

A scenic view of the ocean under a blue sky with white clouds and a rainbow. The rainbow is positioned in the center of the image, arching over the horizon. The text is overlaid on the sky and clouds.

*Learning from Our L.U.C.K.
Lessons from
Loss, Uncertainty, Change, and Kinfolk*

Sonia Alvarez-Robinson, Ph.D.

Today we will **explore resilience** not as a fixed trait, but as a **learned and shared practice**.

Through reflection, storytelling, and practical frameworks, we will look at how everyday disruptions—personal, professional, and organizational—can become sources of insight, strength, and growth.

What Is Luck - Really?

Circumstances

that influence the quality of our lived experience



Environments

Eras

Experiences

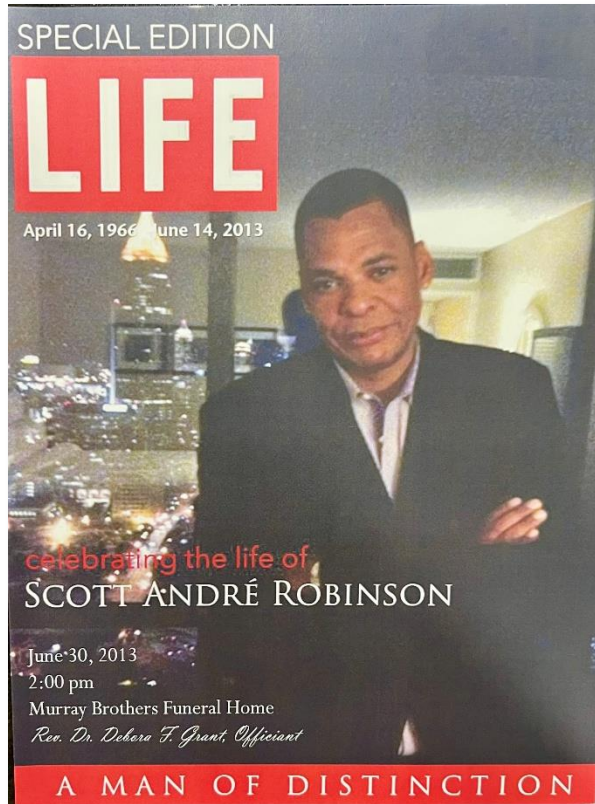
Encounters

Events

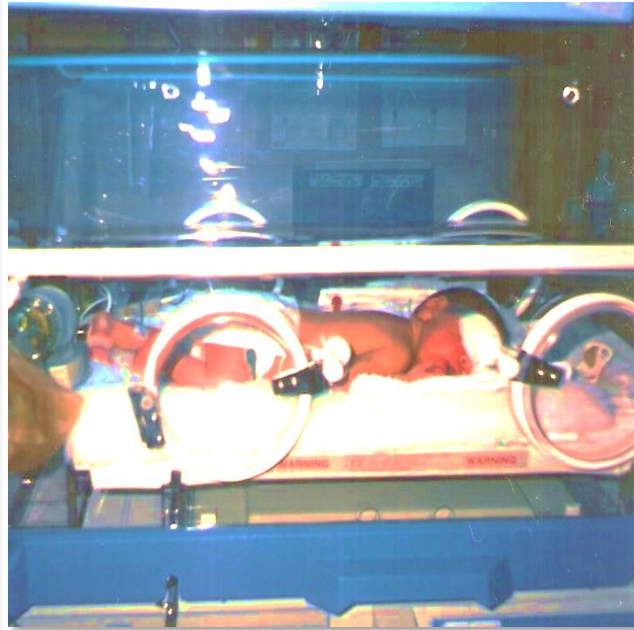
Our circumstances shape us, but they do not need to define us.

Just My L.U.C.K.

Loss



Uncertainty



Change



Kinfolk



We can learn from loss, grow through uncertainty, adapt through change and thrive through the complex influence of our kinfolk.



