

Live Virtual Workshop

Change is Inevitable: Resilience Takes Some Work

Chat Transcript 03AUG23

- 12:02:57 Anna Prescher (she/her): Hello! I'm Anna Minneapolis, Minnesota
- 12:03:02 Kate Webster: Kate in Guelph, Ontario, Canada, where we have just finished our dill pickles for the season!! 🥒
- 12:03:18 Royce Holladay (she, her): Welcome to you all!
- 12:03:21 Jessica Novak (she/her) Tucson, AZ: Good morning! Jessica Novak, Tucson, AZ
- 12:03:55 Mary Nations: Mary in Raleigh, NC at midday!
- 12:04:47 Royce Holladay (she, her): A stretched rubber band goes back to original shape...this is no longer a useful metaphor for resilience.
- 12:05:48 Faye Anderson: Reacted to "A stretched rubber b..." with 🍌
- 12:05:54 Roya Damabi: Reacted to "A stretched rubber b..." with 🙌
- 12:06:13 Alex Cameron-Smith: Alex from Scotland, UK. Nice to meet you all!
- 12:06:54 Royce Holladay (she, her): In today's complex world things change so quickly that we can't go back. This has probably always been true, but in past times, change has been relatively slow, so that we could "pretend" that we could go back.
- 12:07:54 Catherine North: Good morning Everyone, Catherine joining from Richmond, BC Canada. I acknowledge and thank the First Peoples of the territory of the hən'q'əmin'əm' language group on whose traditional and unceded territories I live, work and play.
- 12:08:20 Royce Holladay (she, her): Stand in inquiry
- Turn judgment into curiosity
 - Turn conflict into shared exploration
 - Turn defensiveness into self-reflection
 - Turn assumptions into questions
- Find the energy in difference
- Zoom in and zoom out
- Connect through stories and impacts
- Search for the true and useful
- Celebrate life

- 12:08:49 Mary Nations: Welcome to those joining for the first time - anytime is a fine time to jump into this community
- 12:11:12 Donna Bivens: So sorry but I have to leave. Looking forward to the recording.
- 12:11:40 Royce Holladay (she, her): Bye Donna....hugs
- 12:12:21 Royce Holladay (she, her): What are the ways you stretch and fold?
- 12:12:54 Hannah Boneham: Reacted to "Welcome to those joi..." with 👍
- 12:13:31 Karen Wilmot: The cohort learning feels like stretch and fold every day. Learn things, apply them, then come back to learn again.
- 12:13:49 Tom Kenward: So many ways!
- 12:13:57 Catherine North: The seasons stretch and fold as well...
- 12:14:22 Tina Smith: sO WHAT IS A KIND OF FOLDING
- 12:14:27 Kate Webster: So how do we encourage organizations in such fast-paced times to fold as well as stretch?
- 12:14:28 Becca Peterson: Reacted to "The cohort learning ..." with 😊
- 12:14:42 Karen Wilmot: Loved the advice you and Tina shared when we last spoke too:-)
- 12:14:44 Tom Kenward: The summer break; and other breaks; morning to evening; Tai Chi in every other move; starting and finishing projects
- 12:14:46 John N Murray: Replying to "So how do we encoura..."
and here's the question!
- 12:14:58 Kate Webster: Feels like people are over-stretched right now...
- 12:15:14 Catherine North: Harvesting and enjoying the fruit of our labour is a kind of folding....
- 12:15:25 Lisa Falkingham: Reacted to "Feels like people ar..." with 👍
- 12:15:31 Sharon Collier: Replying to "So how do we encoura..."
Great question!
- 12:15:57 Tom Kenward: Night/sleep/fold. Day/awake/stretch.
- 12:16:24 Tina Smith: I love Royce's example of being with friends as a form of folding
- 12:16:32 Olia: Reacted to "Feels like people ar..." with 👍
- 12:16:47 Royce Holladay (she, her): I remember when I didn't have a cell phone and loved being in the car—only place all day I got to be alone! That let

me fold for whatever stretch was next...So getting a cell phone changed that dynamic for me.

