



**The Rotary Club  
of Minneapolis**

# Mindfulness: stress reduction & resiliency

Presented by Tom Hubler



**Hubler**  
For Business Families

# I. Fundamental assumptions

- ▶ A. You don't have to be mindful
- ▶ B. In order to be mindful, you only need to focus outward

## II. What causes stress?

### ▶ A. Mayo Clinic list

- ▶ 1. I'm impatient with details
- ▶ 2. I make things happen
- ▶ 3. I think most people seem to work too slowly
- ▶ 4. I work long hours
- ▶ 5. I have tight deadlines

## II. What causes stress?

- ▶ 6. I need to talk in front of colleagues
- ▶ 7. I have lots of responsibilities
- ▶ 8. I work based on efficiency & vision

## II. What causes stress?

- ▶ 9. I am hard on myself when I make mistakes
- ▶ 10. I've been told I have lots of energy
- ▶ 11. I have overcome many hardships

## II. What causes stress?

### ▶ B. Ordinary

- ▶ 1. Death of a loved one
- ▶ 2. Divorce
- ▶ 3. Finances
- ▶ 4. Job
- ▶ 5. Health

## II. What causes stress?

- ▶ B. Ordinary cont'd.
  - ▶ 6. Personal relationships
  - ▶ 7. Chronically ill child
  - ▶ 8. Pregnancy
  - ▶ 9. Danger
  - ▶ 10. Childhood training

## II. What causes stress?

- ▶ C. Well Being: The five essential elements
  - ▶ 1. Career Wellbeing
  - ▶ 2. Social Wellbeing
  - ▶ 3. Financial Wellbeing
  - ▶ 4. Physical Wellbeing
  - ▶ 5. Community Wellbeing



## II. What causes stress?

- ▶ D. Demand, Resource Imbalance
  - ▶ 1. Lack of control
  - ▶ 2. Lack of meaning

### III. What's going on in our brains?

- ▶ A. Our brains are programmed for threats from the outer world
- ▶ B. Two focus modes
  - ▶ 1. Focused mode:
    - ▶ Novel
    - ▶ Pleasurable
    - ▶ Meaningful in the emotional world

### III. What's going on in our brains?

- ▶ 2. Default mode:
  - ▶ Creates spontaneity
    - ▶ Mentations
    - ▶ Wondering mind
    - ▶ Self-focused thoughts
    - ▶ Worrying

### III. What's going on in our brains?

- ▶ 3. Excessive engagement is associated with:
  - ▶ Stress
  - ▶ Anxiety
  - ▶ Depression
  - ▶ Attention-deficit

