

**THRIVING THROUGH CHANGE  
WHILE ACCELERATING PERFORMANCE**





# QUESTION

**IF I COULD PROVIDE ONE PILL THAT WOULD:**

- **Decrease stress levels**
- **Increase coping skills**
- **Increase emotional stability during stressful moments**
- **Build stronger immune function**
- **Increase life satisfaction**
- **Increase self-efficacy:**  
the belief that I can do what I set my mind to do
- **Increase sense of control**
- **Increase optimism and hope**

**WOULD YOU  
TAKE IT?**



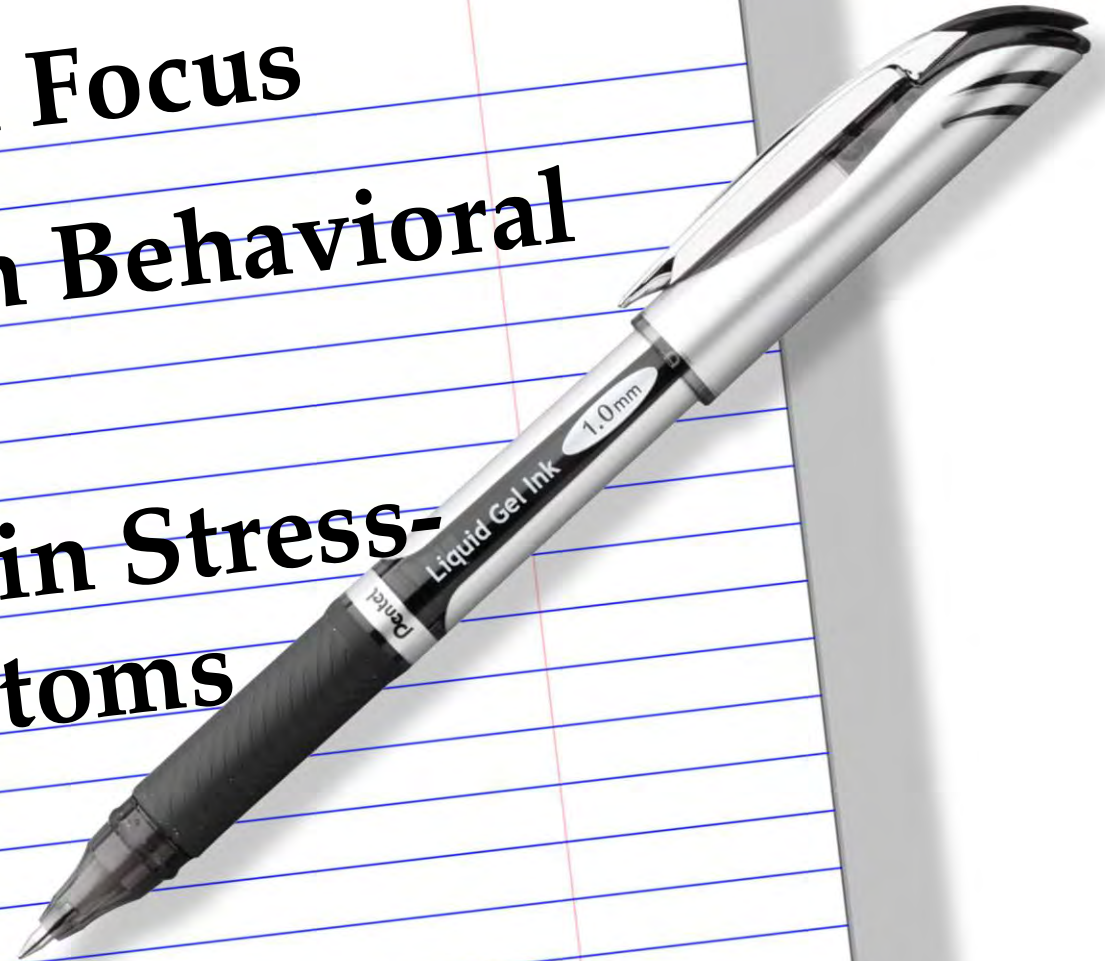
# PEAK PERFORMANCE GUIDE

*10  
Minutes  
a Day  
for One  
Month*

**23% Increase in Focus**

**11% Increase in Behavioral  
Performance**

**14% Decrease in Stress-  
Related Symptoms**







**THE BRAIN IS THE  
CAPTAIN OF YOUR SHIP**









# NEUROPLASTICITY

The Ability of the Brain to Reorganize Itself,  
Both in Structure and How It Functions

