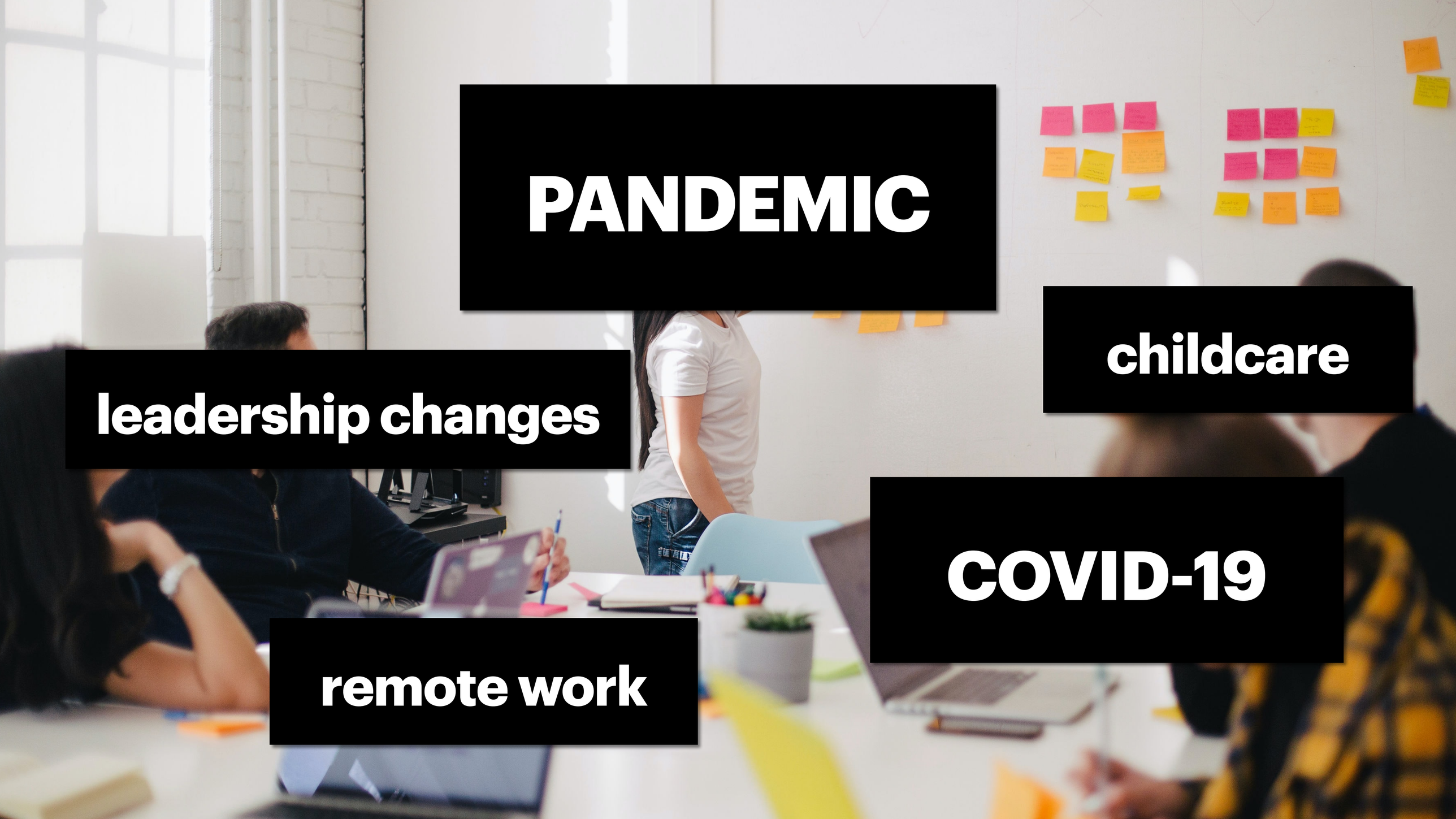
DevReach 2022

Bouncing back

(But not back to normal)

👋 Hi, I'm Becca!

- 👩🏻‍💼 Engineering Manager @ Formidable
- ✈️ Seattle, WA
- 🐋 beccaliz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COVID-19
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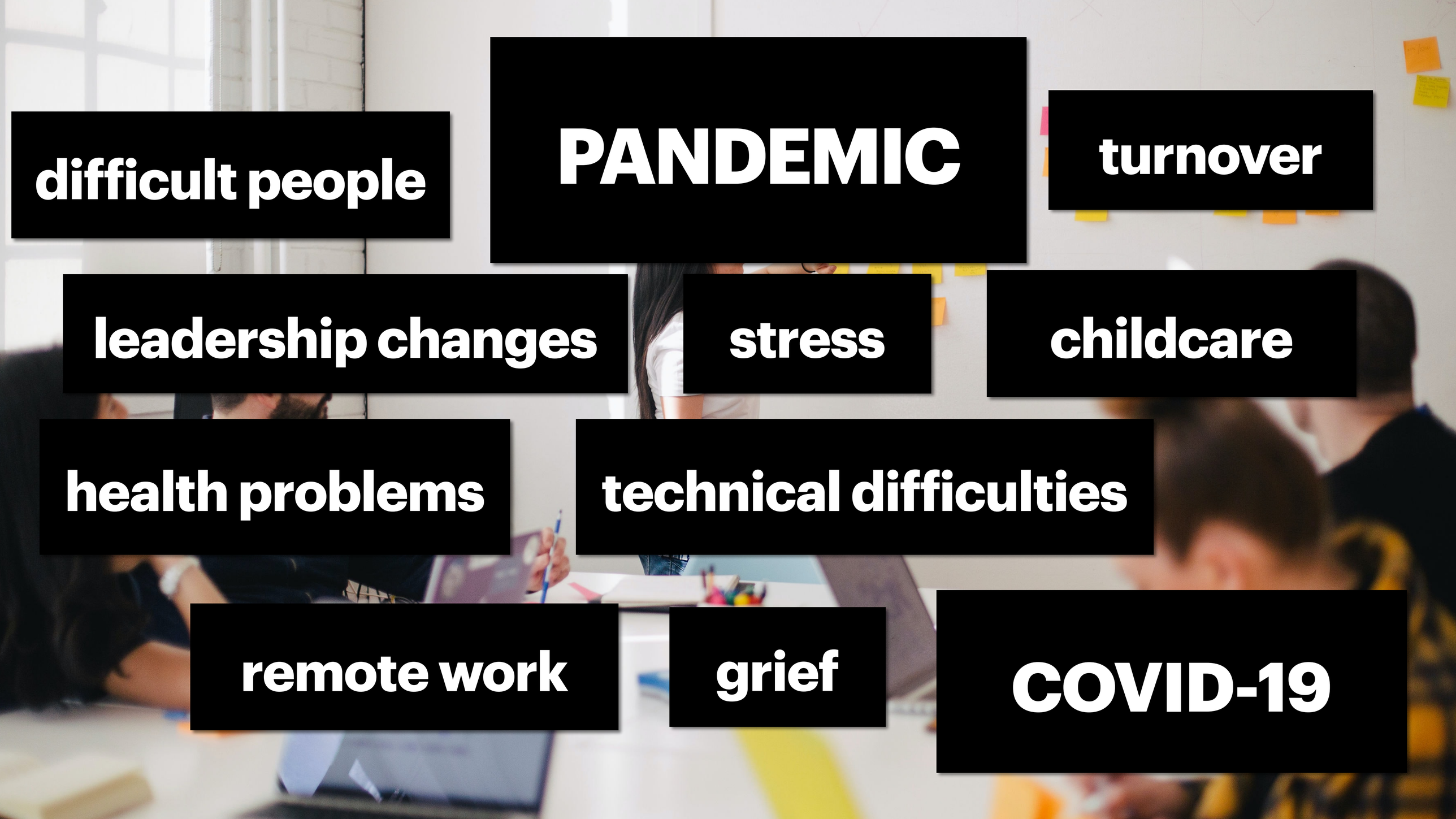
difficult people
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turnover
leadership changes
stress
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health problems
technical difficulties
remote work
grief
COVID-19

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PANDEMIC

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Mar 8 – 14, 2020
Resilience 49
Mar 10, 2019
Sep 13, 2020

Mar 29 – Apr 4, 2020
Resilience 84
Mar 10, 2019
Sep 13, 2020

Resilience in the workplace

Calm for Business - The Menta

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Employee Well-being Programs

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Limeade

Learn how Limeade can help you infuse well-being into work

A refreshing way to infuse well-being into work

Limeade employee well-being programs drive participation and deliver the essential resources employees need, resulting in happier, more productive employees.

