We have combined 20+ years of behavioral health and organizational development experience to create an intensive program focused on managing stress to build both individual and organizational resilience skills. We help employees working in demanding, high-stress positions and people learning to manage chronic health conditions, so they can bounce back from difficult situations to live their best lives.

Experience

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Quality Indicators

**Individual Resilience** – Intensive Coaching helps employees build motivation, develop healthy responses to stress, and overcome barriers to well being. People carry some issues with them through life. But the inability to lose weight becomes critical with a diabetes diagnosis, and the inability to eat healthier after surviving a heart attack can be deadly. Staff clinicians work directly with individuals to provide intense coaching over several months. As employees build resilience, the amount of coaching decreases, but each person is unique, and there is no limit to the amount of time spent on a case.

**Organizational Resilience** – Along with building individual resilience skills, the program includes trainings and assessment tools to support management and HR in creating a more productive and resilient culture. Team resilience skills are especially important for organizations experiencing change or recovering from critical incidents.

Build Team and Individual Resilience

**Keys to Building Resilience**

**Targeting Employees** – Resilience Coaching addresses physical and behavioral health issues, including substance abuse and disability cases to keep employees on the job or to return them to work faster and productively.

**Building Motivation** – to build lasting motivation, people need to recognize their own internal motivators. An employee might not feel able to change her diet to reduce her chances of a fatal stroke, but she probably does want to see her grandchildren grow up. Resilience Coaching doctors help people identify their personal motivators so they are driven internally to make steps toward real goals.

**Making Changes** – unhealthy thinking and behavior patterns develop as a reaction to stress and become ingrained barriers to change. These destructive habits, can become overwhelming obstacles to recovery and health. Challenging negative thought patterns and habitual responses to stress is critical to making positive lifestyle changes. With the help of a Resilience Coach, participants unlock new skills to thrive by responding to stress in healthy ways.

**Navigating Care** – Employees receive good recommendations from their care providers, but they don’t follow them. Resilience Coaching doctors coordinate with physicians, specialists, allied health, and personal support systems to coordinate care and focus on personalized motivators. Resilience Coaching also guides employees to programs already in place, acting as a navigation system to make your benefits work better.

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