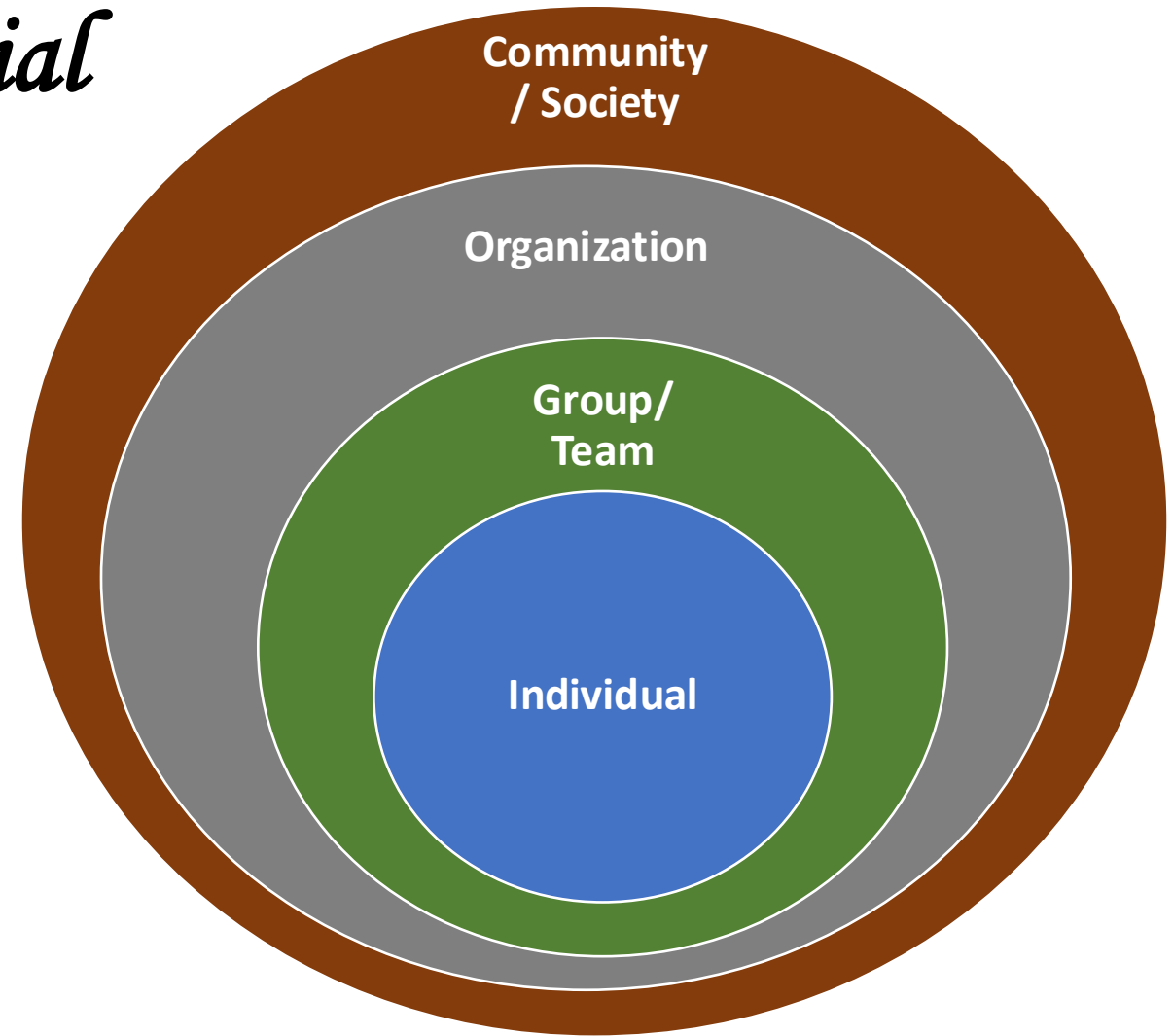
Pair Share

With 1-2 partners,
discuss how L.U.C.K. has impacted you at work.

Share only what you are comfortable
What you hear here - stays here

Resilience is Personal and Social

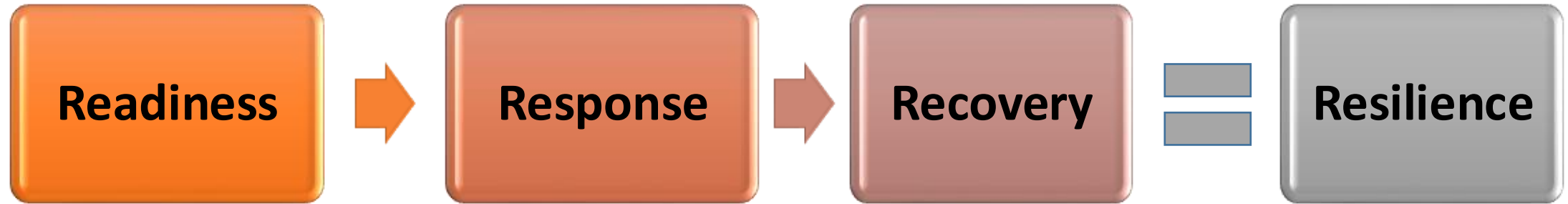
The ability of an individual, team, organization, or community to survive, adapt, grow, and thrive through acute shocks and chronic stressors.



