

Change Proof

Work/Life Harmony and the Power of

Resilience



LEAGUE OF
**CALIFORNIA
CITIES**

February 10, 2022

ADAM
MARKEL

A handwritten signature in blue ink.

RankMyResilience.com/CityManagers



Resilient Leader Assessment

WELCOME !

Please answer the following questions using the multiple choice responses provided. There are 14 questions and should only take you 2-3 minutes to complete.

These questions are based on the traits we've found to be most common in resilient people. The questions are broken down into the 4 quadrants of "holistic" resilience: Mental, Emotional, Physical, and Spiritual. Your result will reflect an assessment of your overall resilience on a continuum from 0 to 100. It's meant to be a quick level of insight to provide information about where you are on the resilience continuum and let you know if there are any red flags.

Be honest with yourself as you answer these questions. This assessment is for YOU. It will only help you improve your resilience and your performance if you're honest with yourself. If you find yourself answering the questions the way you think you should, well, that's information for you too.

Mental

I take time to quiet my mind on a regular basis.

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neither Agree Nor Disagree
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

When I come upon a challenge, I take time to reflect, think positively and find a creative solution.

- ☐ Always
- ☐ Often
- ☐ Sometimes
- ☐ Never

I work in the evenings and on weekends.

- ☐ Always
- ☐ Often
- ☐ Sometimes
- ☐ Never

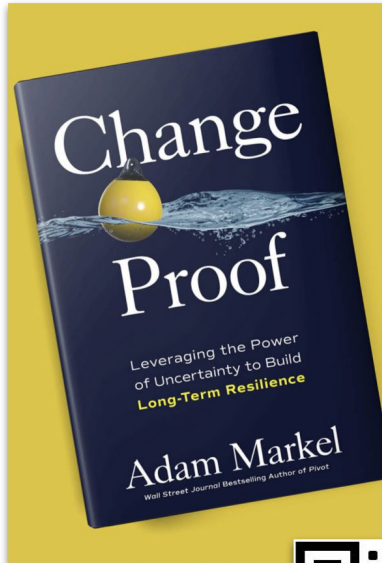
Emotional

It makes me feel better and I do it.

From the lessons I've learned.

Scores:

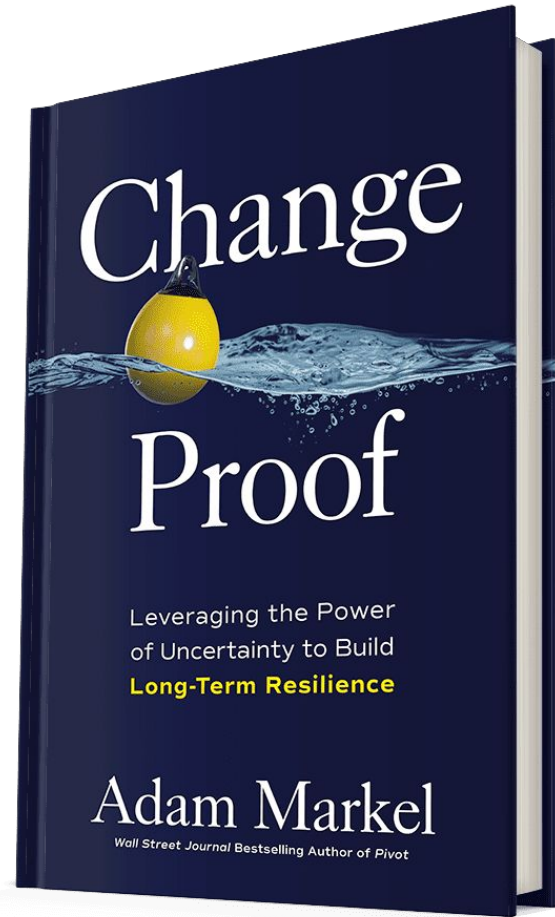
Mental: 44 Percent
Emotional: 40 Percent
Physical: 35 Percent
Spiritual: 35 Percent
Overall Score: 44 Percent



Get an Excerpt!

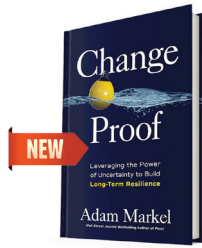
Sign up to get the first chapter of *Change Proof*. You'll also be added to Adam Markel's email newsletter list. You can unsubscribe at any time.

SEND ME THE EXCERPT!