Learn More

Need Help?

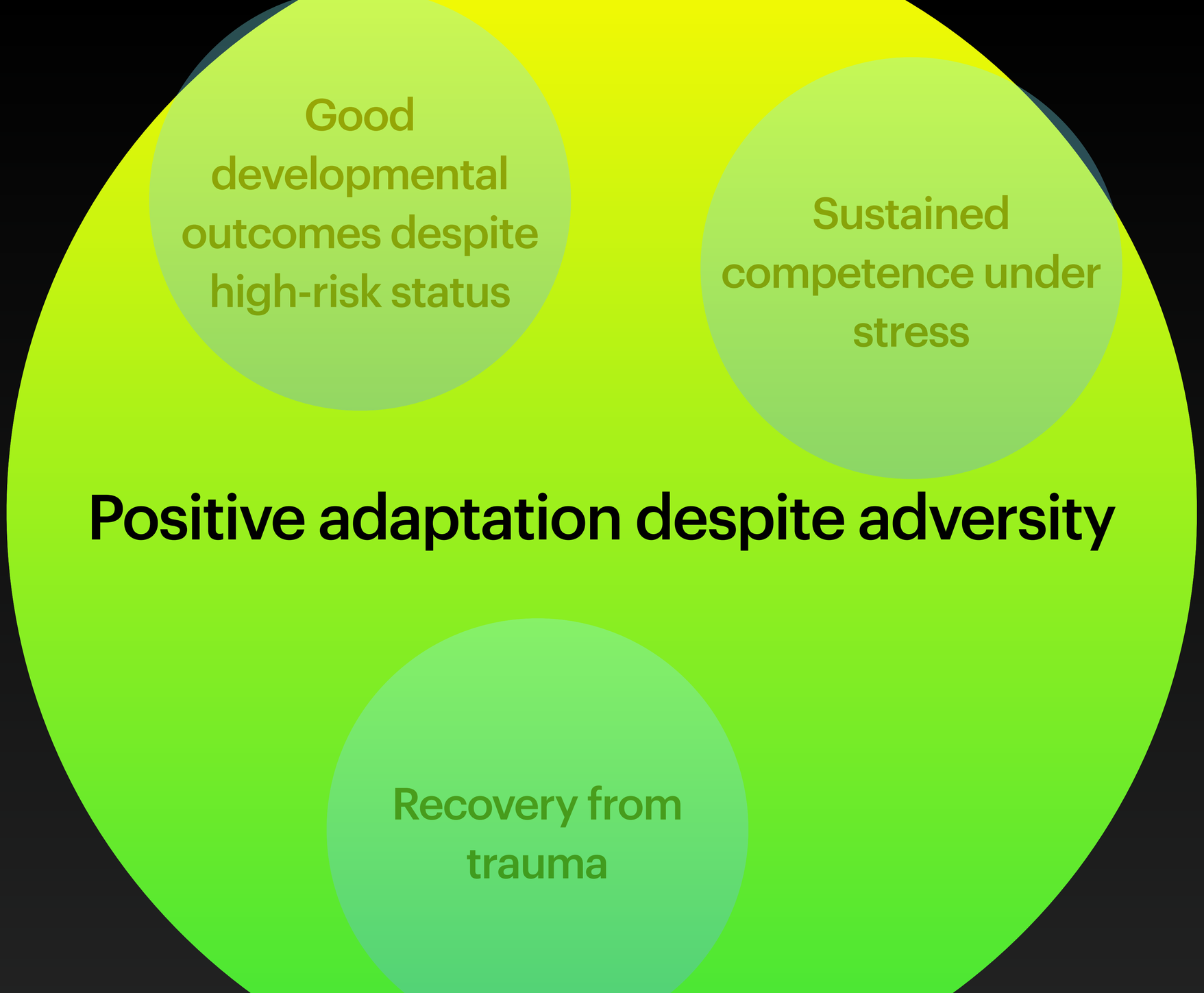
Why am I talking about this?

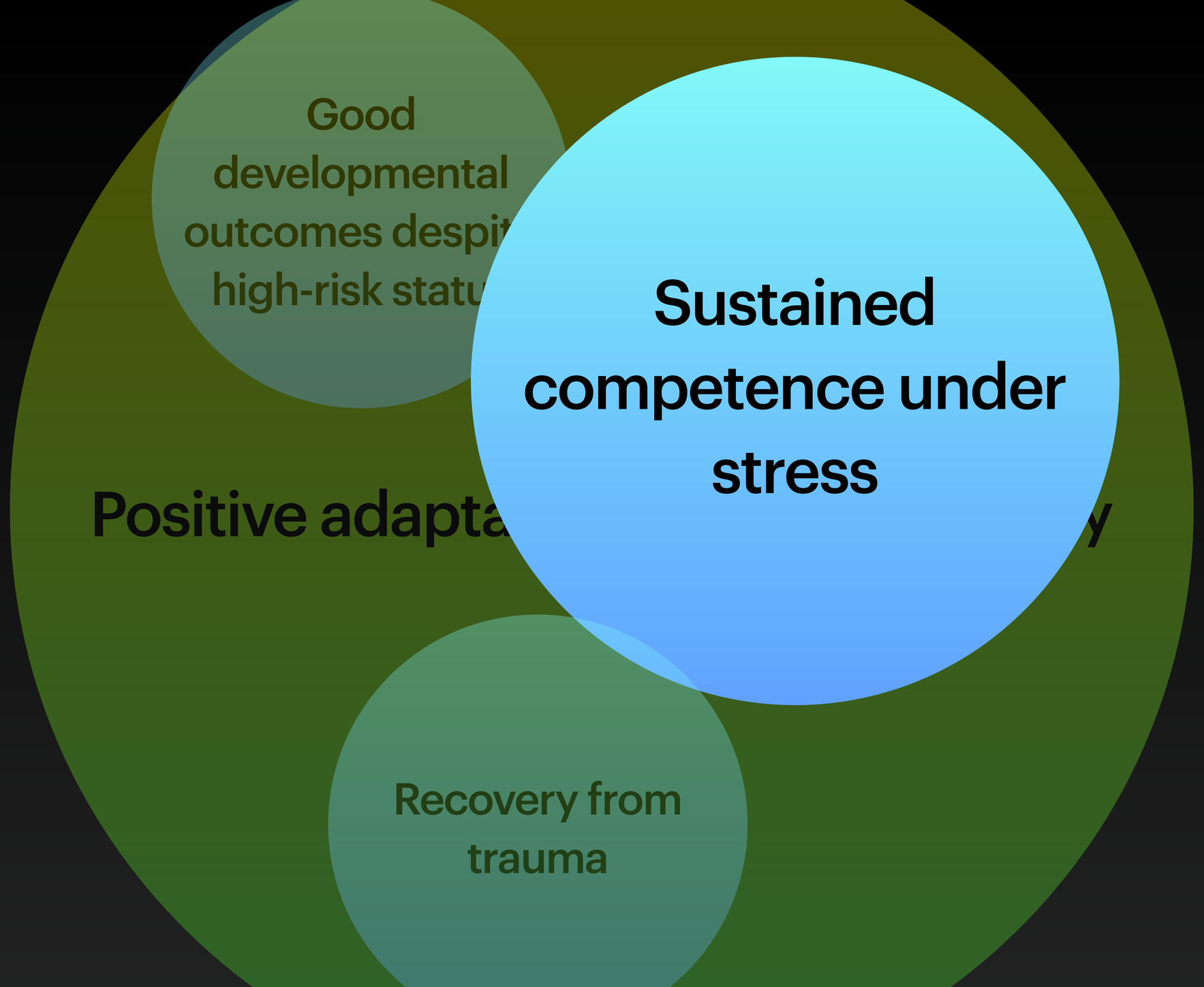
What is resilience?