## HOW THE BRAIN CHANGES



### NEUROGENESIS

Continuous generation  
of new neurons in  
certain brain regions



### NEW SYNAPSES

New skills and  
experiences  
create new neural  
connections



### STRENGTHENED SYNAPSES

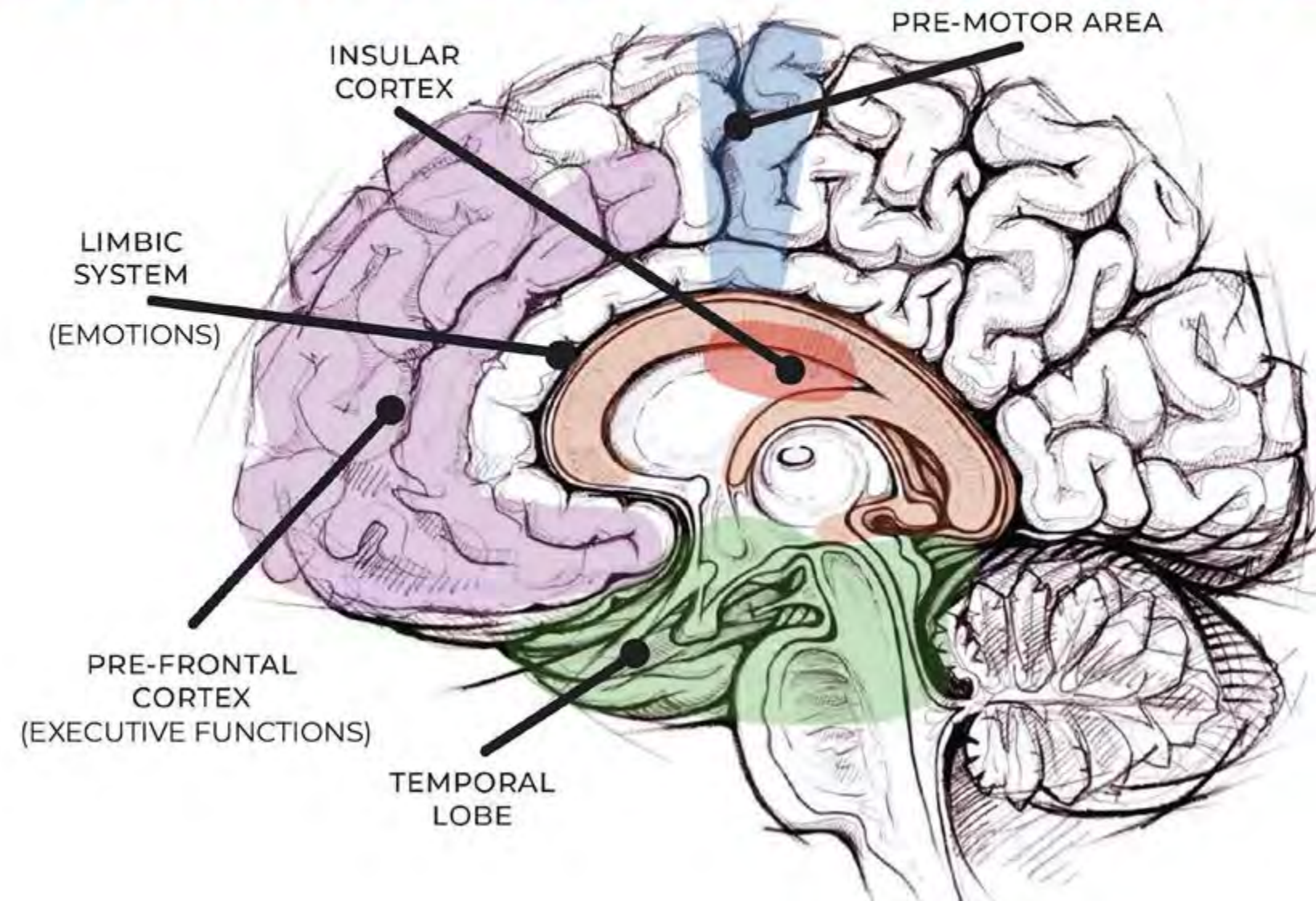
Repetition and  
practice strengthens  
neural connections



### WEAKENED SYNAPSES

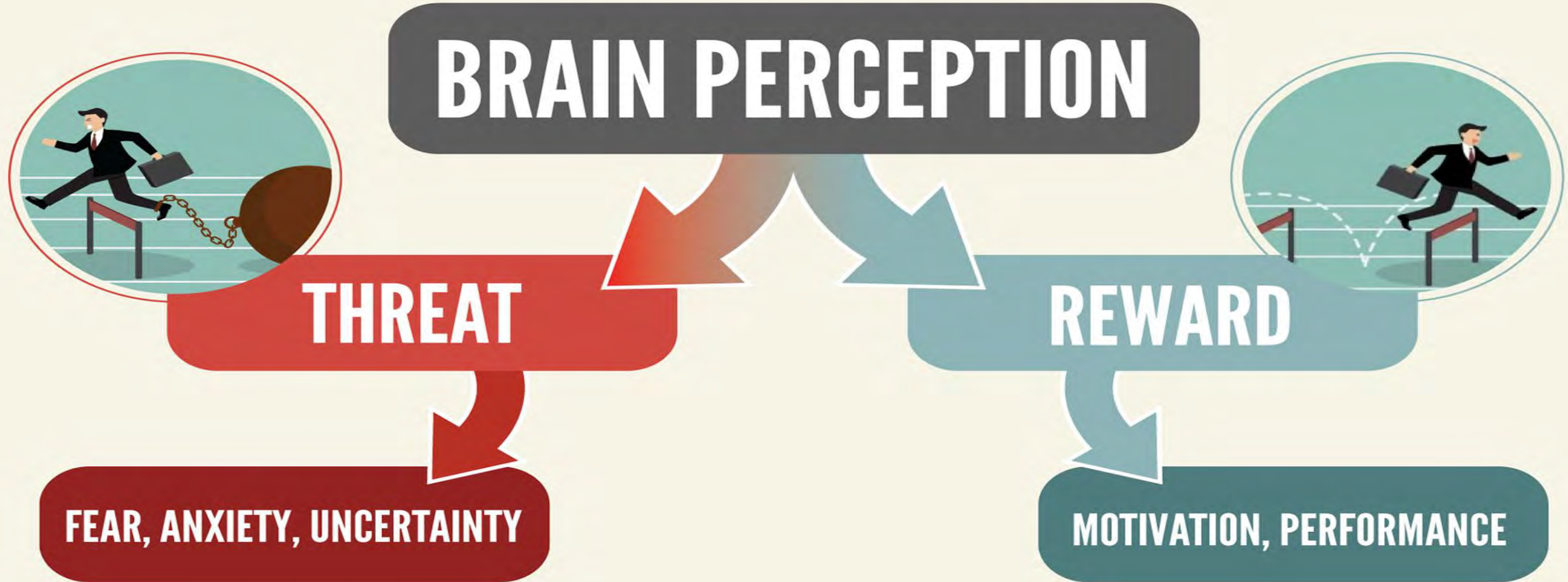
Connections in the  
brain that aren't used  
become weak