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Resources



Change Proof: Leveraging the Power of Uncertainty to Build Long-Term Resilience

AdamMarkel.com/ChangeProof

When we think of resilience, we think of being able to “roll with the punches” and “bounce back” after uncertainty or change. But resiliency expert and bestselling author Adam Markel encourages you to aim higher. In *Change Proof*, he shows you how to truly, actually embrace change - to find the creative opportunity in uncertainty, as opposed to simply riding it out or reacting to it. Markel demonstrates that this kind of resilience - thriving versus surviving - is a skill you can cultivate, both personally and professionally. Markel clearly lays out the fundamentals of how to change your relationship with change and turn uncertainty and chaos to your own clear advantage.



Resilience Assessment & Kickstart Kit RankMyResilience.com

Building resilience and becoming *Change Proof* go hand-in-hand. Are you and your business as resilient as you need to be? Take our Resilient Leader Assessment and find out. Along with your results, you'll receive a link to our Resilience Kickstart Kit, full of information to get yourself back on the resilience track and to inspire new resilience rituals.



The Change Proof Podcast AdamMarkel.com/Podcasts

Change happens. Imagine being able to truly bounce forward through disruption and uncertainty, instead of getting knocked down by it, riding it out or simply reacting to it. Through insightful discussions with business leaders, social innovators and inspiring authorities, Resilience expert Adam Markel explores strategies to embrace change, create new opportunities, master innovation and build the resilience required to make stress, upset and even crisis become your stepping stones to success. No matter what life throws your way.



Pivot-Ability & Reinvention AdamMarkel.com/Pivot-Book

The #1 Wall Street Journal bestseller *Pivot* is now available in paperback. What would you do in your life if you knew you could not fail? That's the question *Pivot* answers, a road map for embracing macro-pivots without risking your future and discovering your true potential. As a transformational teacher and CEO who has trained thousands of people worldwide, Adam can help you leap out of your comfort zone and into the destiny you desire. *Pivot* is a guide to reinvention and transition for anyone at any age. [The PIVOTIncubator.com](http://ThePIVOTIncubator.com) is a 15-module online training series where Adam unpacks the *Pivot* Process. He guides you through powerful exercises for achieving clarity, creating your vision, gaining and sustaining momentum, and developing foundational “master habits” to accelerate your personal and professional results.



The I Love My Life Challenge Book & Workbook AdamMarkel.com/Ilovemylife-wkbk

In times of dramatic change, burn out, fear, and stress - the idea of coming into each day with energy, let alone positivity, seems impossible. However, Adam Markel has the tools to make it so. What Adam discovered through his work with individuals and teams, is that choosing to love and be grateful for one's life is critical to staying resilient in business and life. This book and workbook provide an active challenge for you to make changes for the better, including simple, repeatable actions and exercises that you can use personally and professionally to center yourselves for better performance in the face of change. [Purchase on Amazon here.](#)



Corporate Workshops & Keynotes | Mentoring [Inquire Below](#)

Adam works one-on-one with individuals who are looking for support, guidance and inspiration to up their personal or professional game. Adam provides an exclusive and holistic approach to business and speaker development mentoring, expertly integrating personal growth with business mastery. Adam also supports organizations through engaging and interactive in-person and virtual workshops, keynotes and meetings.



