

## Anton's Responses

**Isn't resilience just a newspeak word for sucking it up?**

Could be seen as that, though resilience is the entire process, not just coping with a boom event (or an issue) – it is the preparation and the process stages (before and after)

**How best to put it in practice?**

By working on all areas of resilience, including vision, composure, collaboration, reasoning, tenacity, and health

**How do I encourage my team to build their resilience whilst still supporting them with their challenges?**

It is all in the conversation, and the questions, and the framing – questions are the answer

**Change fatigue, trick and tips to overcome it?**

Change can be draining, until you change your perspective on the change, don't think, how will this affect me, think, how can I affect this change

**Psychological Safety with work colleagues to the extent that you don't want to engage in any conversation with these people, even in a group setting, so they can have no basis to spread a false narrative of you.**

Agreed, this is a very masculine (not male, per se), I hear this questions in men's circle groups a lot – this question is also: Anton, I can't be vulnerable, because I don't trust what people will do with the information. And yes – don't share with people you don't trust; find people you do trust to share with them

**How to deal with multiple sequential Boom Events?**

Here are my 3 biggest tips – Move your body (walk, exercise), find someone to help (there is always someone worse off), and meditation (breathe)

**How to move on quickly (mentally)?**

Try reframing (positively explaining a negative situation – getting a learning)

**How to minimise workplace stress?**

Try to remove yourself from stressful situations/people, where possible, think about self-care, and think about changing something – job, team, office, desk etc