# OWNER'S GUIDE TO THE BRAIN



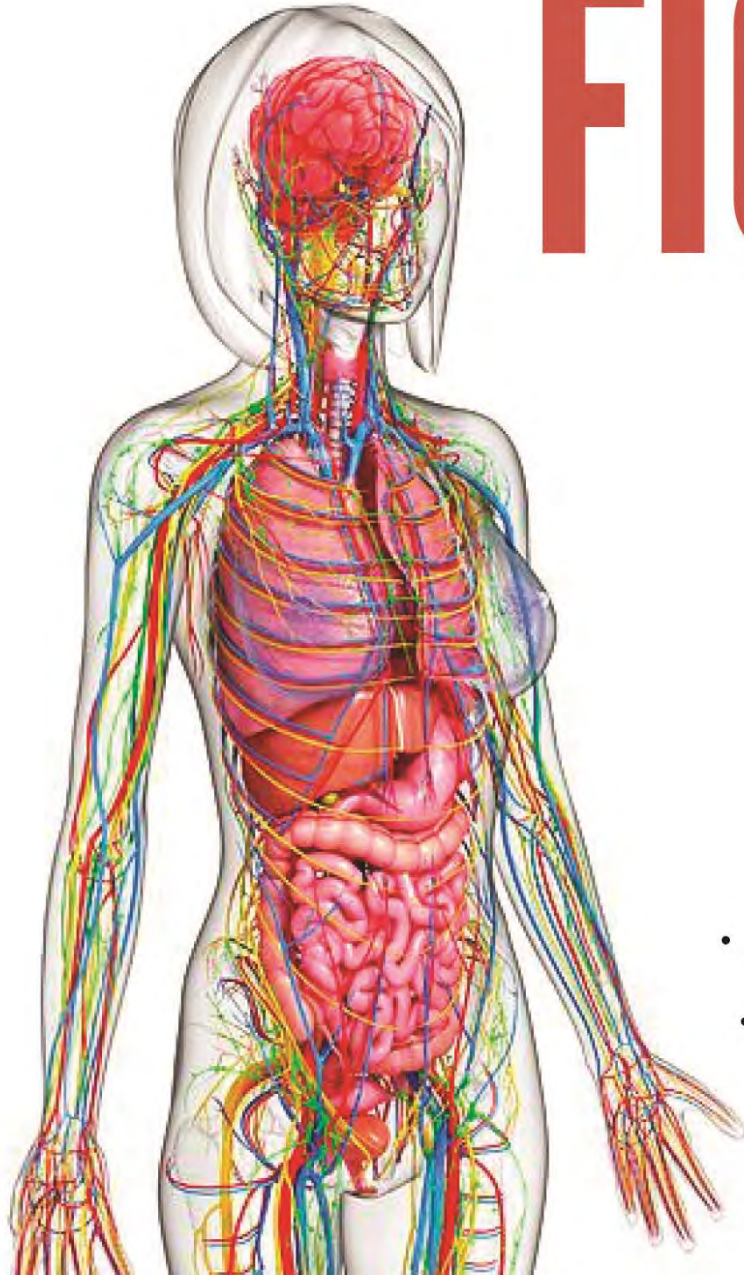


# ➔ HOW DO WE EXPERIENCE CHANGE?



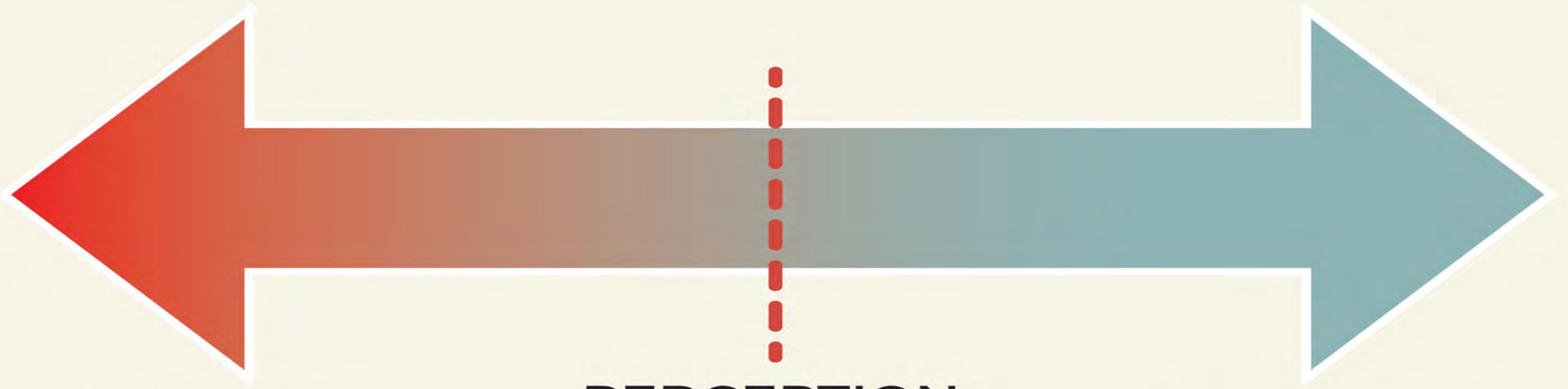


# FIGHT-OR-FLIGHT



- BRAIN / SIGNAL TO ADRENAL GLANDS
  - EYE / TUNNEL VISION
- EAR / AUDITORY EXCLUSION
- LUNGS / FAST BREATHING
- HEART / ACCELERATION
  - MUSCLES / TENSE
- STOMACH / SLOW DIGESTION
- ADRENAL GLANDS / PRODUCES HORMONES
- LIVER / CONVERTS GLYCOGEN TO GLUCOSE
  - BLADDER / RELAXATION
  - HANDS / SHAKING





**AWAY**  
**THREAT**



**PERCEPTION**  
**FIELD OF VIEW**  
**COGNITION**  
**WORKING MEMORY**  
**CREATIVITY**  
**INSIGHTS**  
**COLLABORATION**  
**WORK WITH OTHERS**

**TOWARD**  
**REWARD**





**BAD IS STRONGER  
THAN GOOD**



**AWAY  
(THREAT)**

**TOWARD  
(REWARD)**



HOW WELL  
**DO YOU**  
DEAL WITH  
CHANGE?