- 12:17:49 Royce Holladay (she, her): That's why some bread is kneaded more than others...and why you don't want to stir/knead pie dough too long.
- 12:18:26 Gloria Song: That is a beautiful metaphor
- 12:19:17 Roya Damabi: Stretches and folding in reminds me of adaptive cycle loops. There are traps all along the way - have to keep moving.
- 12:20:10 Tom Kenward: Every client meeting can be both: where are we upto? What's working? What's not? What's needed now? How might we do that? (Mostly stretch). Then as we conclude: how are we now? What are we learning as we work together?
- 12:20:21 Royce Holladay (she, her): I try really hard to be aware of the other person's glazed over eyes, or shift in tension, or puzzlement that tells me I have stretched them too much...and the random response / trailing off that often indicates that we have been folding too long.
- 12:20:56 Oscar Nduwarugira: Hello to everyone.I am Oscar following from Burundi.Idon'tget
- 12:21:16 Oscar Nduwarugira: the sound
- 12:21:21 Sharon Collier: Replying to "What are the ways yo..."
Breathing!
- 12:21:39 Royce Holladay (she, her): Roya, I get that...even when we are folding, we don't/can't get to no motion at all...but we get a sense of where we are, right?
- 12:22:17 Roya Damabi: Reacted to "Roya, I get that...eve..." with 🙏
- 12:22:24 Kim Petersen: Love the Stretch and Folding metaphor!!
- 12:22:31 Tom Kenward: I love that - the cue to fold is when the stretch is too much discomfort. So obvious, yet not what I always permit myself..
- 12:22:40 Royce Holladay (she, her): @Tom—client meetings, family conversations, social engagements...all have their stretch and fold cycles. Different styles, timings, etc.
- 12:22:43 Kate Webster: Do you have to hit the boundaries before you switch? Can you fold preemptively? Stretch a little early?
- 12:23:28 Tom Kenward: Reacted to "Do you have to hit t..." with 😊
- 12:24:10 Royce Holladay (she, her): Sure...@Kate, great question. If you always take people to the edge or if y0u always go to the edge, it may not be enough folding to give enough rest. Extremes are just that—extreme..

- 12:24:13 April Schnell: In grief therapy, the stretching is sometimes called 'dosing'
- 12:24:36 Royce Holladay (she, her): April, can you say a bit more about thata/
- 12:25:29 Royce Holladay (she, her): In meditation, the imagining that you are watching your breath come in and flow through our bodies...that's a stretch and fold as well. Breathing in to expand...breathing out to relax and fold.
- 12:26:46 Kim Petersen: Freedom
- 12:26:52 Gloria Song: flow
- 12:27:01 John N Murray: release
- 12:27:02 Hannah Boneham: Relief; it's not just ok to fold, it's proactively helpful
- 12:27:02 Lisa Falkingham: Pausing and breathing
- 12:27:03 Tina Smith: More relaxed
- 12:27:04 Roya Damabi: Turning inward
- 12:27:05 Jessica Novak (she/her) Tucson, AZ: observation is easy ... doing the stretching/folding takes work (and patience)
- 12:27:07 April Schnell: In grief work, people cannot do all the grieving at once. It takes time. We can't always maintain the intensity of the feeling in our bodies. So we stretch and fold over time.
- 12:27:08 Sharon Collier: calm
- 12:27:11 Catherine North: calm
- 12:27:18 Karen Wilmot: It is interesting when looking at her last pose. She is stretching her chest, but her feet and back are contracting. Is it possible to stretch and fold at the same time but at different scales?
- 12:27:24 Maeghan Brass: I took a moment to pause and stretch myself!
- 12:27:29 Tamela Handie: Ahhhh!
- 12:27:33 Alex Cameron-Smith: Nourishment and slowness (my word for slow growth!)
- 12:27:36 Tom Kenward: Admiration of the masterful control she appears to have of every muscle.. comparing that to my growing practice of Tai Chi, nowhere near this level! And it provides much needed fold and stretch every day for me.
- 12:27:43 Tina Smith: Self care is part of resilience
- 12:27:57 Ana Maria Tamayo: effort and afterward be nice to yourself
- 12:28:49 Anna Prescher (she/her): Power, depth, rhythm