Good developmental outcomes despite high-risk status

Sustained competence under stress

Recovery from trauma


Good developmental outcomes despite high-risk status
Sustained competence under stress
Positive adaptation despite adversity
Recovery from trauma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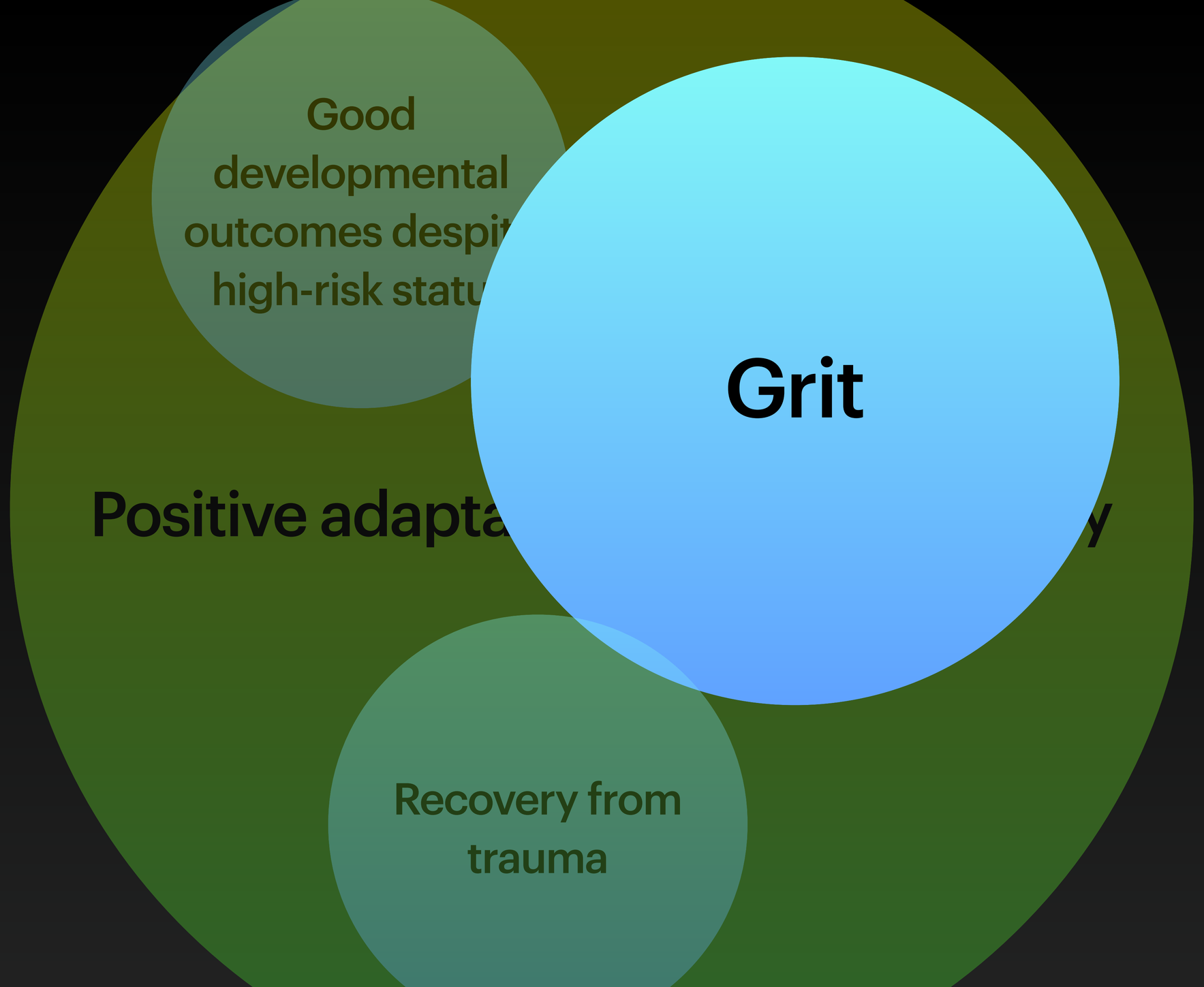
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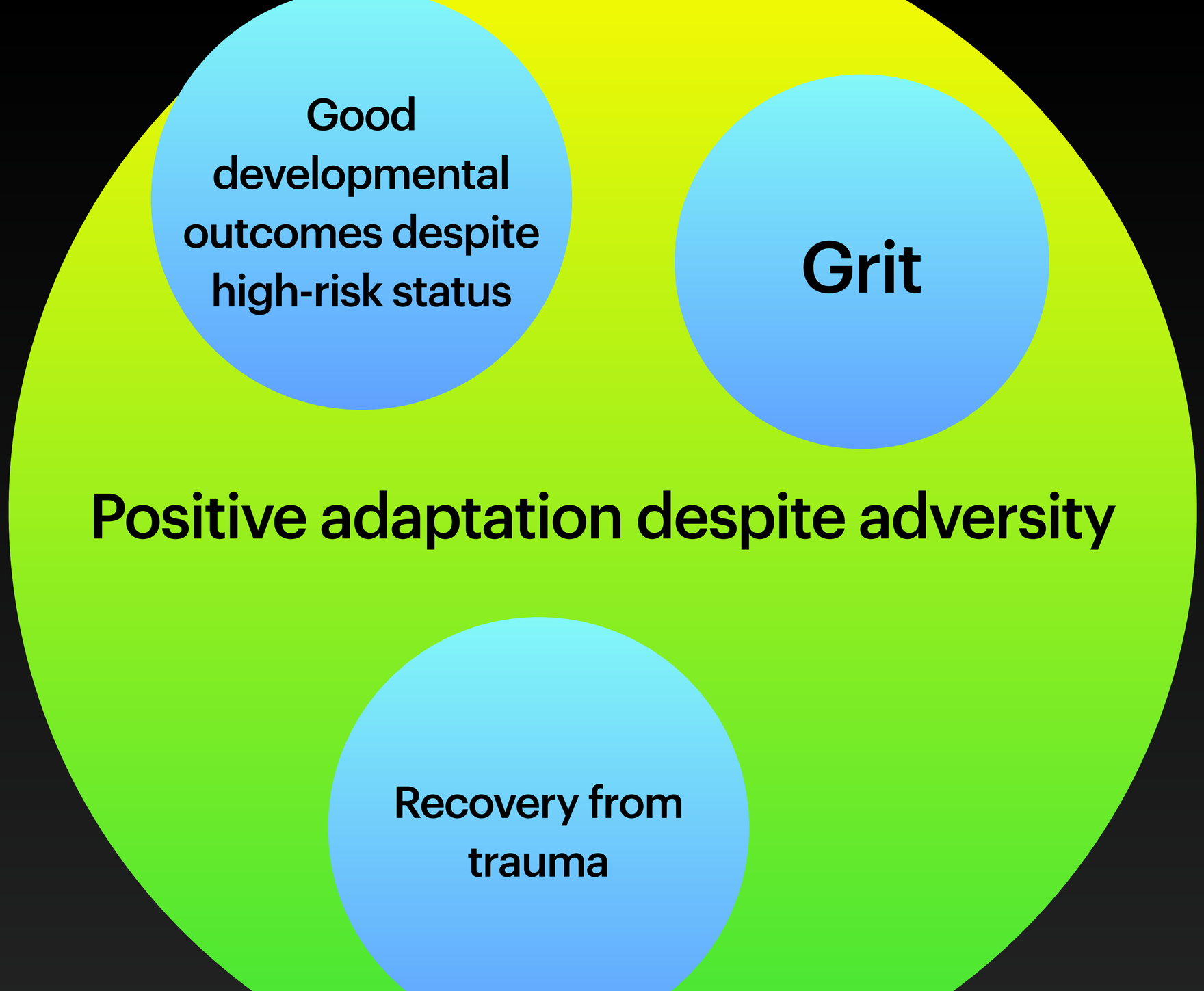

Good developmental outcomes despite high-risk status
Grit
Positive adaptation despite adversity
Recovery from trauma

Lessons from community resilience

Community resilience is a measure of the sustained ability of a community to utilize available resources to respond to, withstand, and recover from adverse situations.