RED PURPLE GREEN PINK

YELLOW BLUE BROWN

PINK RED GREEN BLUE

BROWN PURPLE YELLOW

PINK GREEN RED BLUE

BROWN YELLOW PURPLE

RED PINK GREEN BLUE



# MAP YOUR CHANGE

Changes you have experienced in the last year

1. \_\_\_\_\_

GAINS \_\_\_\_\_

GAINS \_\_\_\_\_

LOSSES \_\_\_\_\_

LOSSES \_\_\_\_\_

2. \_\_\_\_\_

GAINS \_\_\_\_\_

GAINS \_\_\_\_\_

LOSSES \_\_\_\_\_

LOSSES \_\_\_\_\_

3. \_\_\_\_\_

GAINS \_\_\_\_\_

GAINS \_\_\_\_\_

LOSSES \_\_\_\_\_

LOSSES \_\_\_\_\_

4. \_\_\_\_\_

GAINS \_\_\_\_\_

GAINS \_\_\_\_\_

LOSSES \_\_\_\_\_

LOSSES \_\_\_\_\_

Identify one change you can move from threat to reward.

**IN A HYPER-NOVEL SOCIETY,  
WE ARE TOO OFTEN IN FIGHT OR FLIGHT MODE**





# TWO TOOLS TO INCREASE YOUR ADAPTABILITY





# TOOL #1 REFRAME & ACT

## REFRAME

You have a choice in your thought process

- What can I learn from this change?
- How can this benefit me in the future?

## ACT

Evaluate

- What do I have control over, what do I not have control over?
- Take one step towards the change





# TOOL #2

## PRESS PAUSE & NOTICE

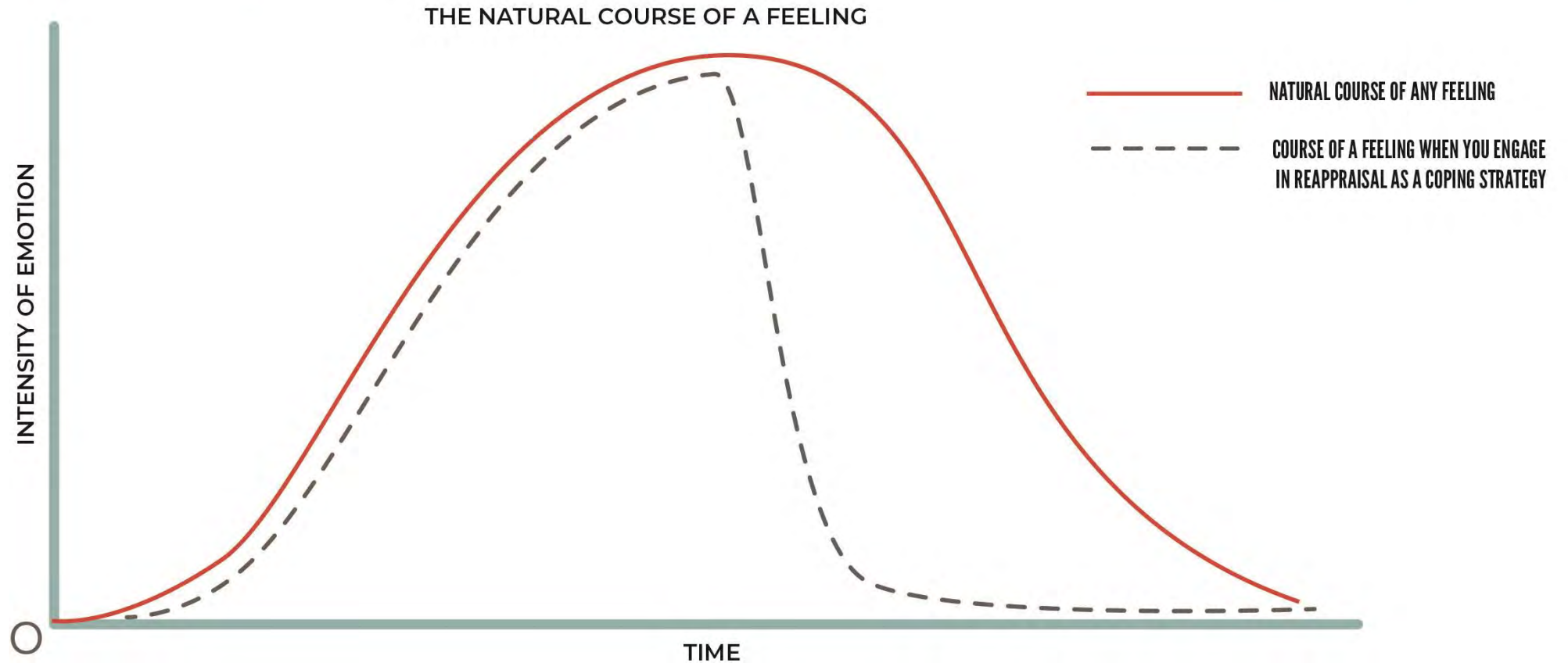
**PRESS  
PAUSE**



**NOTICE  
EMOTION**



# POSITIVE THINKING AND REAPPRAISAL CAN MITIGATE NEGATIVE EMOTIONS.





# MAP YOUR CHANGE

Changes you have experienced in the last year

1. \_\_\_\_\_

GAINS \_\_\_\_\_

GAINS \_\_\_\_\_

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Identify one change you can move from threat to reward.

**IN A HYPER-NOVEL SOCIETY,  
WE ARE TOO OFTEN IN FIGHT OR FLIGHT MODE**





# RESILIENCE

Ability to embrace, balance and grow in the face of stressors and changing demands



**EMBRACE**

Deal  
with a  
challenge

**BALANCE**

Bounce back  
(including to  
levels better than  
pre-stressor  
levels)

**GROW**

Thrive in  
the face of  
adversity



# NO RESILIENCE,

THIS IS WHAT HAPPENS...

