

Resiliency Lesson 7

With CYS



Resilience is the ability to grow and thrive in the face of challenges and bounce back from adversity.

Welcome back to Resiliency Training with CYS. In this week's lesson we will be focusing on Active Constructive Responding (ACR). The core competency is Connection. Remember this competency focuses on other people and their thoughts and emotions. In this lesson we will be looking at how people respond. Especially people that you are close with (i.e. family, friends, school mates). We will be learning about Active Constructive and Active Destructive responding and Passive constructive and Passive Destructive responding.

You



Not You



Resilience Facts

Resilient people know when and how to express emotion

Asking for help is a resilient strategy

Resilience can be messy

Everyone can develop resilience

Active Constructive Responding (ACR)



Have you ever received great news and wanted to share it with someone? Like getting a new job? Raising your GPA? Buying a new car or house? Have you ever experienced a reaction to that news from a loved one or friend and didn't understand their response? We are going to look at how people respond and how this response builds relationships with people you are close to. There are four types of response. These four types of response are in the diagram below. Let's start with the Passive Destructive response moving to the left then move upward to end with Active Constructive. By looking at these responses can you put people in them? Like your parents or siblings or even your friends?

	Constructive	Destructive
Active	<ul style="list-style-type: none">• Authentic interest• Elaborates the experience	<ul style="list-style-type: none">• Squashing the event• Negative focus
Passive	<ul style="list-style-type: none">• Distracted, understated support• Conversation fizzles out	<ul style="list-style-type: none">• Ignoring the event• Changing the conversation to another topic

Lets break it all down.

- **Passive Destructive:** This person is a *conversation hijacker*, they will completely ignore what every you have to say and will turn the conversation on to them or change the topic of the conversation quickly. These types of people are often considered selfish and are only thinking about their needs.
- **Passive Constructive:** This person is a *conversation killer*, they are often distracted. They show very low support and conversations with them are short. These types of people often show little interest, they will acknowledge the news but in a sense don't care.
- **Active Destructive:** This person is a *joy killer*, they will squash the news instantly and focus not on the joy of hearing it but rather focus on all the negative parts of the news. These types of people acknowledge the news but react in a way that is often very destructive to the person telling the news to them.
- **Active Constructive:** This person is a *JOY MULTIPLIER* their reaction to the news is authentic and real. They show real interest and often want to know all the details. These types of people praise you and the news you are sharing. They are genuine and sincere and often your biggest supporters in life.



Lets look at a sample of what this all means.

Today you got a new job! You have been waiting days to hear back from the company after your interview. Its your dream job! Great pay, bonus options, excellent benefits package, 4 weeks paid leave a year. And you can't wait to share this with your family. You call your best friend immediately and her response leads to a great conversation. Then you call your parents and they are just so happy for you! (Active Constructive) Then you get home and see your family. Your son is walking out the door when you tell him (Passive Destructive). Your daughter is sitting on the couch looking at her phone (Passive Constructive). Then your husband comes homes from work (Active Constructive).

ACR is about authentic interest in the person, not the news. There can be interest in the news, but authentic interest in the person is most important. Even though we care about the other person, we often fail to be active and constructive in how we respond. This might be hard for some people because sharing in another person's joy can make us feel uncomfortable. People do not always fall into the same categories. Their responses is always based on the news. However, some will always respond in the same way no matter what the news is.

	Constructive	Destructive
Active	<p>JOY MULTIPLIER</p> <p><i>Parents</i> " I knew you could do it! We are so proud of you!"</p> <p><i>Best Friend</i> " You totally deserved this job its perfect for you!"</p>	<p>JOY THIEF</p> <p><i>Husband</i> " WHAT! That's a full time job who is going to take care of the house?"</p>
Passive	<p>CONVERSATION KILLER</p> <p><i>Daughter</i> " Huh well that's good I guess."</p>	<p>CONVERSATION HIJACKER</p> <p><i>Son</i> " Hmm well I got to go to work can you pick up those things I needed? Its kind of important I need them for my job"</p>



This concludes this weeks lesson on Active Constructive Response. Remember the core competency of it, and how important it is to connect with someone. Your response to them effects their relationship with you. It is important to listen and react accordingly. You want to remember that being a Joy Multiplier is important to your relationship with the other person. It tells them that you are generally interested in them. And that specks volumes for their self esteem.

Next week will be the final lesson with CYS and we will be focusing on Goal Setting. This last lessons has many parts. So please be patient with the lesson as it will help you put that goal you have been working on into a whole new prospective.