“Resilience is not the product of a single underlying factor, but the result of the interplay of multiple personal and environmental factors.”

(Bronfenbrenner, 1977; Revenson, 1990).

Resilience is Process and Outcome



Readiness

Preparing for adversity, challenge, or change that could impact us – before it occurs.

Response

Effectively addressing situations as they arise, managing what is within our control or influence.

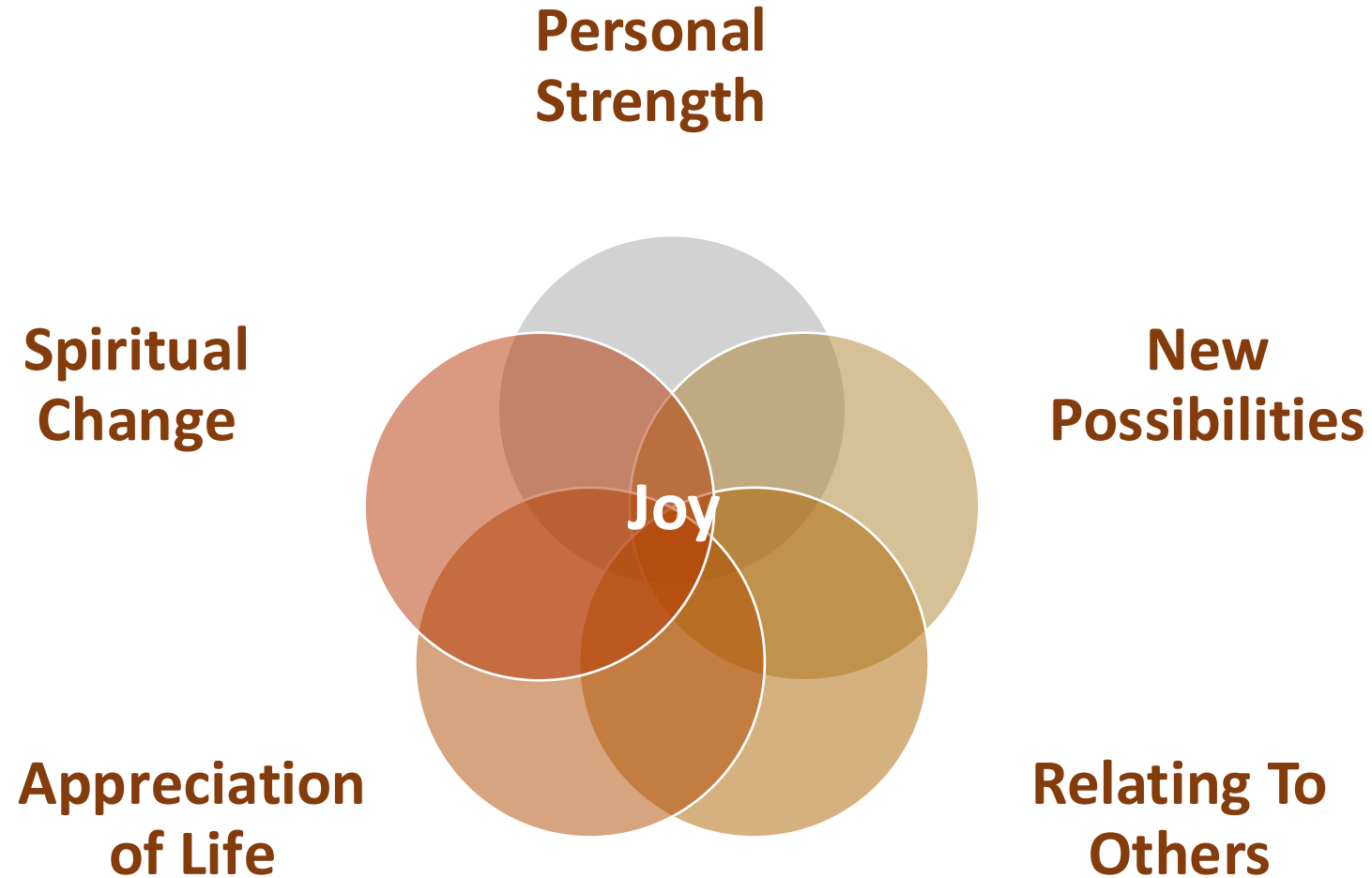
Recovery

Restoring, regenerating, reflecting, recuperating, and rebuilding afterwards.

