

Resiliency in Preventing and Adapting to COVID-19—Realistic Assessment©

This post will be principally about how to handle the anxiety and fear we experience when we are confronted with an adversity/a crisis/an opportunity. In the case of the present COVID-19 pandemic, this statement applies to both the present state *prevention* and the future *adaptation* to the “new normal.” In dealing with such situations, I suggest that we begin by getting as much accurate information as possible from a variety of sources, in the most *inclusive* way. Sometimes we learn the most from something or someone we don’t agree with or necessarily want to hear. In addition to accurate information, a **Realistic Assessment** involves several additional factors which we will consider together.

I attempt to be neither pessimistic nor optimistic, but realistic; it’s a matter of personal choice for each of us. In these times, it is important to have someone in your life you consider to be wise. Wisdom, as distinguished from intelligence, is not the result of academic studies, accomplishments and awards, or wealth acquisition. It is commonly the result of “*in-depth experiential learning*” acquired from prior adversities, crises, and even spiritual experiences. It is a way of being that transcends knowledge. Examples of such individuals include a parent or grandparent, a long-term friend you *trust*, or someone who has shared “out of context” possibilities which have stretched your imagination and reality. Someone who does more listening and asking questions rather than talking and giving advice, and whom you *sense* has *your* best interest.

In determining our present reality, I suggest we take a holistic approach: the past, present, and future. The past involves “*lessons learned*,” the present involves determining our level of “*risk-taking*,” and the future involves *accepting the consequences* of the choices we make, in a non-victimized manner. As we can see, this step involves *introspection*, *decision-making*, and *ownership* of our future reality.

Change and Transformation

Change and transformation are radically different concepts. **Change**, from an organizational perspective is the *reversible modification* of policies, practices, and procedures which translate into a modification of structure and behaviors. Examples include a shift from hierarchy to self-management, classroom to remote

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learning, and the continual integration of technology. **Transformation** is an *irreversible change* of an individual's way of thinking—a permanent shift in his or her reality. It is the most vital cognitive skill necessary to constructively adapt to life changes; sometimes called *flexibility*. For example, three obvious changes that we might expect as a result of the COVID-19 crisis are shown below. Consider your responses.

1. **Redefining the Workspace:** What is my workspace? Home, Office; Or a Combination of the two.
2. **Technology Integration:** Will new technology/software be integrated into my responsibilities? Remain steady; increase measurably; or transform my job.
3. **Speed of Business:** Will business transactions/operations remain steady; measurably increase; or move to a quantum-jump level of customer service.

These changes may be suggested by each of us, based upon what we have learned about self-management, efficiency, work-life, and productivity.

There is a growing body of individuals who are asking a deeper question about the impact of the crisis: *“Are we creating a ‘Grand Canyon’ between the prior workplace and our eventual return in the future?”* This question is based upon the novel, creative ways many organizations are adapting involving people, technology, systems with an emphasis on meeting customers' needs to stay in business or avoid major losses . A relationship exceeding traditional customer service. It appears to be a shift in paradigms from pitted competition, control, and power to caring cooperation, and compatibility. Where compatibility is defined as an environment where differences are viewed as the “creative tension” necessary to create synergism, synchronicity, and quantum-thinking—the **FuturePerfect Organization**. I suggest the longer the crisis extends the greater probability a new operational paradigm will emerge among progressive, creative organizations.

In summary, a realistic assessment of a present adversity/crisis or an adaptive opportunity we wish to pursue includes: accurate information about the adversity/crisis/opportunity; a trusted mentor; synthesis of one's personal knowledge and wisdom; an intuitive sense of a positive outcome, and; a *decisive commitment* to own and positively resolve any unforeseen consequences. This is a powerful adaptive skill because it involves an integration of body, mind, and spirit.

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Reference

A “quick read” I highly recommend is:

The Resilience Factor—Karen Reivich, Ph.D. and Andrew Shatté, Ph.D., Bright & Happy Books, Montclair, New Jersey 07042.

Conversations: Innovations will be starting “**Conversations Groups**” next week relating to these posts and interests you might have. To register for these groups and submit an area of interest, please use the following email address:

ResilienceAdaptationVisioning@gmail.com (4/1/2020)

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