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change proof re·sil·ience

/CHānj/

/prōof/

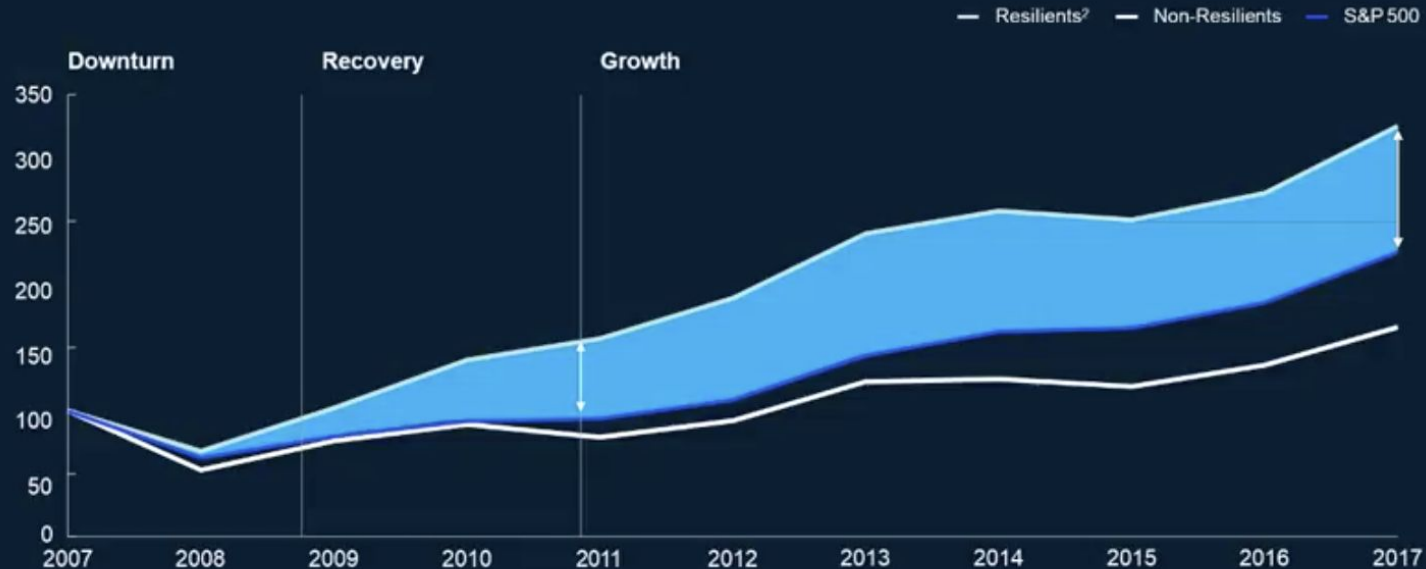
/rə'zilyəns/

noun

“Leveraging
uncertainty as a catalyst
for long-term growth

Resilients did better at the outset of the downturn and after TRS performance¹

“Resilients”



Note: This analysis excludes financial companies

¹ Calculated as average of sub-sector medians performance of Resilients and Non-Resilients. Includes 1140 companies (excludes FIG & REITs)

² Resilient companies defined as top geometric mean TRS quartile by sector

Source: CPAAnalytics, McKinsey analysis

McKinsey & Company

6

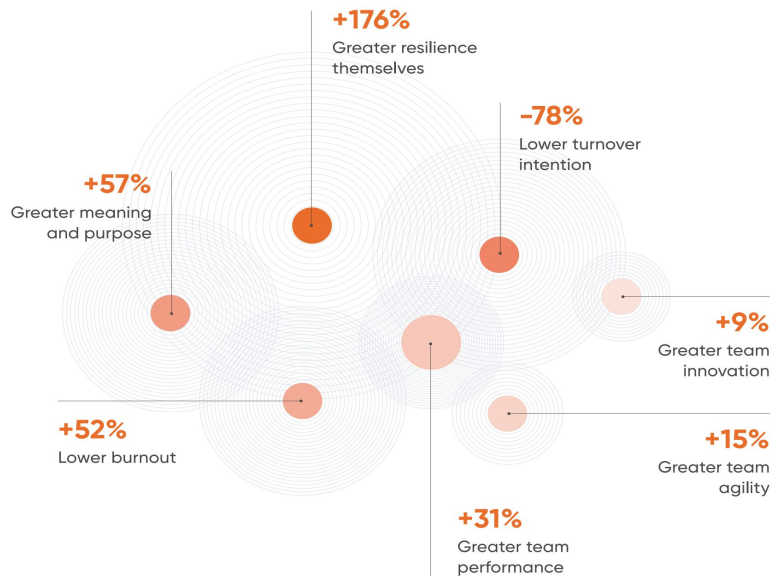
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Impact

73%
Improved
Health

51%
More
Energy



-78%
Lower Turnover
Intention

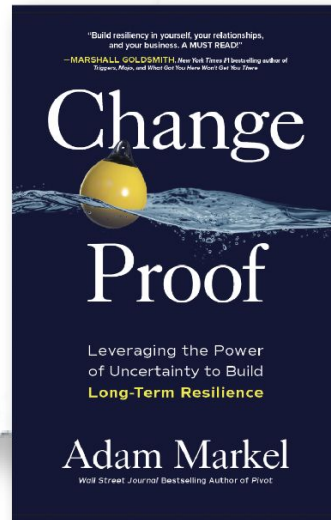
52%
Lower
Burnout

Harris Poll

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- Attention to health and good cardiovascular fitness
- Capacity to rapidly recover from stress
- A history of mastering challenges
- High coping self-efficacy—our belief in our own ability to succeed
- Disciplined focus on skill development
- Cognitive flexibility—the ability to reframe adversity in a positive light
- Positive emotion and optimism
- Loving caretakers and sturdy role models
- The ability to regulate emotions
- Strong social support
- Altruism—service
- Commitment to a valued cause or purpose
- Capacity to extract meaning from adverse situations
- Support from religion and spirituality



Mental

Mindset & Mental Harmony

Emotional

How We Integrate or
Ignore/Repress our Feelings

Resilience

Physical

Level of Physical Activity, Sleep,
Hydration, Nutrition, Etc.

