

## RESILIENCE TRAINING

**Summary:** Our unsettled time has placed a huge burden of stress on the majority of workers' shoulders. This workshop will help your employees understand what causes stress, its effect on their behavior, physical and mental health, and ways to alleviate the stress and effectively prepare their body to deal with it. This will ultimately reduce turnover, conflict, and management interventions.

**Format:** Keynote, half-day workshop

Resilience training is a new field of interest, pioneered by the U.S. Army to prepare soldiers for combat duty. This training can help your employees cope with the stress of our current ultra-competitive environment.



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*Joel DiGirolamo has over 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, and an MS psychology degree and is the author of the book Leading Team Alpha and the award-winning book Yoga in No Time at All. The combination of his diverse work experience and education enable him to relate to individuals at all levels and positions of any organization in any region of the world. His broad experience has allowed him to successfully lead and participate on teams of individuals with unique backgrounds and various motivations. Joel has been a keynote speaker at several international conferences, is a member of the American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). You can contact Joel at [joel@jdigiolamo.com](mailto:joel@jdigiolamo.com) or +1-859-539-6882.*

### Elements:

- Causes of stress & burnout
  - Extended work hours
  - Pressure to produce
  - Pressure to minimize mistakes
  - Fear of downsizing
  - Management instability
- Effects of stress & burnout
  - Absenteeism
  - Turnover
  - Depression
  - Psychosomatic illness
  - Strained relationships at work and home
  - Aggression
- Becoming resilient
  - Mind
    - Emotions—choices, positive attitude, mindfulness
    - Intellect—drawing boundaries, maintaining a comfortable space
  - Body
    - Exercise
    - Breathwork
    - Releasing stored tension
  - Spirit—acceptance, compassion, a sense of purpose, friendship
- Instilling a positive emotional state

## ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
- Mindfulness
- Maslach Burnout Inventory (MBI)
- Strong Interest Inventory
- Campbell Interest and Skill Survey
- Watson-Glaser Critical Thinking Appraisal (WGCTA)
- Wonderlic Personnel Test (WPT)