Age  
Faster

Heightened  
Pain Sensitivity

Shorten your  
Telomeres

Increased Levels  
of Cortisol

Increase in Heart Rate  
and Blood Pressure

Increased  
Stressed

Increased levels of  
Anxiety & Depression

Increased  
Fatigue

Increase in  
Headaches

Decrease in  
Patience

# WHAT ARE THE BENEFITS OF DEVELOPING RESILIENCE?

↳ HEALTHIER IMMUNE FUNCTIONING

↳ HAPPIER

↳ LOWER LEVELS OF DEPRESSION

↳ MORE ENERGY

↳ HEALTHY AGING

↳ LESS STRESS

↳ LESS TRAUMA AT HOME OR WORK



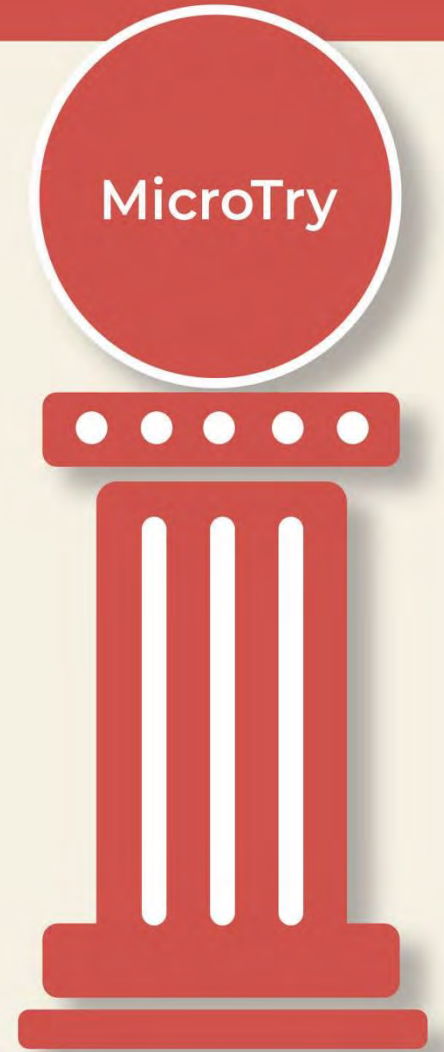
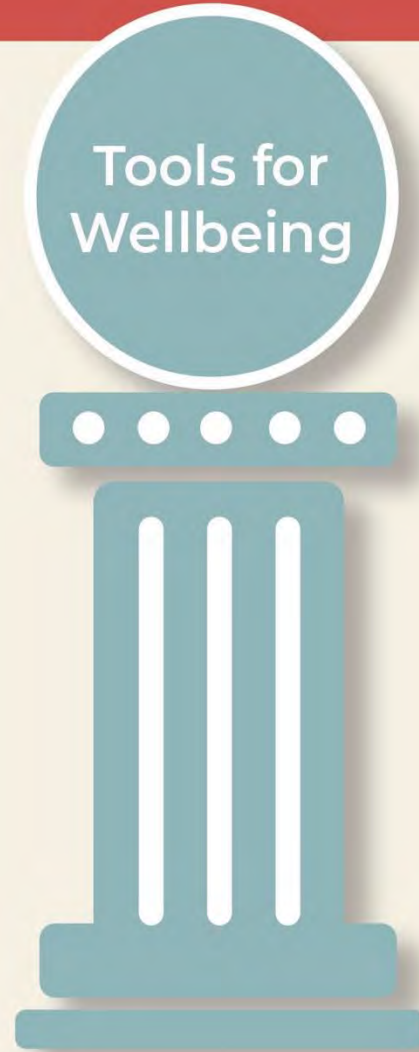
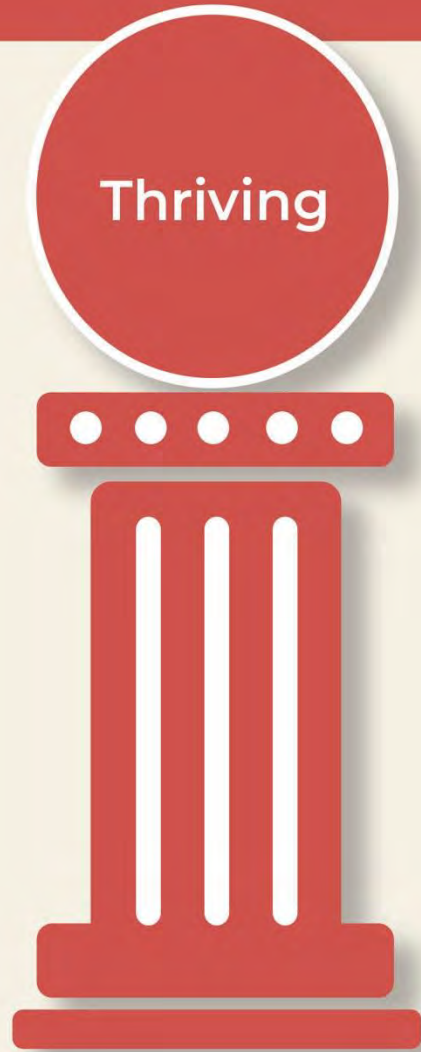
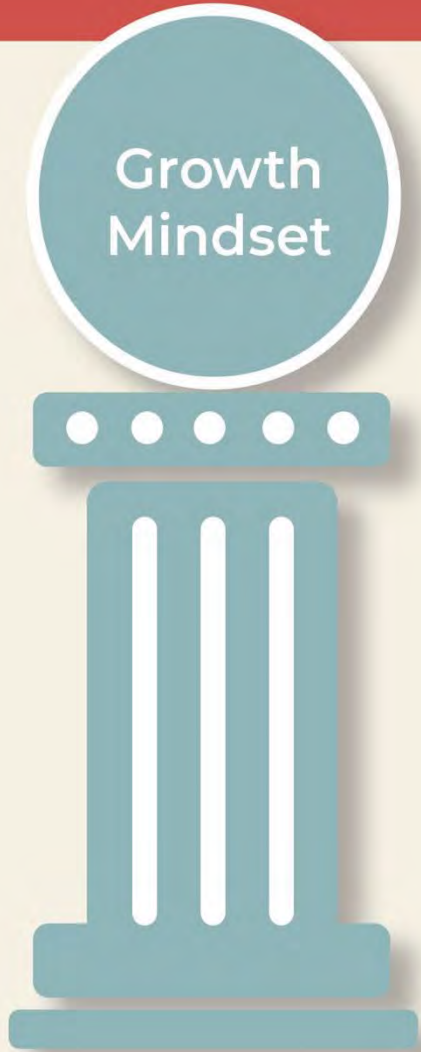
# 4 PILLARS OF RESILIENCE