Spirit

Values & Priorities Alignment

Resilience Is About How You Recharge, Not How You Endure



by [Shawn Achor](#) and [Michelle Gielan](#)

JUNE 24, 2016

Summary

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Text Size



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“

It's far easier to
prevent fatigue
than to *recover*
from it later.

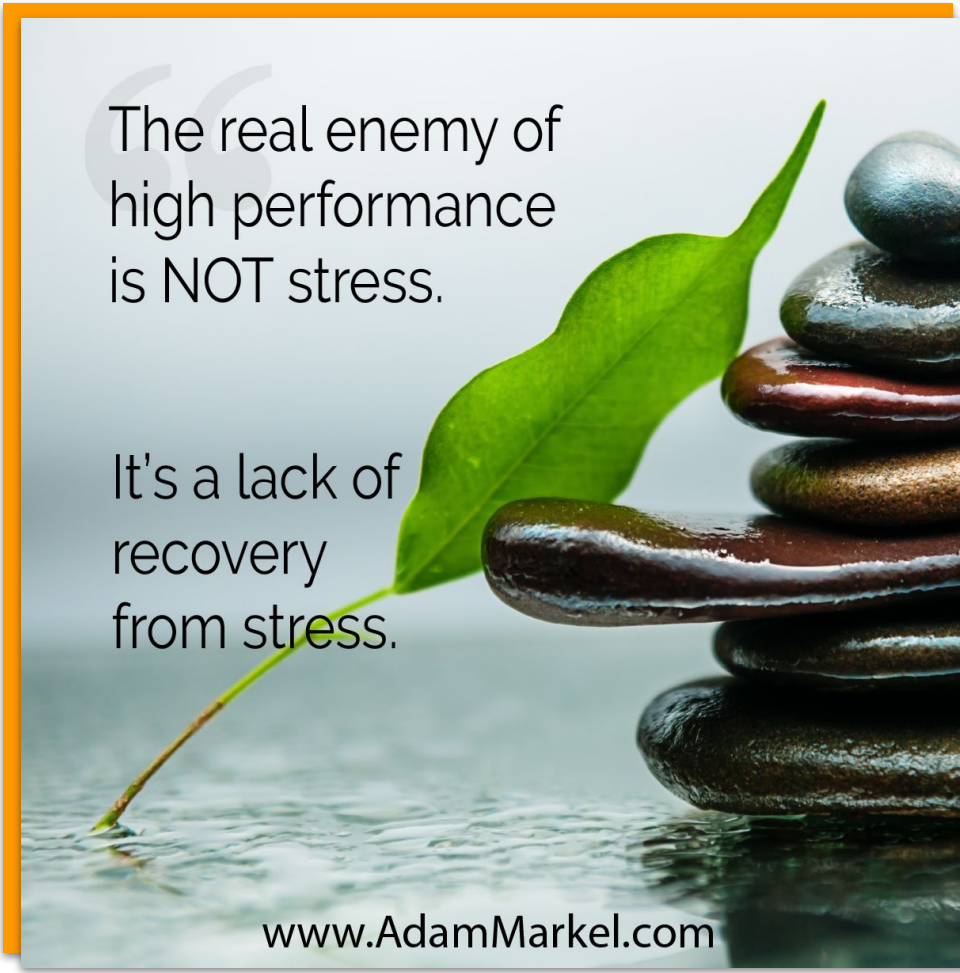
Stress



Strategy

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The real enemy of
high performance
is NOT stress.