“Resilience is a process, not a trait”

MICHAEL RUTTER M.D., 1990

Risk factors

Two groups of people can encounter the same risk factors, and respond differently.

The same person can encounter the same risk factors in two different contexts and respond differently.

Why?

Building a positive self-image among group members

Breaking a bad cycle to explore new opportunities

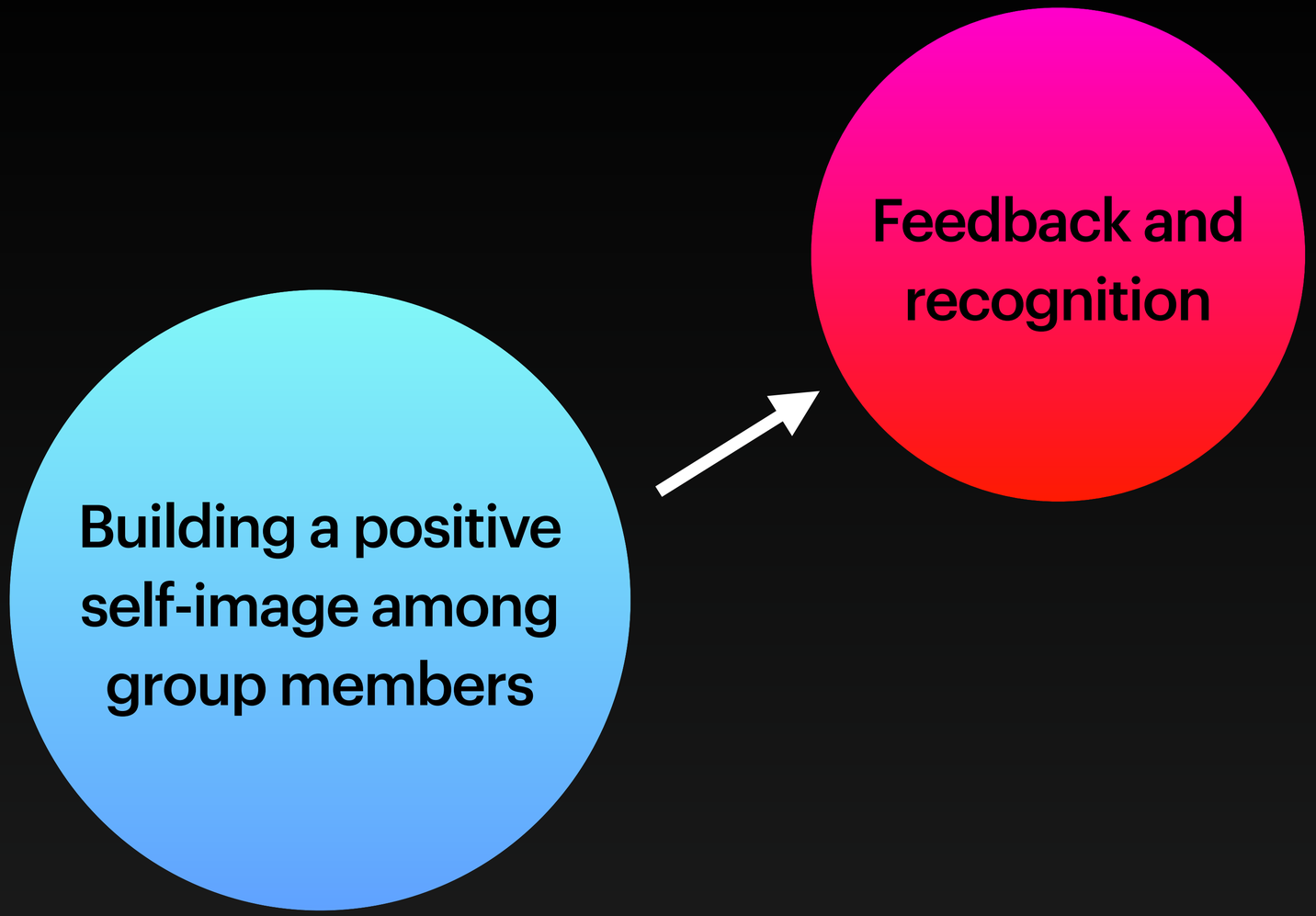
Putting supports in place to reduce the effects of bad situations

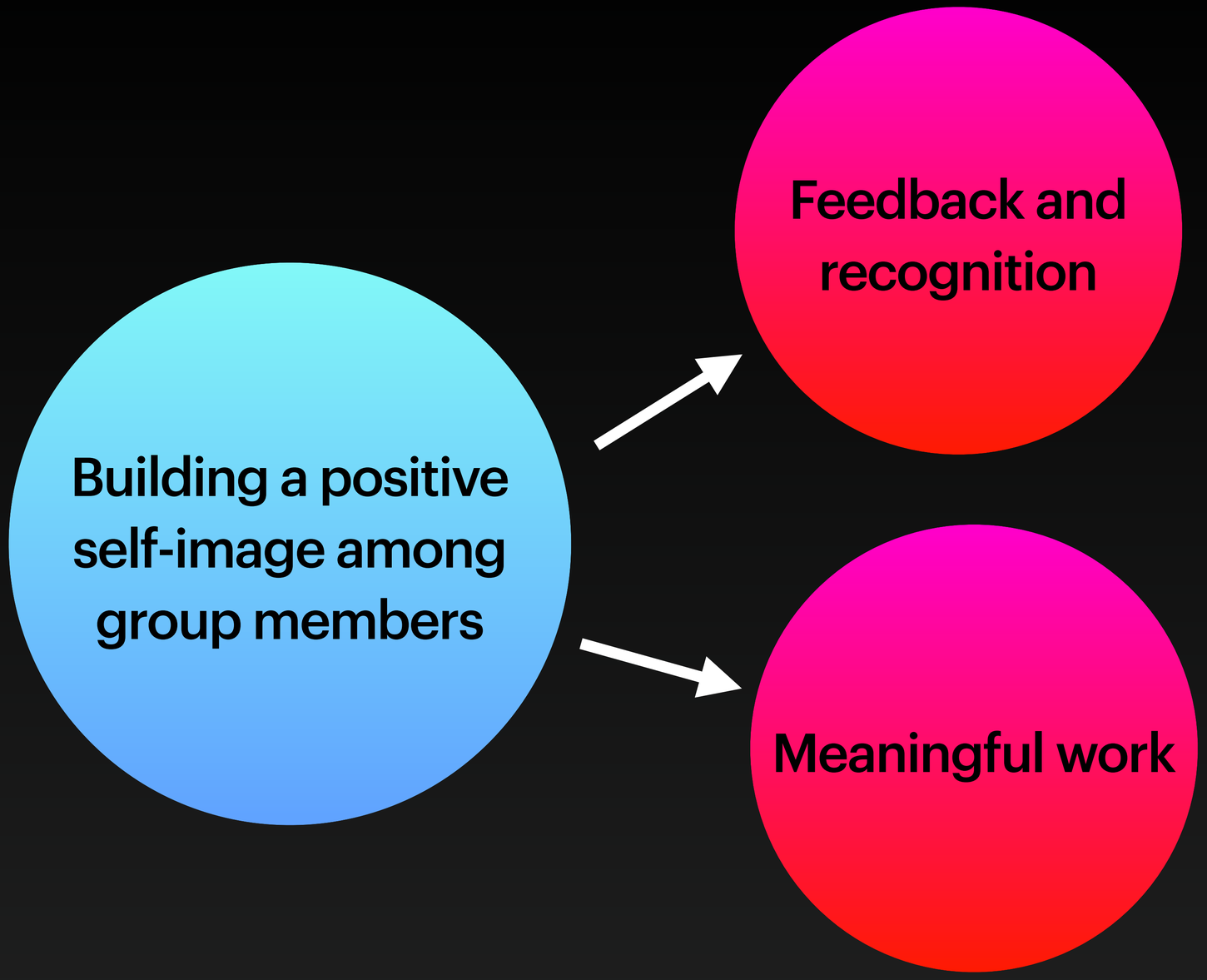
Building a positive self-image among group members