Resilience

The ability to learn, grow, and develop through adversity, challenge and change.

Growth is Possible



Challenges Use Our Energy

“Human energy is the baseline currency required to fuel a resilient response.”

Linda Hoopes, author of *Prosilience*



Physical
Using the
body to get
things done



Mental
Thinking
clearly and
quickly



Emotional
Working
with difficult
feelings



Spiritual
Connecting
with
meaning
and purpose

Five Core Strategies to Build Resilience

F

Find Your Locus of Control



I

Investigate and Manage Our Fears



R

Reprogram Unhealthy Conditioning



S

Seek Healthy Support



T

Take Time to Care and Prepare



Find Your Locus of Control

Internal Locus of Control:

Belief that outcomes are the result of one's own actions, decisions, and efforts.

Self-efficacy is believing that we can manage ourselves and the impact of our circumstances.

(Albert Bandura, 1997)

External Locus of Control:

Belief that outcomes are determined by external forces like fate, luck, or other people.

Ruminating

Accepting

Ignoring

Obsessing

Addressing

Avoiding

Denying

Think of a circumstance you faced recently at work.

What was your coping strategy?

What influenced how you managed the situation?

Investigate and Manage Fear

Why do I feel afraid? Where does my fear come from?

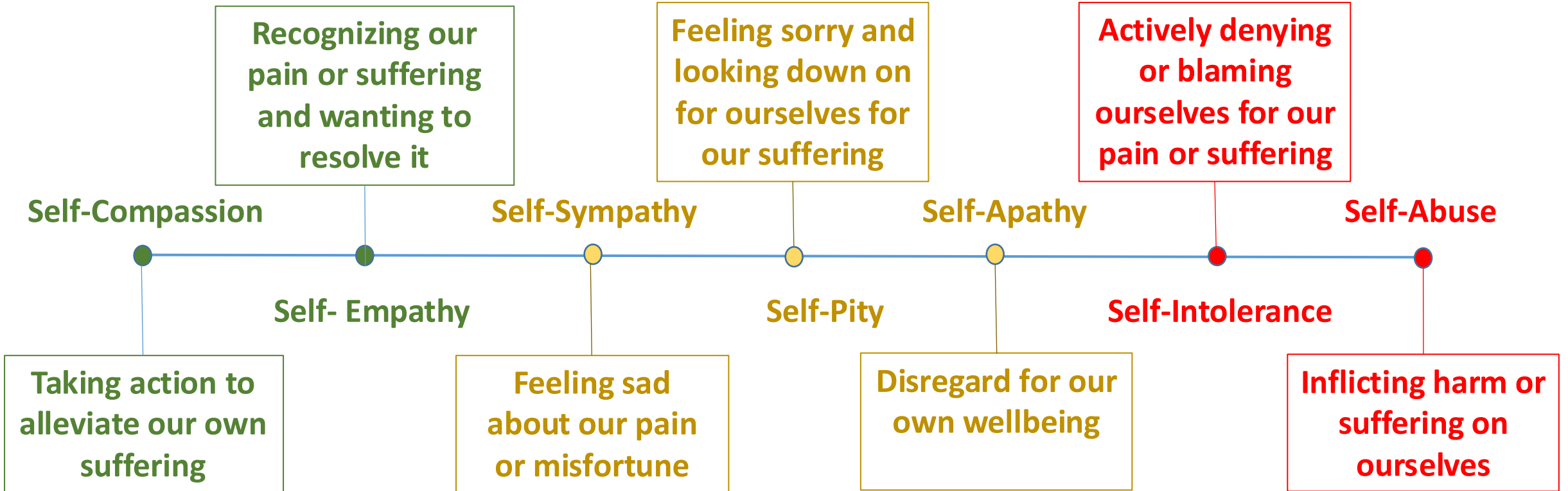


How will I prepare and protect myself from danger?

**How is fear influencing your life at work?
What is the source of that fear?
How will you address it?**

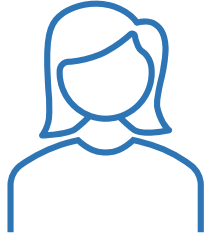
Reprogram Unhealthy Thoughts, Beliefs and Actions

“ Having compassion for yourself means that you honor and accept your humanness.”
– Kristen Neff, Psychologist



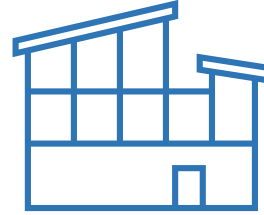
How can you show yourself compassion at work?