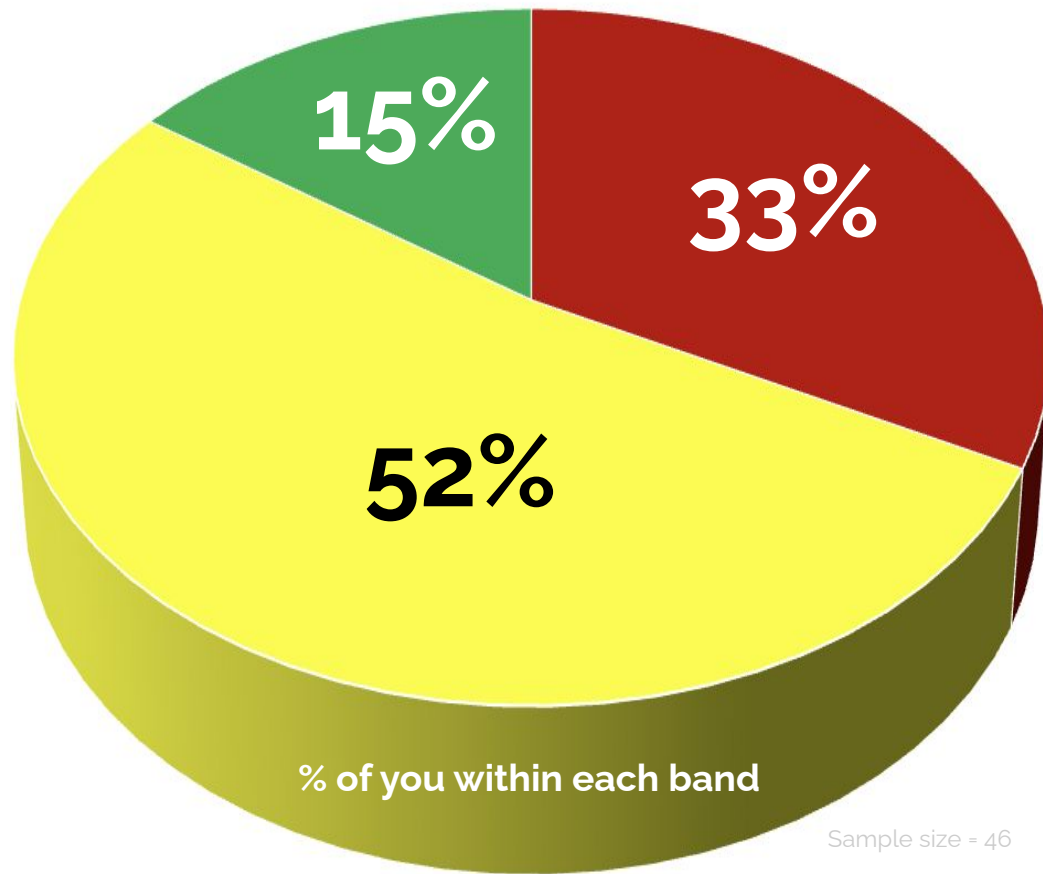
It's a lack of
recovery
from stress.

www.AdamMarkel.com

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Overall
Resilience
Score
=
64



Sample size = 46

Qn	League of CA Cities		
1	I take time to quiet my mind on a regular basis.	Mental	64
2	When I come upon a challenge, I take time to reflect, think positively and find a creative solution.		74
3	I work in the evenings and on weekends.		47
4	I overcome setbacks or difficult situations quickly.		71
5	When I'm feeling down, I know what makes me feel better and I do it.	Emotional	67
6	I often feel like I have little or no control over what happens to me.		66
7	When I reflect on difficult times in my life, I focus on the lessons I've learned.		82
8	I believe in and trust my own talents and solutions.		88
9	I regularly get at least seven to eight hours of sleep and wake up feeling refreshed.	Physical	50
10	I work out at least three times a week.		53
11	For meals, I'll settle for convenience versus looking for healthy options.		55
12	I am definitely one of those people that checks my phone A LOT during the day.		20
13	I'm engaged in a livelihood that is in line with my core values and beliefs.	Spirit	87
14	There are significant gaps between what I say is most important in my life and how I actually allocate my time and energy.		58
15	I don't invest enough time and energy in making a positive difference to others or to the world.		70
16	I wake up in the morning excited for the day and with a sense of purpose.		58

#Resilience



Develop
resilience
before you
need it.

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A handwritten signature in red ink, appearing to read 'Adam Markel', located below the name 'ADAM MARKEL'.