Breaking a bad cycle to explore new opportunities

Putting supports in place to reduce the effects of bad situations

Building a positive self-image among group members

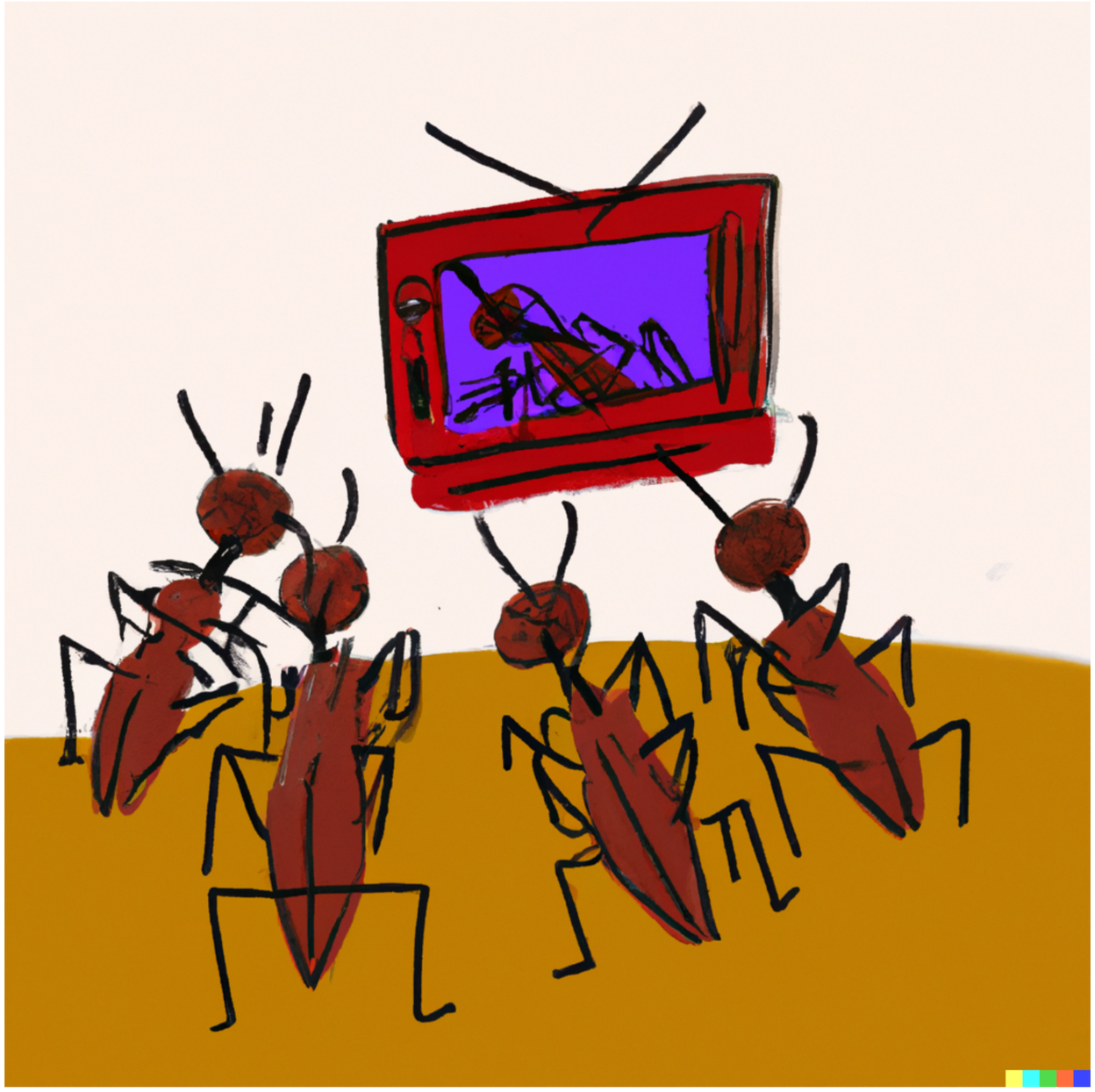

Feedback and recognition
Building a positive self-image among group members


Feedback and recognition
Building a positive self-image among group members
Meaningful work