Seek Healthy Support



Personal Resources

- Spiritual Connection
- Kinfolk
- Trusted Acquaintances
- Mentors
- Counselors/Therapists



Organizational Resources

- Employee Assistance
- Behavioral Health
- Well-being Programs
- Financial & Legal Guidance
- Leave & Flexibility
- Coaching
- Community Connections



Community Resources

- Support Groups
- Non-profit Organizations
- Faith Community
- Neighborhoods
- Bartering Services

What resources will you access to help you preserve and restore your physical, mental, emotional, and spiritual energy?

Take Time for Self-Care

“Self-care is any activity to deliberately take care of our mental, emotional, social, spiritual and physical health.”

- Dr. Joi Alexander, Wellness Empowerment Center

Resilience is challenged when your energy is depleted.

Sleep

Exercise

Eating Well

Relaxation

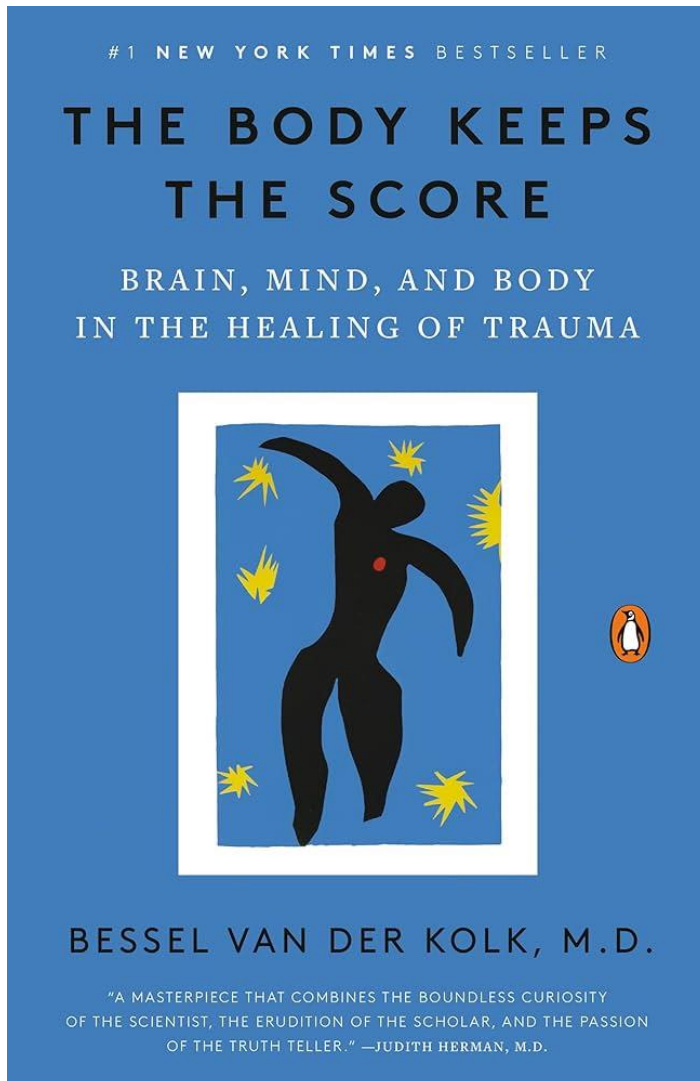
Connection



HALT When you are...
Hungry
Angry
Lonely
Tired

What self-care habit will you develop at work?

Four Fundamental Truths



1. Our capacity to destroy one another is matched by our capacity to heal one another. Restoring relationships and community is essential to restoring well-being;
2. Language gives us power to change ourselves and others by communicating our experiences, helping us to define what we know, and finding a common sense of meaning;
3. We have the ability to regulate our own physiology, including some of the so-called involuntary functions of the body and brain such as basic activities as breathing, moving and touching, and
4. We can change social conditions to create environments in which children and adults can feel safe and where they can thrive. When we ignore these quintessential dimensions of humanity, we deprive people of ways to heal from trauma and restore their autonomy.

Bessel Van Der Kolk, *The Body Keeps the Score*, p. 38

*L.U.C.K. is inevitable,
growth is optional.*

Resilience enables you to
grow through what you go through.