Resilience



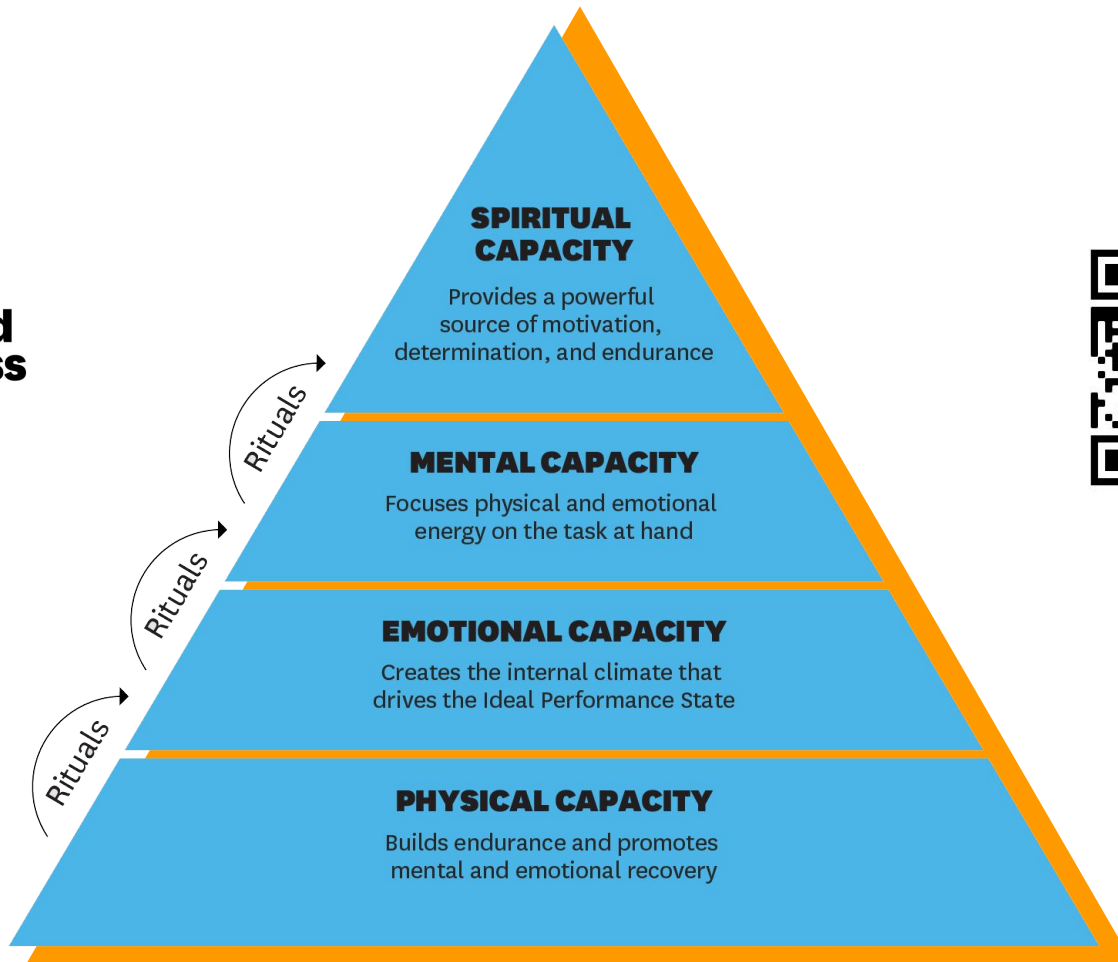
Sustainability

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**Harvard
Business
Review**



**ADAM
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What does
*Meaningful
Recovery*
look like

\mathcal{E} -Zone

\mathcal{R} -Zone



Toggle

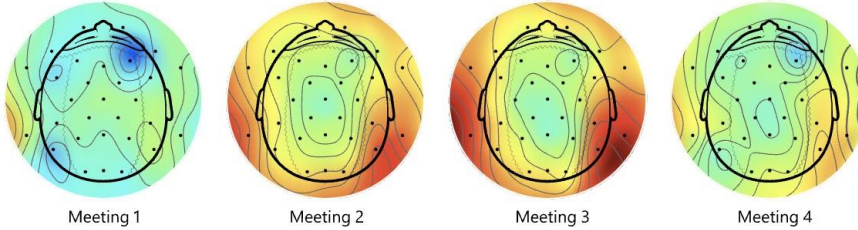


Your Brain...