Growth  
Mindset

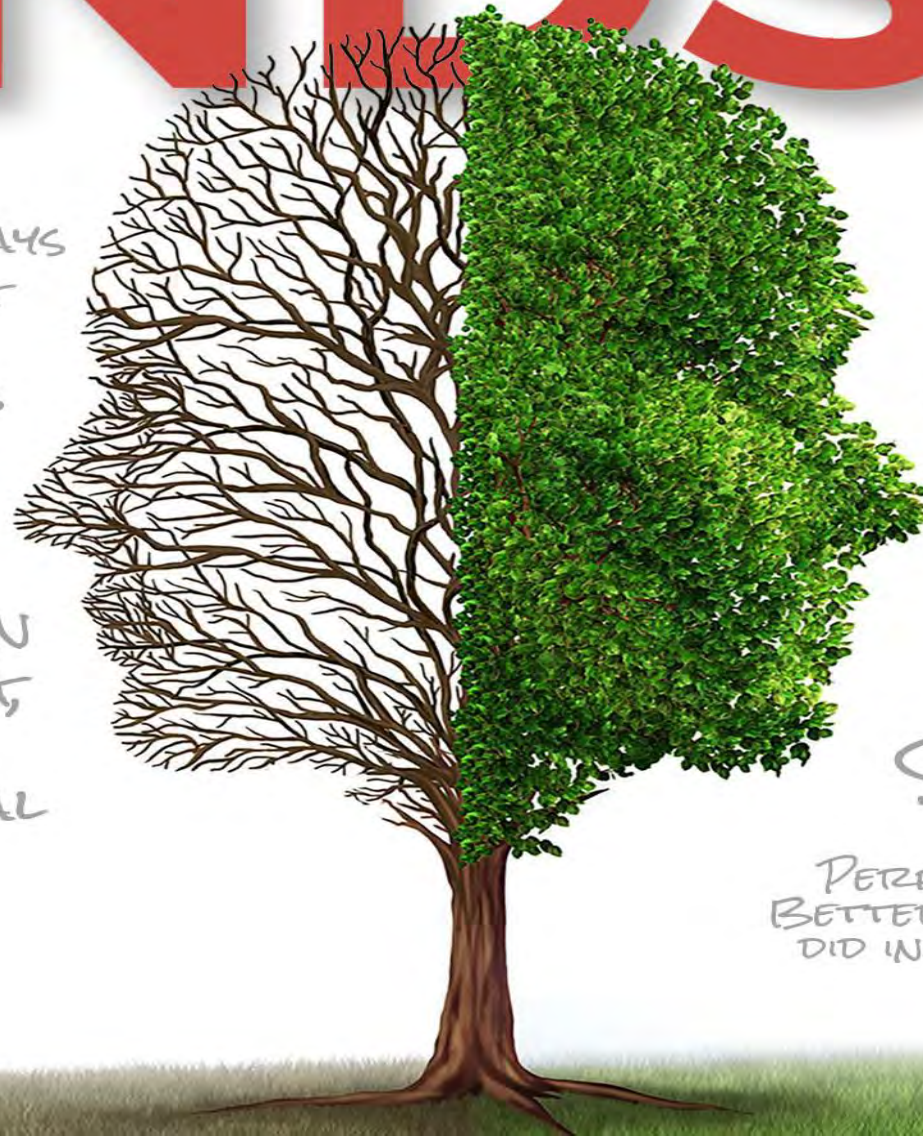
Thriving

Tools for  
Wellbeing

MicroTry



# MINDSET



WINNING IS ALWAYS  
PERFORMING  
BETTER  
THAN OTHERS

BE  
PERFECT

DEMONSTRATE  
SKILL,  
NOT ABOUT  
DEVELOPING SKILL

FOCUS ON  
PROVING,  
NOT  
POTENTIAL

LEARNING,  
DEVELOPING &  
GETTING BETTER

CONSTANT  
IMPROVEMENT

DEVELOPING  
SKILLS & ABILITIES

PERFORMING  
BETTER THAN YOU  
DID IN THE PAST



# ➔ WHAT IS MINDSET?

## GROWTH MINDSET

GET  
BETTER

ABILITY IS DEVELOPED  
FOCUS ON  
LEARNING & POTENTIAL

## FIXED MINDSET

ALWAYS BE  
GREAT

ABILITY IS AN  
INNATE TRAIT



# GROWTH MINDSET & CHALLENGE

LEARNING,  
DEVELOPING &  
GETTING BETTER

CONSTANT  
IMPROVEMENT



DEVELOPING  
SKILLS & ABILITIES

PERFORMING  
BETTER THAN YOU  
DID IN THE PAST



# → FIXED MINDSET & THREAT

BE  
PERFECT

FOCUS ON  
PROVING,  
NOT POTENTIAL



DEMONSTRATE  
SKILL,  
NOT ABOUT  
DEVELOPING SKILL

WINNING  
IS ALWAYS  
PERFORMING  
BETTER  
THAN OTHERS



# GROWTH MINDSET

*is...*

- ✓ The **BELIEF** that improvement is possible
- ✓ Seeing growth and development as the **PURPOSE** of the work you do



# GROWTH MINDSET

*is not...*

- ✓ Relentless, unrealistic optimism
- ✓ Falling back into the predictable behaviors associated with fear
- ✓ Never being frustrated, anxious or disappointed when things go wrong
- ✓ Not caring how well you perform





