LEAD WITH RESILIENCE IN YOUR HEART, MIND, SOUL AND ACTIONS

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#BESTYEAREVER
HARDSHIPS OFTEN PREPARE PEOPLE FOR AN EXTRAORDINARY DESTINY
-C.S. LEWIS

THE MOST HORRIFIC FIGHT I EVER HAD
APRIL, 1980

THE STORY, BEFORE, THE STORY.
APRIL, 1977
A LITTLE MORE OF MY STORY

• Early Development
• Intact family
• Connected Extended Family
• Established Cultural Identity
• Personal Impression:
  • Forward Thinking Family-Searching for the American Dream!

THE EARLY YEARS, CIRCA 1968

TRAUMA

- Loss
- Injury
- Tragedy
- Which creates a change to the system:
Parent Illness, followed by parent death

Like ripples across a lake the ramifications felt were significant:
• Lone Remaining Parent Suffering in Silence
• Family loses identity
• Each family member suffers
• Loss of connectedness to the known
• What was once important changes
• Everything is different
• Each change lands on the shoulders of our children

ADVERSITY, HARDSHIPS IMPACTS & EFFECTS

Solitude: Suffering in Silence
Anxiety: Alone and Apart
Depression: Despondent and Down
Rebellion: School, Community, Family

The Mind Seeks to Place Blame and Fault – It’s Defending Itself!

RESILIENCY – CLASSICALLY DEFINED

• “That quality in children who, though exposed to significant stress and adversity in their lives, do not succumb to the school failure, substance abuse, mental health, and juvenile delinquency problems they are at greater risk of experiencing.” (Linquanti, 1992)
• Once a child’s educational demise begins; more negative results tend to ensue unless a mitigating change occurs to stop this negative success trajectory. (Martinez, 2013)

“NEGATIVE SUCCESS TRAJECTORY”

NO MATTER WHERE YOU SIT TODAY, YOU ARE THAT MITIGATING CHANGE!

#EDUCATOR #CHALLENGE #1

GIVING YOU A #CHALLENGE! PLEASE GIVE YOURSELF SOME TIME TO REFLECT ON THE STUDENTS WHO WALK INTO YOUR LIFE EACH DAY IN THIS AND NEXT YEAR 2019-2021 SCHOOL YEAR, AND PURPOSEFULLY PLAN FOR THEIR SUCCESS!

#RESILIENCE #LEADWITHRESILIENCE #PURPOSEFULPLANNING #BESTYEAREVER

YOU PROBABLY WON’T SEE WHAT THEY NEED BY JUST LOOKING!
TOOLS, SKILLS, AND PASSION

TOOLS
A TELESCOPE, A MAP, AND A COMPASS

SKILLS
HEART, MIND, SOUL, AND ACTIONS
PASSION
THE WILL,
COMMITMENT,
AND COURAGE
TO ENGAGE IN THE PROCESS,
FOR YOU,
FOR THEM,
AND FOR US!

TRANSFORMATIONAL RESILIENCE

• “The growth, development and strengthening of a child’s (employee’s) personal resiliency as a result of being provided an engaging, positive, thoughtful, supportive, educational (work) environment.” (Martinez, R. 2013)
• #TransformationalResilience #TR

WHAT CULTURE ARE YOU CREATING?

FOR YOU

FOR THE WORLD YOU CHOOSE TO LIVE IN

FOR THE PEOPLE IN YOUR WORLD

FOR THE STUDENTS WHO WILL ENTER OUR DOORS IN THE FOLLOWING YEAR.
# Resilience Island

**OR**

*The Land That Resilience Forgot*

- Positive
- Collaborative
- Teamwork Thrives
- Acceptance
- Creative
- Innovative Abounds
- Nourishing
- Wondrous
- Social Contract Adhered To
- Negative
- Silos
- Lone Soldiers
- Blame
- Accountability Reins
- Life is Run by Rules
- Toxic
- Worrisome
- Dissention and Mutiny