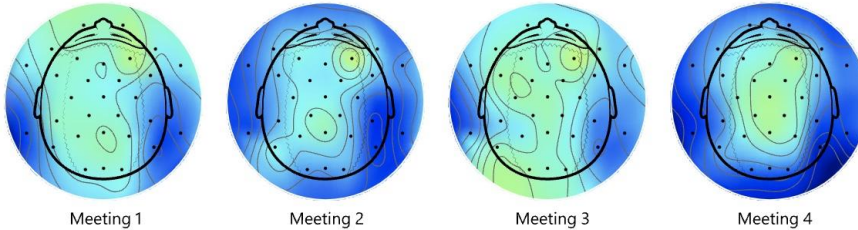
On Breaks



No Break



Break



Average beta activity across research subjects
during four meetings



Toggle



Menu

10-60 seconds

- **Box Breathing**
- 10-Second Reset
- Gratitude Practices
- Ear | Hand Massage
- **H2O Flush** (Apple Cider Vinegar)
- Supplementation (Vitamin C, Zinc, Omega 3 Fatty Acids)
- Wearable Trackers (Fitbit)
- Percussive Therapy Device

Included in Handouts

10-30 minutes

Sweet Spot

- Rising Rituals
- 10 Minute Abs
- **Legs Up The Wall**
- Quiet Time (meditation, gratitude, prayer)
- Slow Eat & Slow Chew
- Zone 2 Cardio Walks
- Cold Therapy | Hot tub
- **CranioCradle**
- Cellerciser (bouncing!)

Longer

- Use your PTO!
- Intermittent Fasting
- Therapy
- Yoga
- "Do Not Disturb"
- Infrared Sauna
- **Weak Tie connections**
- Habit Stacking
- **Recovery Day**

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What gives you
Energy



CONSCIOUSNESS

Scientists Show How Gratitude Literally Alters The Human Heart & Molecular Structure Of The Brain



“... the Gratitude Group...”

- felt better about their lives
- were a full 25% happier
- reported fewer health complaints
- exercised more (an average of 1.5 hours)

UC DAVIS
UNIVERSITY OF CALIFORNIA



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Create your
Recovery
Zones

Mental

Emotional

Physical

Spirit

...what 1 change can you *commit* to?