# MINDSET AND THE BRAIN'S RESPONSE TO MISTAKES

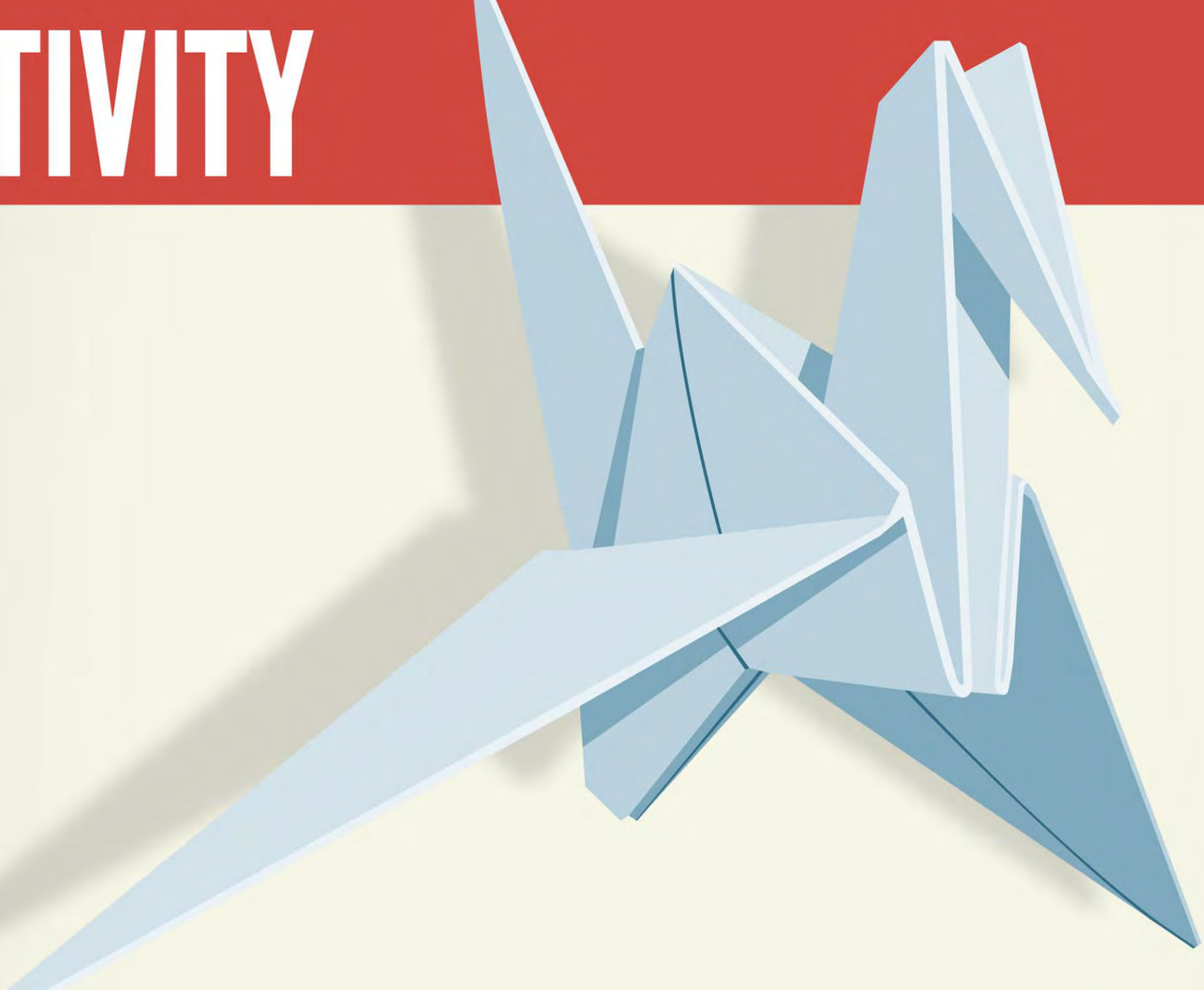
- ➔ **Less negative emotion, more long term learning brain activity with growth mindset.**
- ➔ **Growth mindset increases long term learning and performance**

Mangels, Butterfield, Lamb, Good & Dweck, 2006





# ACTIVITY



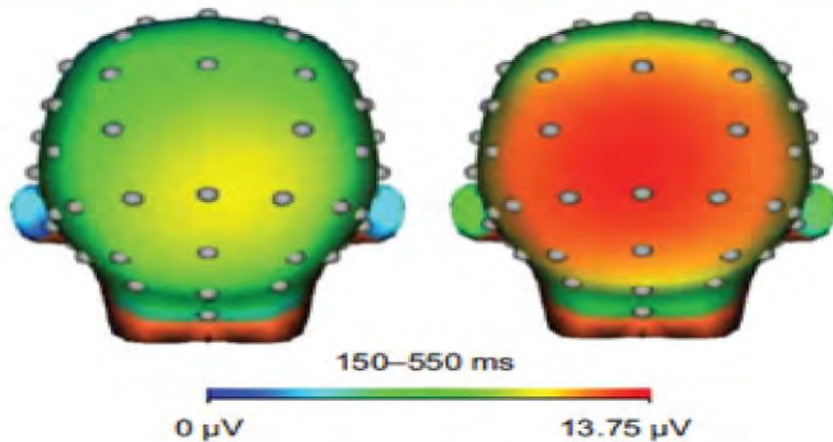


**GROWTH  
MINDSET**

**More Likely to Learn from Mistakes**



**What happens when  
you make a mistake?**



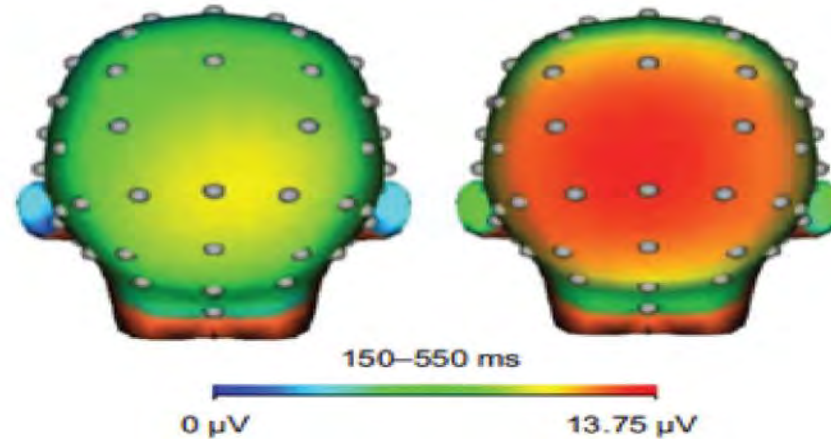
**FIXED MINDSET**  
TOI scores from 1-3

**GROWTH MINDSET**  
TOI scores from 4-6

**GROWTH  
MINDSET**

**More Likely to Learn from Mistakes**

**What happens when  
you make a mistake?**



**FIXED MINDSET**

TOI scores from 1-3

**GROWTH MINDSET**

TOI scores from 4-6



# TO ALWAYS IMPROVE...



**FROM**

**TO**

Worry about mistakes

Learning, trying new things

Compare yourself to others

Compare your performance now to the past.  
Looking at what you have learned

Judge who you are based on performance

Focus on the big picture:  
How have you improved?

