



## CONFEDERATION OF PAPER INDUSTRIES

CPI BIENNIAL HEALTH AND SAFETY CONFERENCE – 28<sup>TH</sup> JUNE 2022

### ACHIEVEMENT THINKING - PERSONAL RESILIENCE STRATEGIES

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#### ***EVERY DAY CELEBRATE, AT LEAST ACKNOWLEDGE, ALL SUCCESSES NO MATTER HOW SMALL***

If you do something right, pause for a minute and acknowledge it.

As you fall asleep at night reflect on what you did well during the day and your achievements and successes to remind yourself of your talent and the value you give. This will help build resilience and raise morale.

You could put an 'Achievement/Success Jar' on your desk. At the end of the day spend two minutes reflecting on what went well and for each 'achievement/success' put in a small stone chip. The jar filling up will remind you your working life is full of achievements and successes not just the challenges.

Another alternative is to write your successes in a 'success journal' at the end of the day. Reflect and write down you 6 successes of the day. The choose your success of the day. At the end of the week reflect on your successes of the day and choose your success of the week. Do the same at the end of the month.

#### ***BEING MINDFUL OF A LIMITING BELIEF AND ONE WAY TO OVERCOME IT***

If there's an action or task you should be doing (such as asking for help, or speaking up at a meeting if you have a contribution to make) and you catch yourself talking yourself out of doing it or physically hesitating then ask:

Is it of benefit to me and others? In terms of Health and safety will doing the action or task eliminate injuries and fatalities?

Is the action or task I'm about to do illegal?

Is the action or task I'm about to do or life threatening to me (or anyone else for that matter)?

If the answers are yes, no and no... THEN JUST GET ON WITH IT!!!

You might need to work out the best approach but JUST GET ON WITH IT!

## **FOCUS ON WHAT IS HELPFUL (BEING SOLUTION FOCUSED)**

Always be solution focussed. If you catch yourself being problem focused change your thinking to being solution focussed.

First state the outcome you want to achieve. Then ask questions such as: What needs to happen for me to achieve my goal? Who has done this before I can ask? Who can help me? What are my options? Where would I find the answer? What resources do I have that can help me.

## **SURROUND YOURSELF WITH A PEER SUPPORT GROUP OR PERSON (AKA A MASTER MIND)**

Surround yourself with a peer support group for your personal issues and challenges. At least have someone you can confide in from time to time.

A peer support group (aka a master mind) is not just about moral support for when we're going through tough times, it's also about moral support and listening to points of view and exploring options about taking advantage of opportunities. Remember to also celebrate what's going well, celebrating is a reminder all is not bad and put our lives in perspective.

Always be willing to offer help when asked and help wherever and whenever you can.

### ***How to Form a Mastermind (ie a peer support group)***

Most people find master minding very helpful, the biggest issue they have with forming one is finding the time to fit it in. Once you've chosen the people to be in your master mind agree among yourselves how often you'll meet, it could be every week or every two months or during an extended coffee break, you decide.

For guidance how to form a Mastermind visit <https://www.hotowka.co.uk/mastermind/>

If forming a master mind is challenging then buddy up with one other person and check in with each other on a regular basis (ie once a month for an hour or so) to discuss challenges and opportunities. In fact, why not buddy up with someone in addition to master minding

## **THE BEST QUESTIONS TO ASK TO GIVE AND RECEIVE HELP/SUPPORT**

Supportive relationships are not just about giving help, nor are they about just taking help, they are about giving AND receiving help.

The two best questions to ask are:

- 1) What's your biggest challenge at the moment? Or, what's your current challenge? This is your opportunity to help. If you can't help and have the same issue you'll have a forum for discussion.
- 2) What's working really well for you at the moment? What have you done recently that worked well for you? This is your opportunity to learn something that will help you.

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