Building a positive self-image among group members

Breaking a bad cycle to explore new opportunities

Putting supports in place to reduce the effects of bad situations



Building a positive self-image among group members

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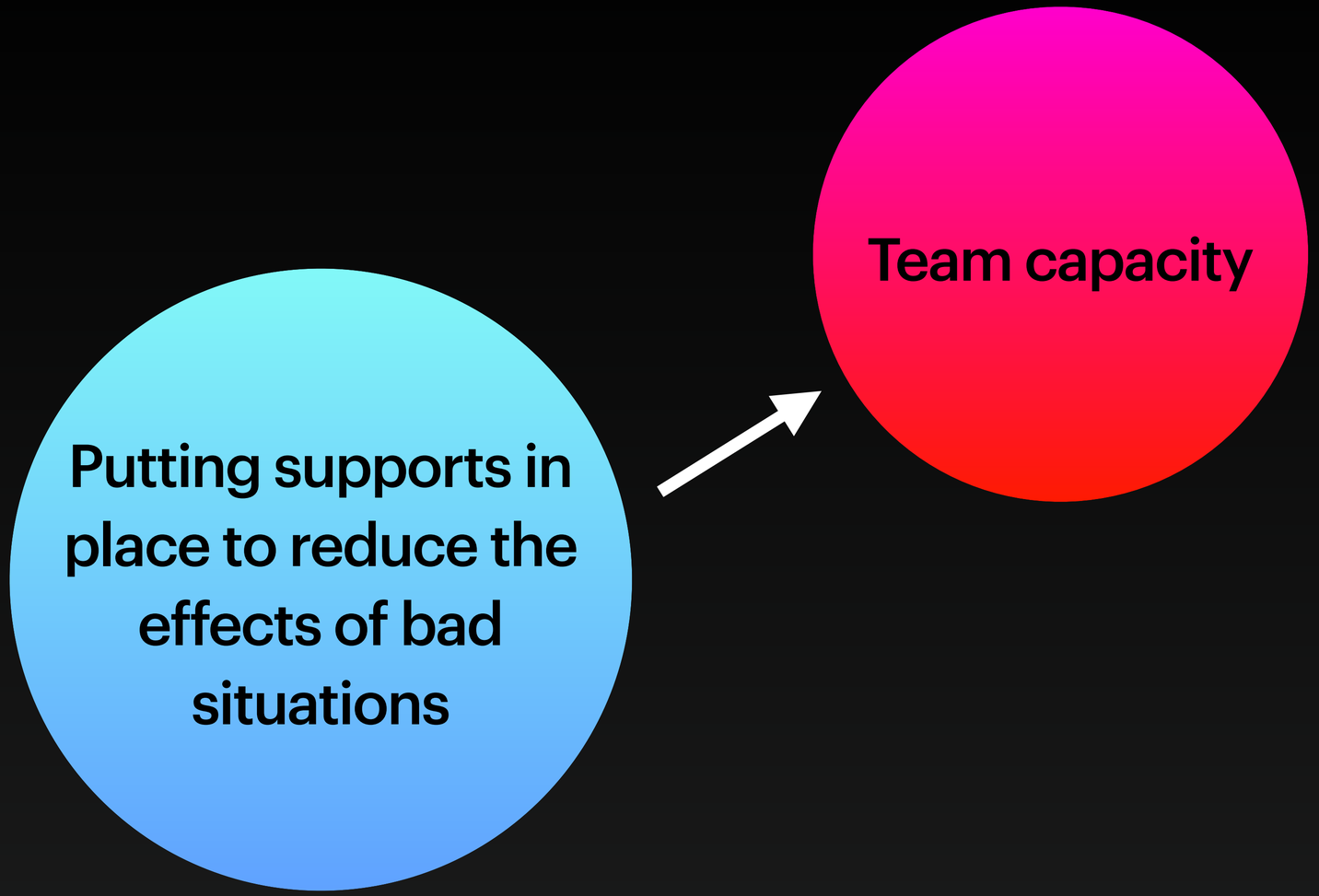
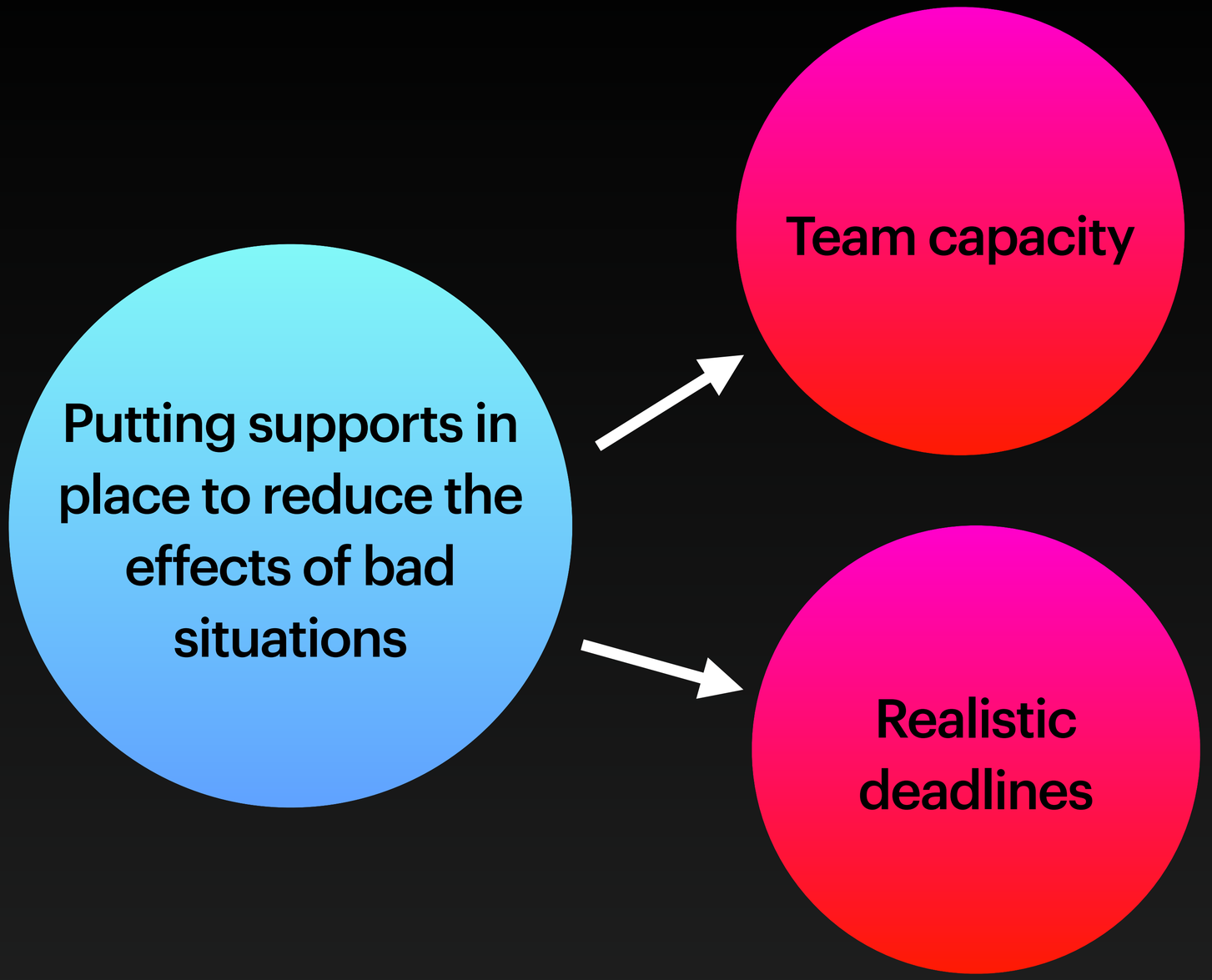
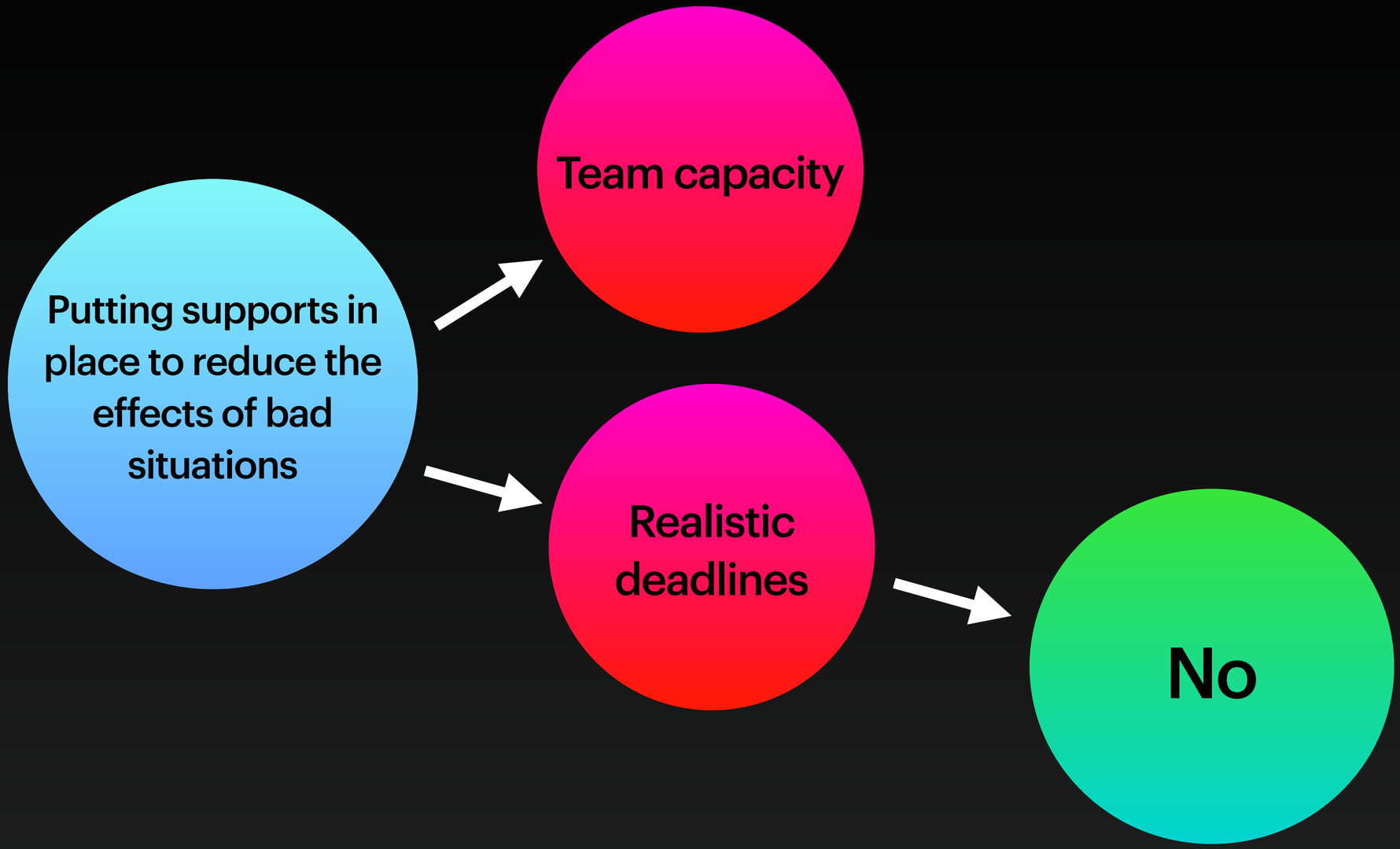

Team capacity
Putting supports in place to reduce the effects of bad situations


Putting supports in place to reduce the effects of bad situations
Team capacity
Realistic deadlines


Putting supports in place to reduce the effects of bad situations
Team capacity
Realistic deadlines
No

Building a positive self-image

Breaking a bad cycle to explore new opportunities

Putting supports in place to reduce the effects of bad situations

Breaking a bad cycle to explore new opportunities

Think about a time when something just didn’t go the way you expected it to.

Where did you end up?

