Ask the following question:

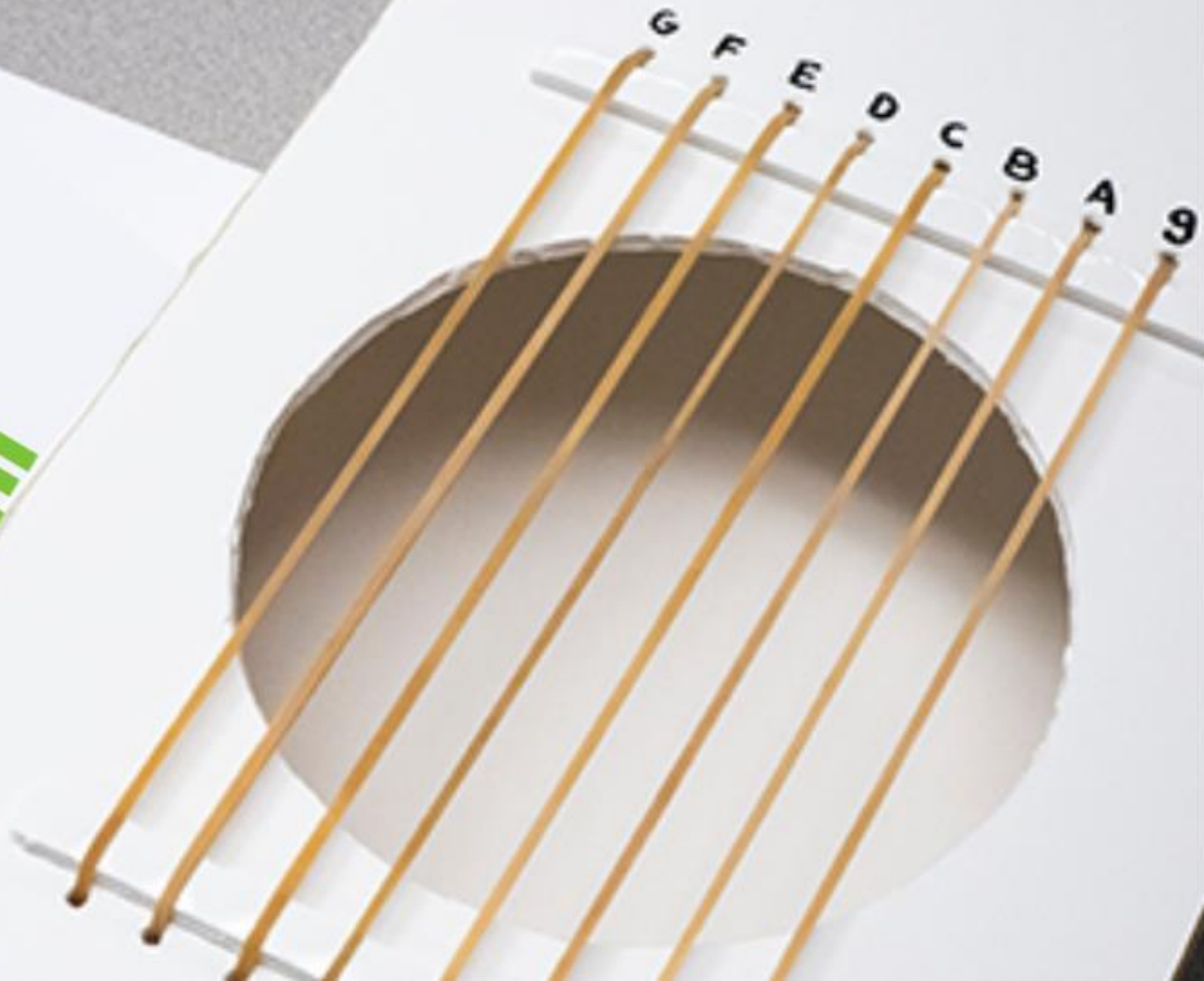
"If these concerns are addressed as we discussed, how stretched do I now think I will feel by the 'event'?" AND

"By a show of hands, how many of you thought at least once about shooting the rubber band at someone in the room?"

# **The ReEnergizing Stage**

**Find Something to Control**  
**Get Your Support in Place**  
**Personally Energize**  
**Pay Attention to Stress Levels**  
**Make Planning a Habit**

**IMAGINE  
IF...**





**Let me Help You!**

**Kathy@KathyParry.com**

Complimentary Session



**www.KathyParry.com**











# ***Together We Bounce***

Kathy Parry – [www.KathyParry.com](http://www.KathyParry.com)

Founder and Owner

Corporate Energy Expert, LLC