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Resilience

Recovery Zones

Mental

✍ Ideas

✓ One Small Change

Emotional

✍ Ideas

✓ One Small Change

Physical

✍ Ideas

✓ One Small Change

Spiritual

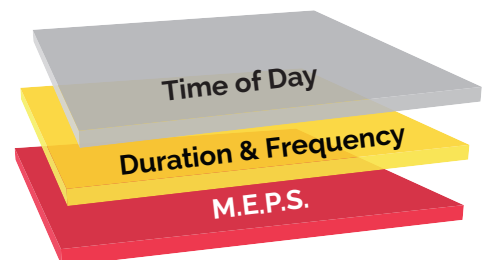
✍ Ideas

✓ One Small Change

Discover The Recovery Rituals That Are Best For You

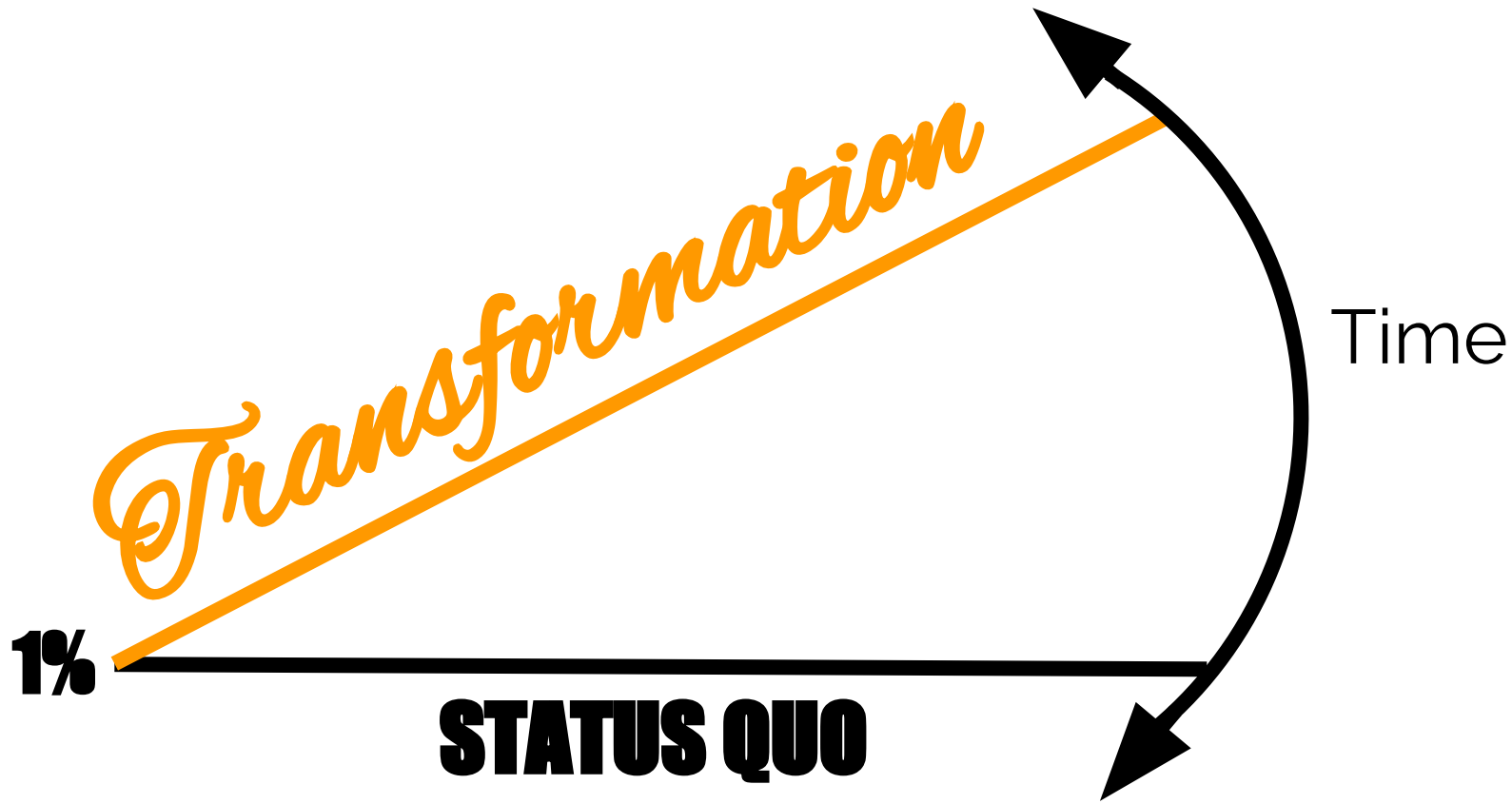
We are often asked "What are the best recovery rituals for ME?".
Our answer is to consider these aspects of recovery:

- The time of day that works best for you
- The duration and frequency required for you personally
- Whether your building your mental, emotional, physical or spiritual resilience





What does
Meaningful
Change
look like



“

Choose *Change*
Before Change
Chooses *You*



W
H
A
T

Address uncertainty by
preparing for any
eventuality

H
O
W

Toggle menu of MEPS
rituals to produce
Renewable Energy

W
H
Y

Increased *ability* to
handle any stress &
improve *performance*

“

We must
Outperform
our challenges



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“To prepare for any uncertainty,
the one thing we can count on
is our own *Resilience*”



The New York Times

By Blair Braverman



You can't make a sled dog run 100 miles. But if she knows you've

got her back,
she'll run
because she wants to,

because she burns to, and she'll
bring you along for the ride.

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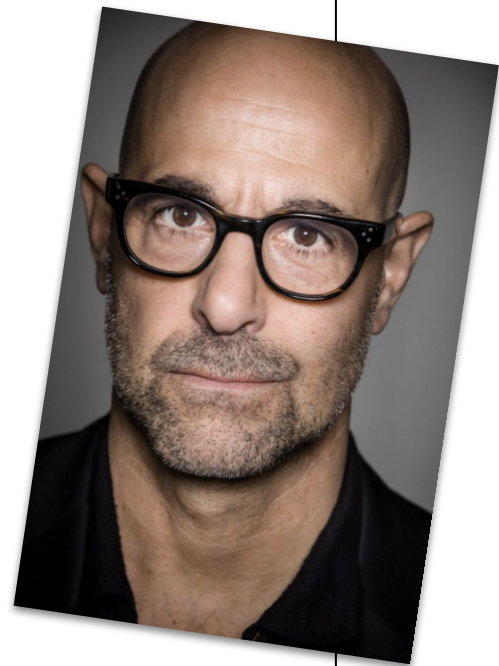


What does it look like to

*Have Each
Other's Back*

“

What
are you doing?



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Adam



Team Brainstorm

1

What *factors* *exist* in the current environment that may *erode* our resilience?

2

What *actions* can we take as leaders to ensure we have resilient *teams*?

3

What will you *personally commit to do* to increase your and your team's resilience?

Who's
Got Your Back



Thank You



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**CALIFORNIA
CITIES**

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A handwritten signature in black ink, appearing to read "Adam Markel", located below the printed name.