**What Does Success Look Like?**

- Can You Envision it?
- Do You Have the Capacity to Create it?
- How do You Plant the Seeds in Order to Have the Idea Grow Favorably?
- Whom do You Need to Engage in the Process, to Get it Accomplished?
- How do You Stay Focused, Nourish the Idea, and Realize Your Success?
- Does Your Team Share Your Perspective

"Upward Spiral" (Alex Korb)

- We must work to change the trajectory of negative factors.
- We must seek to interfere, create a new trajectory, and begin a new upward spiral that will lead to the next positive moment in a child’s life.
PERSONAL POWERCODE

#POWER

We do not need magic to change the world, we carry all the power we need inside ourselves already; we have the power to imagine better.
- J.K. Rowling

#LEADWITHRESILIENCE
KNOW YOUR STORY

- Finding Your Power Code
STORIES OF OUR CHILDREN INFORM OUR NEEDED POWERS

• Who is in their story?
• What are their adversities/hardship?
• What trauma might they carry in their hearts, minds, and souls?
• What role will you play in their story?
• Which chapter will you find yourself?
• How have they already been #Resilient?

STORIES OF OUR CHILDREN INFORM OUR NEEDED POWERS

• What will the title of the chapter they write about you, and their teachers be called?
• When will they weave you into their story?
• What legacy will result from the time you spend with those you work, care for?
• What measure of success will tell you that you have been successful as an educator?

“Let the life that we help students live be the measure of our success!” -@ResiliencyGuy

BECOMING A #POWERFUL #LEADER, #LEARNER, #LIFER

• Positive Purposeful Professional Peaceful Proficient
• Outstanding Objective Observant Obliging Optimistic
• Wise Wizardly Well-Balanced Whimsical Watchful
• Empowered Engaging Earnest Ebulient Exuberant
• Wise Wizardly Well-Balanced Whimsical Watchful
• Empowered Engaging Earnest Ebulient Exuberant
• Exemplary Responsible Relevant Rigor Resourceful
• Fortnight Flexible Forgiving Friendly Frank
• #Unbelievable Unyielding Unbiased Unhurried Upright
• Loving Learned Lament Literate Lively
EDUCATOR CHALLENGE #2
RECOGNIZE THE WORK!

Heart
Tell 1 student and 1 colleague/employee each week that you saw their heart due to specific acts they engaged in.

Mind
Tell 2 students and 2 colleagues/employees each week that you appreciate their mind, and how they shared their perspective with you or others.

Soul
Tell 3 students and 3 colleagues/employees that you saw them help someone's spirit soar.

Kind Actions
Recognize as many positive acts of kindness that you can, no matter if you saw it, heard it, read it, or received it. Let people know you noticed!

YOUR STORY - THINK BACK
• Your early development:
  • Who were you with?
  • What was valued in your world?
  • When did you recognize yourself as an individual?
  • Where did your resolve come from?
  • What have you overcome?
  • RESILIENCE is part of your story!

TAKE A MOMENT...
What were your adversities/hardships?
• Crisis
• Trauma
• Hurdles, Challenges, Roadblocks
But I’ve had no adversity/hardship!
BUT I’VE HAD NO ADVERSITY/HARDSHIP!
- Really? #itsalllife #onetrip
- Sustaining Balance:
  - Home Life-Work Life
  - Family-Career
  - School-Work-Bills
  - The list goes on....
- Our brains are continually faced with adversity—Decisions are made!

RESILIENCE CHALLENGE
- Follow The Rules
  - If you know, don’t share yet!
  - No Googling!
  - Don’t remove your hand from the loop!
  - You may not pull the ropes apart!
  - You may not cut the ropes!
  - You may talk, advise, support, guide others to freedom, after one minute
  - You may help others, once you are free!

LIFE’S DIFFICULTIES – TIE US UP LIKE BINDING ROPES
- Loss
  - Divorce
  - Death
  - Abuse of any kind
  - Lack of success in school
  - Trauma – In many shapes and sizes
  - Think: Maslow’s Hierarchy of Needs
BUILD A PURPOSEFUL PLAN FOR 2019-2020
• For You
• For Your Family
• For Those You Serve
• To Improve the Systems You Want to Create

WONDROUS OR WORRISOME

Wonderful:
• What is a “Wonderful Workplace” look like for you?