- 12:29:02 Tom Kenward: Thinking about that further, I'm wondering about fractals of stretch and fold, sitting within each other?..
- 12:29:03 Kate Webster: Replying to "It is interesting wh..."
Interesting question, Karen
- 12:29:16 Royce Holladay (she, her): These are all such lovely ways to express the phenomenon of stretch and fold.
- 12:30:00 Janice Fingler - UBC BRIMM: I love the point of transition between fold and stretch. It's like floating in a pause. Like the weightless of being on a swing.
- 12:30:18 Faye Anderson: Love that idea of rebirthing 🙌
- 12:30:27 Catherine North: I find that stretching & folding can occur at the same time in different ways
- 12:30:37 Tom Kenward: Reacted to "I love the point of ..." with 😊
- 12:30:55 Royce Holladay (she, her): @Kate - great point...and I think you answered your question in your observation...
- 12:32:13 Mary Nations: Replying to "It is interesting wh..."
I think so - my example is when I am hiking and trying to keep a quicker pace, I sometimes focus on my breathing and taking deeper slower breaths while going faster
- 12:32:33 April Schnell: Reacted to "I think so - my exam..." with ❤️
- 12:33:17 Royce Holladay (she, her): Replying to "It is interesting wh..."
Sorry Karen, I thought that was fro Kate...Just saw the first initial...
- 12:33:39 Janice Fingler - UBC BRIMM: Reacted to "I find that stretchi..." with ❤️
- 12:34:09 Roya Damabi: Glenda, can you speak a bit about speed/motion re: folding and stretching...it seems easier to think about folding as slow/rest and stretching as more motion, movement, and I'm not sure if that's always the case. Going slow to go fast, looks like not much is happening but more is happening in the contraction that in the stretch, etc. Is speed or motion useful to think about?
- 12:35:01 April Schnell: sometimes we have to go backwards to go forwards
- 12:35:21 Karen Wilmot: Reacted to "I think so - my exam..." with ❤️
- 12:36:25 Mary Nations: Replying to "Thinking about that ..."
sitting at computer using/stretching brain while body position rests while stomach digests?
- 12:37:02 Kate Webster: So choice is a key factor...

- 12:37:56 Janice Fingler - UBC BRIMM: This reminds me of when I played team sports. How the players are folding and stretching in their position on the field, as well as position between each other. It creates an evolving shape - where going backwards in an absolute way in yards on the field, is a relative forward intention in terms of prepping for energy transfer.
- 12:38:02 Catherine North: I think anticipation / expectation is what impacts our perception of the pos/neg impact of speed of the change
- 12:38:06 Roya Damabi: Yes.- thank you!
- 12:38:34 Janice Fingler - UBC BRIMM: Replying to "This reminds me of w..."
We do shifts in time, space and pace
- 12:39:34 Kate Webster: My son is teaching archery and he was explaining the dangers of "dry firing" ... stretching the bow without an arrow can Destroy the bow, because of energyvtransfer... needs an outlet
- 12:40:27 Janice Fingler - UBC BRIMM: Replying to "This reminds me of w..."
Anyone on the field could shout out "SHAPE" in the game to bring attention to our coherence and way of being together.
- 12:40:32 Mary Nations: A work team where people are away on vacation at different times but the project moves on
- 12:40:57 Kate Webster: Me either!
- 12:41:31 April Schnell: Replying to "My son is teaching a..."
fascinating
- 12:42:28 Royce Holladay (she, her): [Interdependent Pairs](#)
- 12:43:28 Royce Holladay (she, her): What are the differences that play out when you are too stretched and need to fold or when you are too folded and need to stretch?
- 12:45:00 Lisa Bournelis: What a beautiful and powerful analogy with the interdependent concepts of hope and disappointment. I love how there is no 'value' ascribed to each and how purposeful each can be!!
Beautifully put!
- 12:45:30 Anna Prescher (she/her): Reacted to "What a beautiful and..." with ❤️
- 12:46:48 Laura Vass: not sure where that Europe is 😊 not in Belgium
- 12:47:18 Faye Anderson: Reacted to "What a beautiful and..." with ❤️

- 12:47:22 Royce Holladay (she, her): Here's are some blog posts from we website that is about resilience:
By Royce: [Resilience: Important Lessons in Complex Times](#).
By Mary Nations: [What Is Resilience?](#)
By Glenda: [Stretch and Fold: Build Resilience in Trying Times](#)
- 12:47:34 Royce Holladay (she, her): Reacted to "not sure where that ..." with 😊
- 12:51:20 Kate Webster: I am seeing that in my friends who are dealing with grief and loss
- 12:51:42 Kate Webster: They re having difficulty reaching again for the stretch...
- 12:52:26 Lisa Falkingham: Recognise lots of stretching, and resistance to folding
- 12:52:52 Royce Holladay (she, her): Aging and Youthing
- 12:53:03 Kate Webster: Brainful and heartfelt
- 12:53:03 Mary Nations: present and future
- 12:53:10 Gloria Song: Fear and curiosity
- 12:53:12 Roya Damabi: Dreaming and doing
- 12:53:24 Alex Cameron-Smith: Planting and harvesting
- 12:53:49 Janice Fingler - UBC BRIMM: Replying to "They re having diffi..."
That has me thinking about the "scale" of fold and stretch.
- 12:54:04 Laura Vass: thank you too for doing it 😊
- 12:54:08 Olia: It took me more than a year to start noticing life again, after everything around was destroyed by the bloodthirsty war with which the russians came to my city, to my native land
- 12:54:20 Lisa Bournelis: Reacted to "It took me more than..." with ❤️
- 12:54:22 Alex Cameron-Smith: Reacted to "It took me more than..." with ❤️
- 12:54:25 Sharon Collier: Reacted to "It took me more than..." with ❤️
- 12:54:31 Hannah Boneham: Reacted to "It took me more than..." with ❤️
- 12:54:35 Catherine North: Reacted to "It took me more than..." with ❤️
- 12:54:44 Kate Webster: Reacted to "It took me more than..." with ❤️
- 12:54:50 Lisa Falkingham: Reacted to "It took me more than..." with ❤️
- 12:54:58 Anna Prescher (she/her): Planning and acting
- 12:55:19 Janice Fingler - UBC BRIMM: challenging and accepting
- 12:55:31 Alex Cameron-Smith: Listening and speaking