### III. What's going on in our brains?

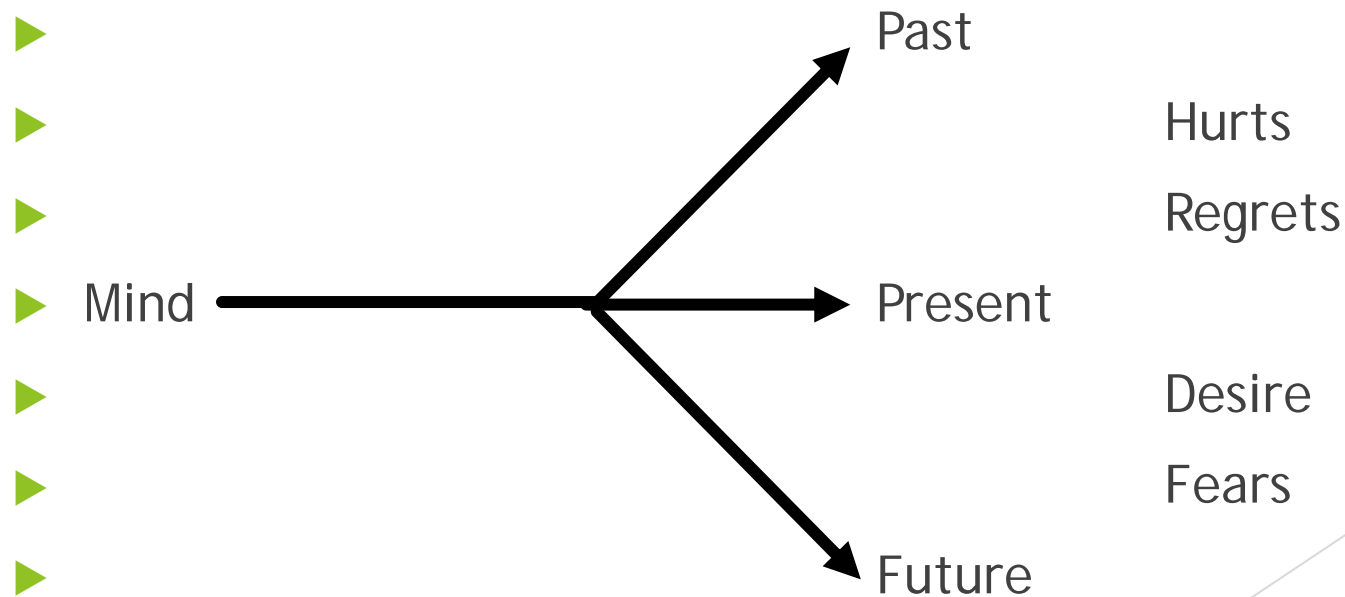
- ▶ C. Greater threats are in the mind
- ▶ D. Attention black holes
  - ▶ Generated by a kernel of negative memory or fear
    - ▶ + rumination + avoidance response
    - ▶ + imagination (catastrophizing)

### III. What's going on in our brains?

- ▶ E. Attention – untrained will focus in three areas:
  - ▶ 1. Threat
  - ▶ 2. Pleasure
  - ▶ 3. Novelty

### III. What's going on in our brains?

- ▶ F. Greater threats are in the mind, not the external world



## IV. Resiliency

- ▶ A. Happiness & Resiliency are a function of:
  - ▶ 1. Three Interactive Factors
    - ▶ 1. Genes 40%
    - ▶ 2. Circumstances 10%
    - ▶ 3. Choices 50%



# ATTITUDE

▶ The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness, or skill. It will make or break, a company, church, a home.

▶ The remarkable thing is that we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past - we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude. I am convinced that life is 10% what happens to me and 90% how I react to it.

▶ And so it is with you, we are in charge of our attitudes.

~ Charles Swindoll

## IV. Resiliency

- ▶ B. Resiliency is the core strength you use to lift the load of life
  
- ▶ 1. Domains
  - ▶ a. Physical
  - ▶ b. Psyche spiritual
    - ▶ i. Cognitive (focus)
    - ▶ ii. Emotional (humble, kind, gentle, patient & look at the bright side of adverse situations)
    - ▶ iii. Spiritual (higher meaning & altruistic perspective)

## IV. Resiliency

- ▶ C. Destroyer of Organizational Resilience
  - ▶ a. Workplace conflicts
  - ▶ b. Toxic workplace politics
  - ▶ c. Constant demand - resource imbalance
  - ▶ d. Perceived lack of control & meaning

## IV. Resiliency

- ▶ D. Greatest Source of Individual Resilience
  - ▶ 1. Inner resilience
  - ▶ 2. Relationships

## IV. Resiliency

### ▶ E. Characteristics of Resilient Living

- ▶ 1. Intentionality
- ▶ 2. Deep presence (driven by commitment & kindness)
- ▶ 3. Contentment (gratitude)
  - ▶ a. Lack of commitment
  - ▶ b. Contentment
  - ▶ c. Contentment with dissatisfaction
- ▶ 4. Kindness (daily practice of compassion)

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ A. Attention Training

- ▶ 1. Attention that increases our stress:
  - ▶ (a) focus on threat
  - ▶ (b) directed inward
- ▶ 2. Solution:
  - ▶ (a) focus outward
  - ▶ (b) joyful attention
  - ▶ (c) interpretations

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ B. Practice

#### ▶ 1. Joyful attention

- ▶ Each morning pay attention to novelty in the form of morning gratitude, time with nature, meeting loved ones

#### ▶ 2. Kind attention

- ▶ (a) I wish you well exercise

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ 3. Interpretation

#### ▶ (a) Compassion

- ▶ Is the attunement with another's inner state with intention and action to ease suffering and share joy. Compassion invites others into your circle: it is the practice of the Golden Rule. It represents the daily expression of kindness.



## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

- ▶ (b) Acceptance
  - ▶ Is recognizing and flowing with what is beyond my control.
  - ▶ (*The Serenity Prayer* ~ Reinhold Niebuhr)

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ (c) Higher Meaning

- ▶ Begins with the understanding that there more to life than just me.
- ▶ What's my purpose?
  - ▶ What's the one question I was born to answer?
    - ▶ Relationships
    - ▶ Spirituality

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ (d) Forgiveness

- ▶ Forgiveness is a choice you make to give up anger, resentments, even while acknowledging that misconduct happened. Forgiveness is for you, not the forgiven. Forgiveness is choosing the higher path. Forgiveness is your gift to others, even those who are undeserving of your kindness.

## V. S.M.A.R.T. Program (Stress Management & Resiliency Training)

### ▶ (e) Gratitude

- ▶ Is acknowledging and appreciating your blessings. Gratitude is your “moral memory” and represents your thankfulness for every experience. Gratitude is an outer expression of inner humility.

## VI. Immerse

- ▶ A. Fifty-two (52) week course in resilient living
- ▶ B. Weekly reflections on the higher values of life to ingrain them until they become natural to you
- ▶ C. Example of Max



QUESTIONS &  
DISCUSSION



# BIBLIOGRAPHY

1. Mayo Clinic Stress Free Living by Amit Sood
2. Immerse by Amit Sood, H.D., M.D.
3. Spiritual Evolution: How We are Wired For Faith, Hope & Love by George Vaillant
4. Twelve Steps to a Compassionate Life by Karen Armstrong
5. Finding Flow by Mihaly Csikszentmihalyi
6. Compassion in Action by Ram Dass
7. The Rhythm of Compassion: Caring for Self, Connection With Society by Gail Straub
8. Collaborative Team Skills by Sherod Miller
9. The Soul of Family Business (Family Business Review) by Thomas M. Hubler

# BIBLIOGRAPHY

10. Emotions in the Family Business - Part 1: Forgiveness; **Part 2: Compassion**; and Part 3: Gratitude by Thomas M. Hubler
11. The Business of Gratitude and The Power of Gratitude by Thomas M. Hubler
12. Forgiveness as an Intervention in Family-Owned Businesses: New Beginning (Family Business Review) by Thomas M. Hubler





Thomas M. Hubler  
80 South Eighth Street, Suite 900  
Minneapolis, MN 55402  
Tel. 612.375.0640  
Email: [tomh@thehublergroup.com](mailto:tomh@thehublergroup.com)  
Website: [www.hublerfamilybusiness.com](http://www.hublerfamilybusiness.com)

Tom Hubler, President of Hubler For Business Families, Inc., integrates the notion of spirit in his work with family businesses. In addition to his consulting, he has served as a professional in residence at the University of St. Thomas in Minneapolis and served on the advisory board for the Center for Family Enterprise for ten years. Formerly he was an adjunct instructor at the University of St. Thomas, where he co-taught a class on Family Business Management. His opinions are widely sought in the national press, and he has spoken nationally and internationally on topics of concern to families of business and wealth. Huber is a certified leadership and career coach from the Hudson Institute of Santa Barbara. He serves on the boards of several Twin Cities non-profit organizations. Hubler is the founder of the Minnesota Family Business of the Year Awards, now in its tenth year celebrating excellence in Minnesota Family Businesses. In his free time, Hubler is an aspiring poet and tends honeybees.