Wonderful:
• What are some wonderful workplace signs?

Worrisome:
• What are some worrisome workplace signs?

Potential Outcomes of Wonderful / Worrisome Behaviors

There is no I in TEAM, but there is WE in TEAM.

#LEADWITHRESILIENCE

Agree To Disagree

Positivity

Agree

Benefit of Doubt

Submit
The Recipe for Resilience

#RESPONSIBILITY

- When leaders engage employees in pro-social skill development approaches that focus on empowering physical growth, intellectual growth, psychological growth, and social development, powerful changes to a student’s life are propelled towards positive success.
#RELATIONSHIPS

• When leaders engage employees in authentic, trustful, appropriate, supportive relationships that focus on enhancing an employee’s value, worth, and self-awareness, significant empowering changes to their lives are propelled towards positive success.

#RESPECT

• Respect is a feeling of admiration or deference toward a person, child, non-human animal, group, ideal, or indeed almost any entity or concept, as well as specific actions and conduct representative of that esteem. Respect from person to person, no matter the role is essential.

#RESOLVE

• To firmly make a conscious decision, to hold steady, to persevere with due diligence towards your goal with no distraction.
#RELEVANCE

• When leaders provide opportunities for authentic responsible relationships with the employees they serve they become relevant to the development of the employee’s psyche, pertinent to the opportunities provided, and connected to the empowerment that our employees need to succeed!

#RIGOR FOR LIFE

• When leaders plan for activities for employees to be engaged in that are intellectually stimulating, creative, are open-ended, and where depth of knowledge and learning of new skills is of paramount importance, and where employees are expected to demonstrate personal effort towards achievable goals, there is rigor in the system!

#RESOURCEFULNESS

• When leaders seek to build their own assets, and create opportunities for our employees to become empowered by learning and acquiring new skills, practicing skills they have, and considering how to personalize their work we build resources for ourselves and our employees. These resources, like rewards in a video game may become latent, and used in future endeavors, and may become more important to the employee the more and more they are used.
RESILIENCE RECIPE:
Responsibility + Relationships + Respect + Resolve + Relevance + Rigor for Life + Resourcefulness = Resilience

• Transformational Resilience:
  • “The growth, development and strengthening of a child’s (employee’s) personal resiliency as a result of being provided an engaging, positive, thoughtful, supportive, educational (work) environment.” (Martinez, R. 2013)

BIG HAIRY STATEMENT

“WE MUST WORK TO BUILD OUR POWERS, OUR LEADERSHIP SKILLS, THUS, OUR RESILIENCE, AND IN TURN, THE RESILIENCE OF OUR CHILDREN WILL FLOURISH IN THE PROCESS!” (MARTINEZ, 2017)

EVERY CHILD: “DON’T GIVE UP ON ME!”

US: “NEVER!”

• https://youtu.be/KL3qDPNcA4U
THANKS TO YOU ALL, AND OPEN DISCUSSION

WAYS TO ENGAGE WITH ME!

- On twitter:
  - @ResiliencyGuy @DrRobm_MDUSD
  - On Facebook and Instagram: "@ResiliencyGuy"
- Wordpress:
  - https://resiliencyguy.wordpress.com/
- Email:
  - ResiliencyGuy@gmail.com
- Linkedin: Robert Martinez, Ed.D.

How should employees be treated?

How do you like to be treated?

How do you think I want to be treated?

What are the types of behaviors we should promote, and or keep in check?
I commit to instill the behaviors that you agreed to for the benefit of each of us.

I committed to create a wonderous work environment because you deserve nothing less.

In turn:

Ask for a commitment from each of those you serve to do those things that will make our work place wonderous to others.

EACH PERSON HAS A STORY

Family

Colleagues

Employees

• Administrators, Teachers, Classified Personnel, Parents

YOUR STORY – YOUR #RESILIENCE

What was and is important to you?

Why are these things so important?

What relevance do these memories hold for you?

What lessons were learned by your heart, mind and soul?