- 12:55:33 Gloria Song: Reacted to "It took me more than..." with ❤️
- 12:55:43 April Schnell: I appreciate Glenda's comments about joy and sadness. In a recent class I took on grief and loss, the instructor presented grief as the other side of a coin of love. Both are part of life and work on our part
- 12:55:55 Oscar Nduwarugira: generosity and greed
- 12:56:22 Tina Smith: What is mine and what is yours - RE: Glenda's notion that you cant to others' adaptive actions for them
- 12:56:46 Royce Holladay (she, her): Olia, thank you for sharing that. I am struck by the folding in you had to do , even in the face of continued confrontation in that war.
- 12:57:46 Kim Petersen: I got to drop..amazing inspriation
- 12:57:59 Olia: Reacted to "Olia, thank you for ..." with 🙏
- 12:58:48 Janice Fingler - UBC BRIMM: It takes less energy to crush rocks (to finer granularity) by tension than it does by compression. Counterintuitive!
- 12:58:58 Tom Kenward: I have to go too. Thanks for a thought provoking hour of stretch and fold:)
- 12:59:13 Kate Webster: Replying to "It takes less energy..."
Cool thought for the day, Janice!
- 12:59:14 Lisa Falkingham: Thank you so much!
- 12:59:38 Royce Holladay (she, her): Right, @Tina. Can't do someone else's Adaptive Action or their grief! I never thought of that...
- 12:59:43 Anna Prescher (she/her): Thank you!
- 12:59:48 Janice Fingler - UBC BRIMM: Thank you !
- 12:59:55 Kate Webster: Taking this idea into a client conversation coming up in an hour! Thanks much.
- 13:00:05 Gloria Song: Deeply grateful for the session. Thank you!
- 13:00:11 Roya Damabi: Thank you, Glenda and Royce! And to everyone for your contributions today.
- 13:00:17 Alex Cameron-Smith: Going to "fold in" this knowledge into my approach to work and life!
- 13:00:18 Royce Holladay (she, her): Thanks for letting us know Kate.
- 13:00:33 Laura Vass: Thank you very much for your thoughts and inspiration!
- 13:00:37 Hannah Boneham: + lots of time to reflect on the ideas

- 13:00:41 Becca Peterson: + pausing just a bit after asking a question for reflection
- 13:00:42 Sharon Collier: + thought provoking content
- 13:00:45 Lisa Falkingham: + focus on resilience, much needed
- 13:00:52 Anna Prescher (she/her): +Various examples of the concept stretching & folding (bread, yoga, and examples in the chat about sports, archery, etc)
- 13:00:56 Alex Cameron-Smith: + great introduction to baker transformation for me
- 13:00:58 Ana Maria Tamayo: Thank you very much Glenda, Royce +
- 13:01:00 Roya Damabi: + Thinking about stretching and folding, rather than movement and stillness - useful way to think about change at multiple scales that we cannot always see, and to think about cues that might signal the need for one of the other.
- 13:01:03 Royce Holladay (she, her): Thanks to each of you for being here and sharing your experienced.
- 13:01:04 Kate Webster: + clearer points of application with this one - thanks!
- 13:01:07 Nataliia Lazorenko: + good pace allowing to digest and feel the insights
- 13:01:09 Becca Peterson: + pace measured and helpful
- 13:01:09 Janice Fingler - UBC BRIMM: + diverse ways to explore the concepts and ways to apply them!
- 13:01:11 John N Murray: Thanks all!
- 13:01:14 Lisa Falkingham: ? How do we frame resilience between people
- 13:01:19 Jessica Novak (she/her) Tucson, AZ: + very timely as the school year begins as well as the fiscal year. Both roles changing but all for the good. Just need to be patient! Thank you!
- 13:01:19 Lisa Bournelis: +A lovely and joyful webinar that showcases opportunities in both darkness and light. Apologies I turned up late, but so much value in the 1/2 hour I attended!
- 13:01:20 Oscar Nduwarugira: +resilience