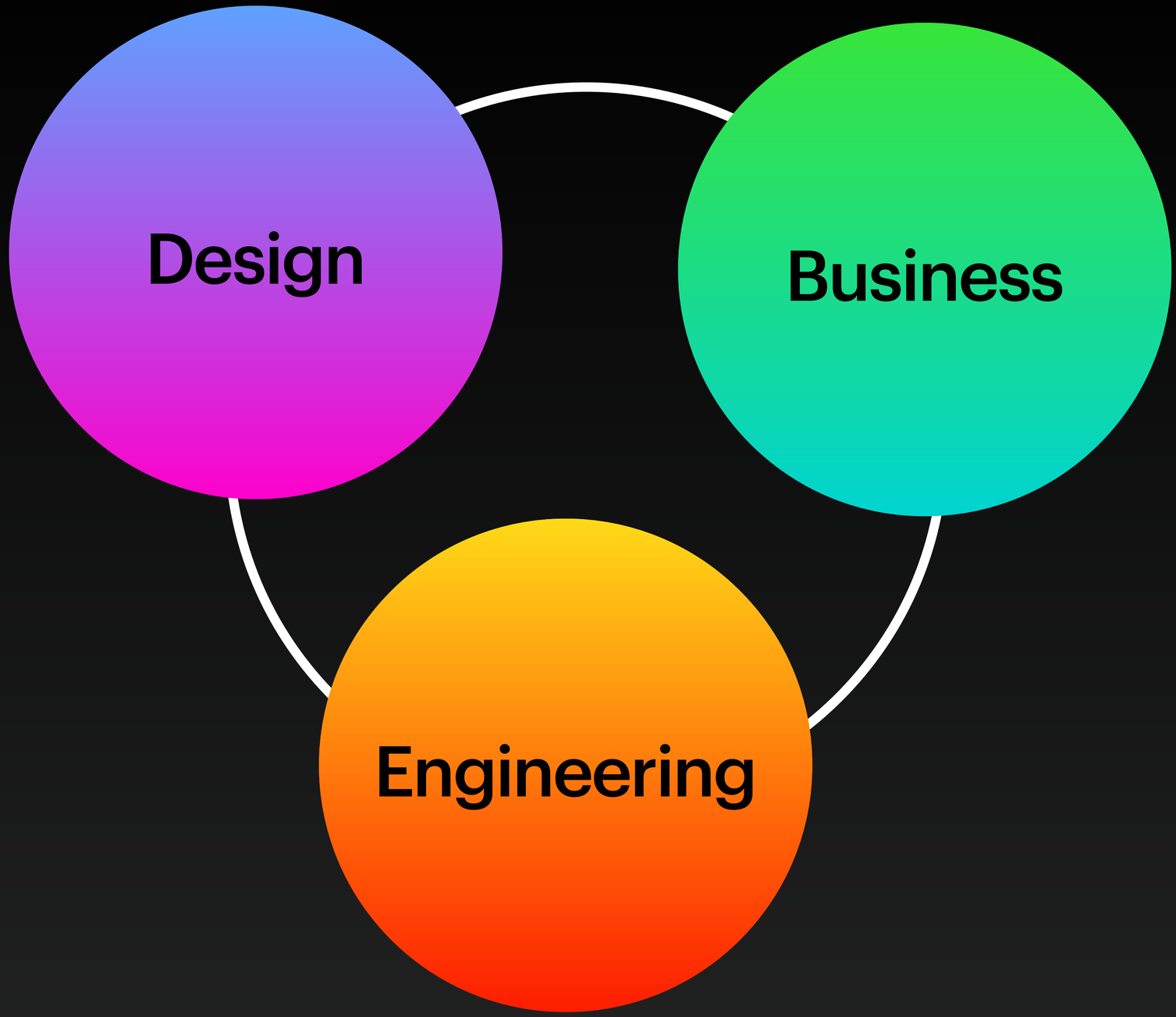
STOP
ALL WAY

💰 Capitalism

“We have become a civilization based on work—not even “productive work” but work as an end and meaning in itself.”