Why are you who you are?
THE STORIES OF OUR EMPLOYEES

Where do they begin?
Who is in their story?
What are their adversities/hardship?
What trauma must they carry in their hearts, minds, and souls?
What role will you play in their story?
Which chapter will you find yourself?

THE STORIES OF OUR FAMILIES COLLEAGUES EMPLOYEES

What will be the title of the chapter they write about you?
When will they weave you into their story?
What legacy will result from the time you spend with them?
What measure of success will tell you that you have been successful as an leader?

"Let the life that we help students live be the measure of our success!" -@ResiliencuGuy

OUR COLLECTIVE STORY

What we do now matters!
How we engage our employees matters!
How we structure and offer support matters!
How we communicate our intent matters!
How we strive to empower matters!
How we consciously and purposely behave and connect with employees matters!
#SHOWYOUCARE
• Set Your Course with Purposeful Intent

• Carry and Use Your Moral Compass

• Know Your Passion, and Learn the Passions of Others
MAKE IT COME ALIVE AND TAKE ACTION!

HEART  MIND

SOUL  ACT

#LEADINGWITHRESILIENCE
-The Simplest of Actions Can Change the Course of History

Everyday Kindness

One ripple of kindness can go on to create a large wave!

#LEADINGWITHRESILIENCE
KNOW YOUR STORY
• Grow Yourself

professional teaching development

learning
#LEADINGWITHRESILIENCE

KNOW YOUR STORY

-Grow the Resilience of Your Team

SUCCESS

VENTURE

SALES

INNOVATION

CUSTOMER

BUSINESS

TEAM

PLAN

TEAMWORK

INVESTMENT

IDEAS

STRATEGY

GOALS

• Expand Your Influence

#LEADINGWITHRESILIENCE

KNOW YOUR STORY

• Share and Engage with Everyone’s Story
#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Provide Affirmations, Capture Positivity, and Spread it on Everything

Positivity is like a muscle: keep exercising it, and it becomes a habit

#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Build a Ship Everyone Wants to Ride On.

#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Love Each Member of Your Crew

**I have decided to stick with love. Hate is too great a burden to bear.**

Martin Luther King, Jr.
#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM
- Stay Focused on Your Destination

Stay focused on your destination, even if your path may seem stormy today.
- Billy Cox

BUILDING OUR RESILIENCE AND THE RESILIENCE OF OUR EMPLOYEES

Recognize that challenges exist each day.

Identify the asset areas needed to respond to these challenges—focus areas for growth.
#LEADWITHRESILIENCE  
#BUILDASSETS

- Fill Our Resilience Backpacks
  - Knowledge/Ability
  - Skills/Success
- We must work to fill up our backpack, then assist others with filling theirs!

**HOW DO WE DO THIS?**
- Transformational Resilience:
  - Supportive: Structure and Stability
  - Thoughtful: Purposeful and Practical
  - Engagement: Inclusive Intentional Instruction
  - Positive: Mind, Spirit, and Actions
  - School: Educational Environment
- It’s not just a program, it’s a way of #leading!

**IT'S A PROCESS, NOT A PROGRAM #TEACH**
- Thoughtful Process
- Empowerment is Key: Build Personal Assets!
- Actions and Follow-Through are Important
- Connections Count: Each moment matters!
- Human: People First – We are all Human!
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• Wise Wizardly Well-Balanced Whimsical Watchful
• Empowered Engaged Earnest Eloquent Exuberant
• Resilient Responsible Relational Relevant Rigorous Resourceful
• Earthright Flexible Forgiving Friendly Frank
• Unbelievable Unyielding Unbiased Unhurried Upright
• Loving Learned Lenient Literate Lively

#CARRYON!
#PERSEVERE!
#BERELENTLESS!
#NEVERGIVEUP!
#ITSALLLIFE
#ONETRIP
#GRATITUDE
#TOGETHERWELEARN
#TOGETHERWELEAD
#LEADINGWITHRESILIENCE

SHERYL SANDBERG’S GRADUATION SPEECH AT UC BERKELEY

• https://www.youtube.com/watch?v=dR9vjT35s0g