Overlook or avoid opportunities to learn,  
don't want to be a beginner

Motivation to improve, grow, perform

# THOUGHTS

YOU RETHINK  
**70%** OF THE  
SAME THOUGHTS  
YOU DID YESTERDAY

YOU RETHINK  
**70%** OF THE  
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# PERCEPTION

How you see life, work and yourself; create a set of neural, chemical, electrical connections. The more they are repeated, the stronger the neural connection.



*(Maybe Stewart Smalley wasn't so off?)*















**RESILIENCE AND THRIVING TOOLS**





**5 minutes  
between when you  
wake up and noon**

**5 minutes  
between noon  
and 5:00pm**

**5 minutes  
between 5:00pm  
and bedtime**

ZOOM OUT

MENTAL  
BREAK

PHYSICAL  
BREAK







**TAKE ON  
THE CHALLENGE**



# Tools for Wellbeing

*Getting the Most Out of Beneficial Experiences*



- Have a Refuge
- Hobbies
- The Restart
- Moving through Difficulty
- Gratitude
- Physical Movement
- Connection
- Sleep
- Satisfaction
- Get Off the Hedonic Treadmill
- Letting Go
- Learning

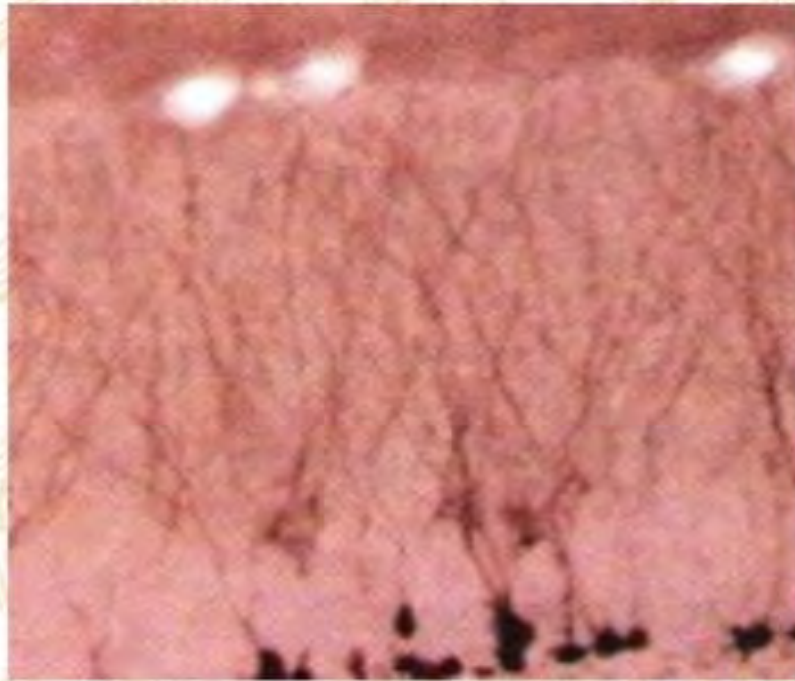
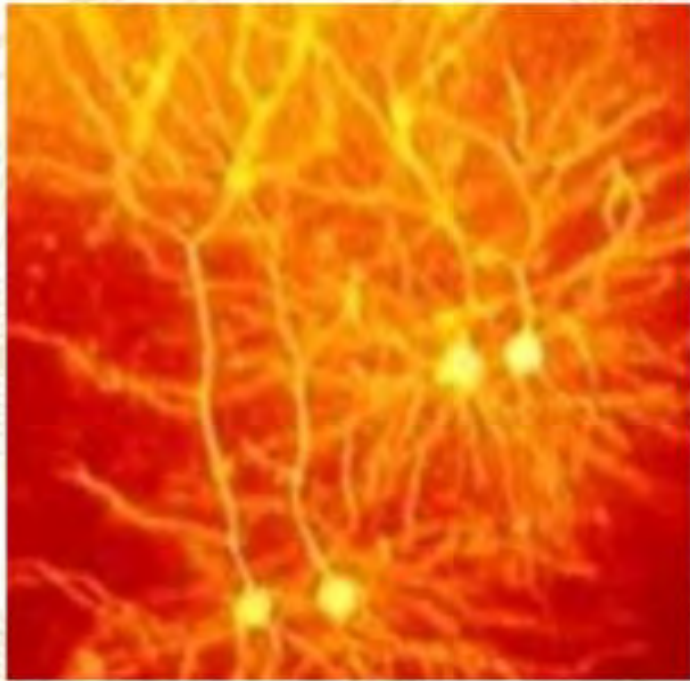


# HABITS





# YOUR BRAIN





# MICROTRY'S

- ↪ Small changes can change everything
- ↪ Simplicity changes behavior
- ↪ Take a behavior you want, start with a MicroTry and succeed over and over again.
- ↪ You change when you feel good, not bad.
- ↪ Unfortunately, you don't live in a 30 minute sitcom. You do live with decisive moments.
- ↪ Life is about trajectory.
- ↪ What you are aiming at and do you hit it more often than not. Life is rarely all or nothing.



# HABIT

Create a blueprint for your new habit

AFTER I...

## ANCHOR MOMENT

An existing routine in your life that will remind you to do the new behavior (your new habit.)

I Will...

## GROWTH MINDSET BEHAVIOR

The new habit you want to master. It should be small and super easy.

THEN,  
I CELEBRATE!

## CELEBRATE

Something you do to create a positive feeling inside yourself.

NOTE: FEEL FREE TO REVISE.



# FINAL QUESTIONS AND REFLECTIONS

What are your  
insights or  
reflections  
from today?

Questions?





# ADAPTION

## INSTITUTE



[www.adaptioninstitute.com/thanks-cascade](http://www.adaptioninstitute.com/thanks-cascade)

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Podcast: The Dr. CK Bray Show / Dr. CK Bray

LinkedIn: Dr. Christopher K. Bray





# PERSONAL GUIDE TO GREATNESS