DAVID GRAEBER, BULLSHIT JOBS: A THEORY

Power Dynamics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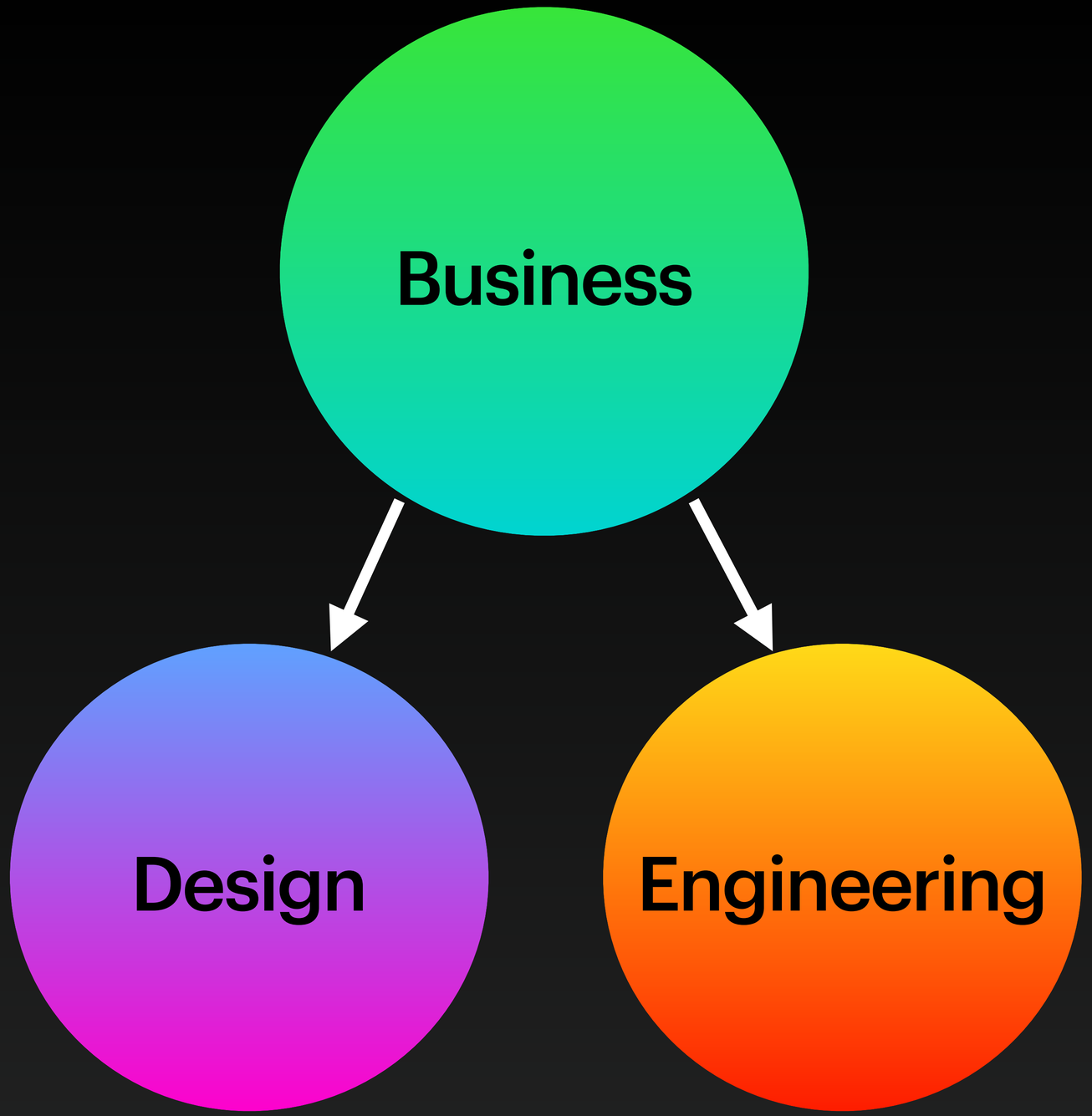
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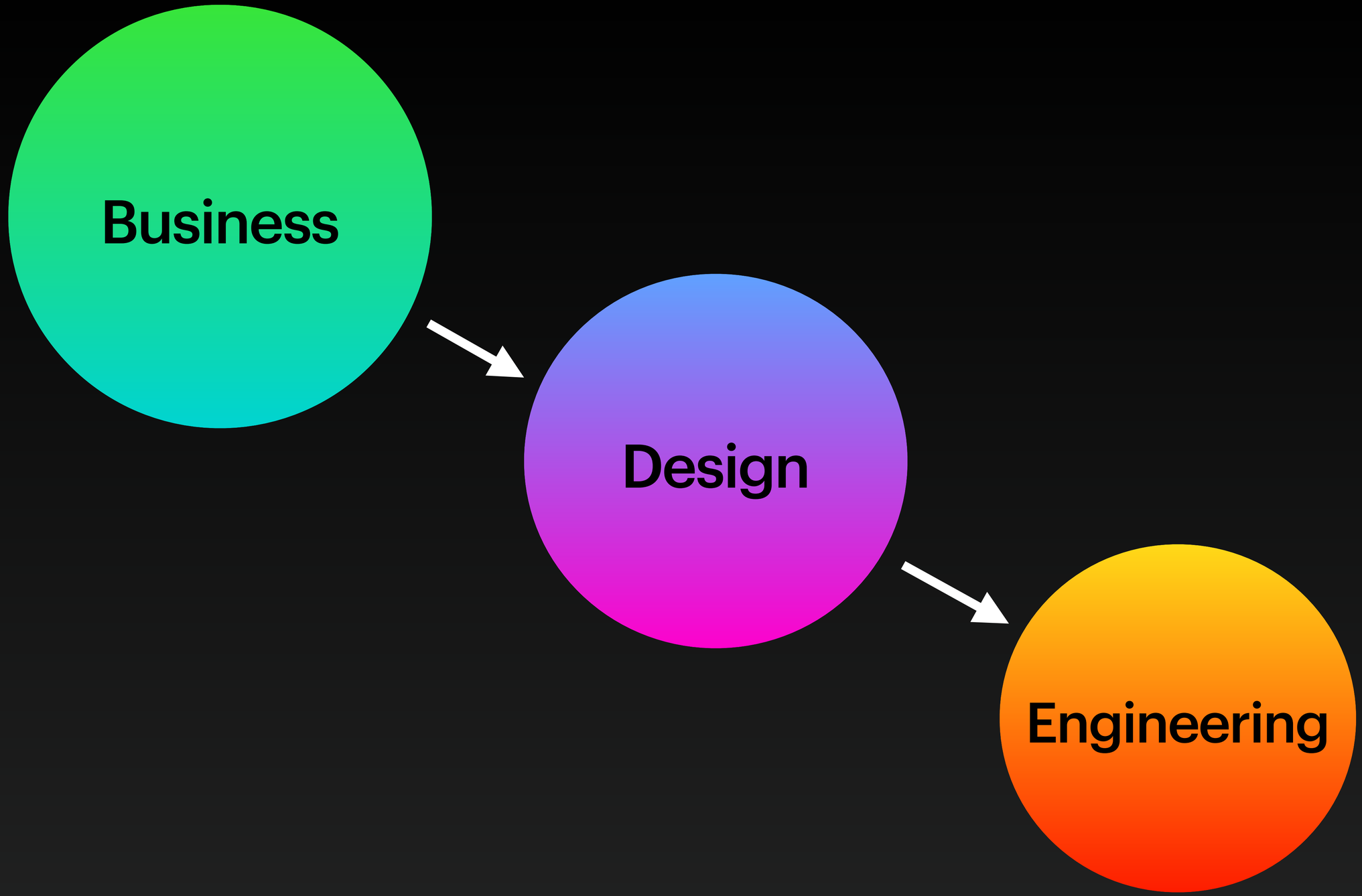
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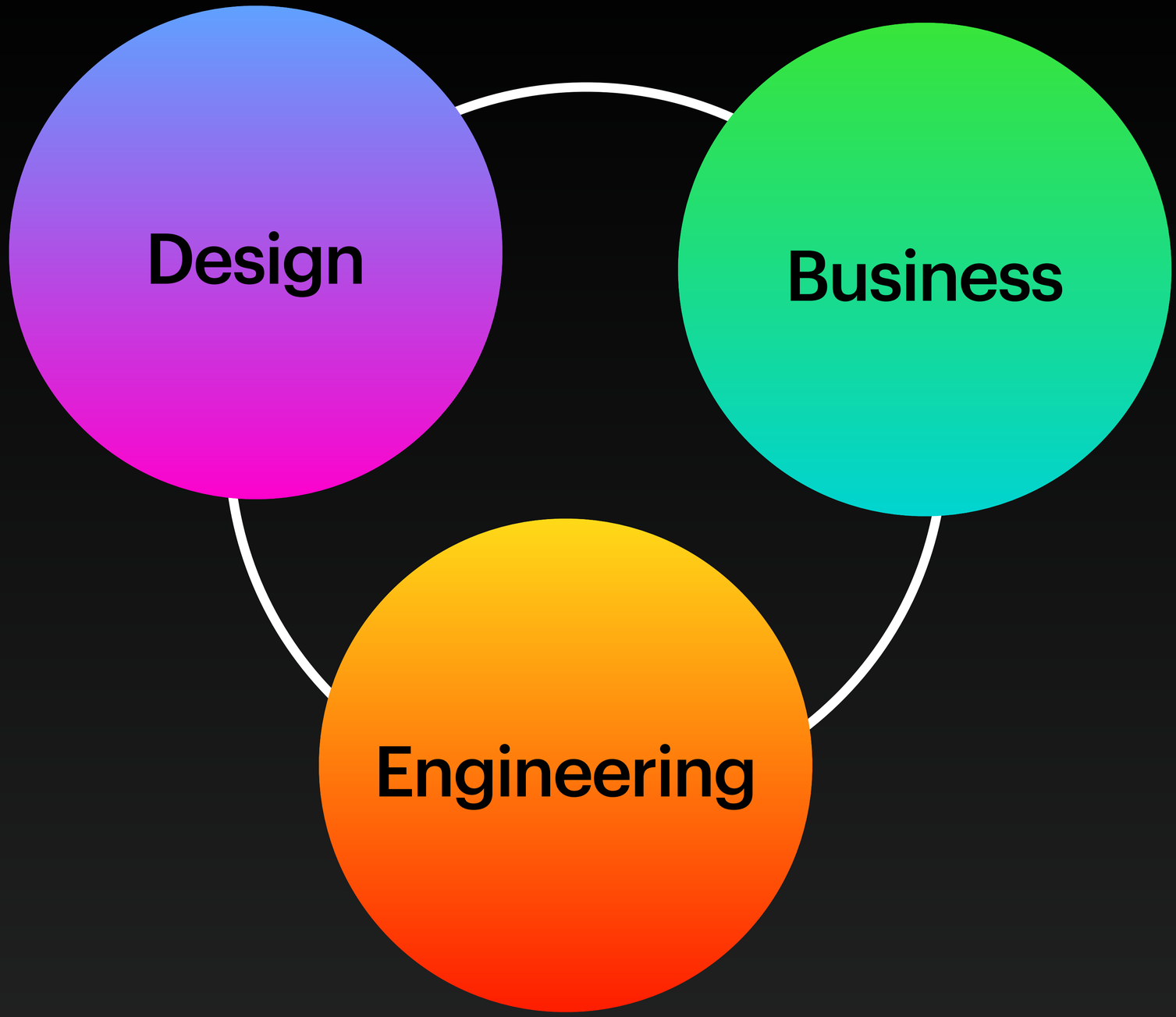
Design
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Engineering

Optimism

“You must never confuse faith that you will prevail in the end—which you can never afford to lose—with the discipline to confront the most brutal facts of your current reality, whatever they might be.”

JIM COLLINS (QUOTING ADMIRAL JIM STOCKDALE), GOOD TO GREAT

Optimism

Honesty

It’s okay if you aren’t feeling very resilient right now.

TL;DR

Resilience has more to do with the team than the individual.

In order to build more resilient teams, we need to have:

- **Recognition and meaningful work**
- **Capacity and realistic deadlines**
- **Psychological safety**
- **Honesty**
- **Willingness to change**

Takeaways

❤️ Thank you!

🦫 beccaliz

🔗 https://becca.is

📖 https://noti.st/beccabailey

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