# BUILD YOUR RESILIENCE WITH THE PIES FRAMEWORK

There are a few definitions of Resilience but they all agree that it's about being able to bounce back and recover from setbacks. It's about maintaining your inner strength and resourcefulness even when you're under pressure and facing adversity and uncertainty.

It sometimes seems that some people are more resilient than others – and it's tempting to think that if we're not resilient there isn't much that we can do about it.

In fact there's a lot of research showing that there are some key areas we can all focus on which build our resilience over time. The PIES framework is a good way to focus on how to build resilience – thinking about 4 different factors: Physical, Intellectual, Emotional and Spiritual.

PHYSICAL

INTELLECTUAL

SPIRITUAL

EMOTIONAL
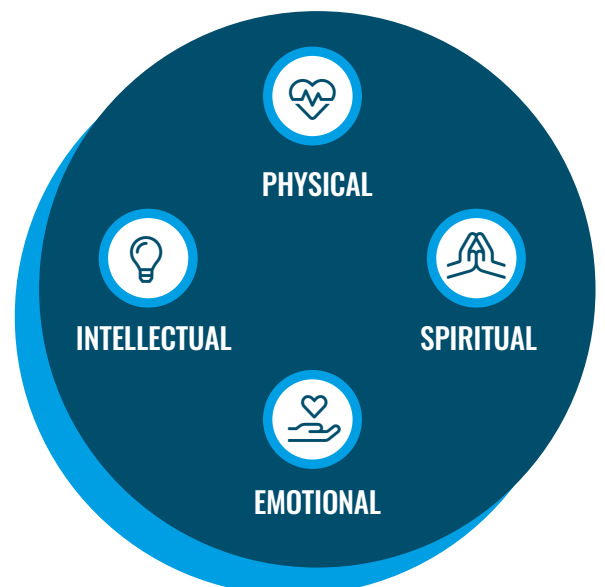
Physical – physical health is a core part of resilience. So the usual helpful habits of good sleep, balanced diet and regular exercise are very important. There's a lot of research that posture, breathing and making changes to the physical environment are important too – some of those are easier to control than others, so taking time to focus on physical activity and breathing are very important. The growing field of Physical Intelligence has a lot to contribute to resilience as well, contact us if you'd like to discuss this further.

Intellectual – it's important to have one or two interests and hobbies that keep you stimulated and interested. It's great when these use a 'different part of the brain' from your everyday work – a change in focus involving thinking, planning, reflecting as well as doing. When we're feeling under stress or pressure it can be easy to neglect hobbies and interests. But focusing on something that we're interested in feeds our need for new things, new insights and helps us feel fulfilled and stimulated.

Emotional –we need to pay attention to what we're feeling for our long-term resilience and wellbeing. When we're under pressure or facing serious change, we sometimes block out our emotions. And that's useful when we have something important to focus on for a short while. But over time it can lead to a buildup of stress, meaning we're less patient and less able to think clearly. Taking time to reflect regularly, either alone or with a friend, family member or trusted colleague, is key in helping us tap into these emotions. When we recognise what we're actually feeling (emotions), and can separate them from what's actually happening (factual data) and the story we're telling ourselves about it (judgements and suppositions) we're much more resilient and much more stable.

Spiritual – in the context of PIES, this aspect is all about connection. It's about connecting with something beyond ourselves, whether that's meaningful time with friends and family, spending time in nature or religious or mindful practices. Some people think of it as focusing on things that are beyond ourselves – reminding us that we're part of something bigger. Others simply think of it as "getting out of our own headspace". This is a critical part of building resilience – and also feels great when we do it.

WHY DOES PIES WORK?

Because part of being resilient is about making sure that a whole range of our needs are met – and that feeling of stress or pressure is telling us that our needs aren't being fully met in some way. The PIES framework is a way of helping make sure you pay attention to these needs.

Consistency is important – like any helpful habit it's important to do them regularly and it will probably take some time for you to develop the habits that you need to. So simple things like creating a chart to track your progress, or giving yourself rewards for doing the things you want to do can be really helpful. Or Working with a friend, a trusted colleague or a coach who can support and challenge you can be really helpful.

We can help you and your business to understand when building resilience in your people and teams is the appropriate course of action for achieving your desired outcomes and how you can do this successfully.
Call us today on 01869338989 to find out more.