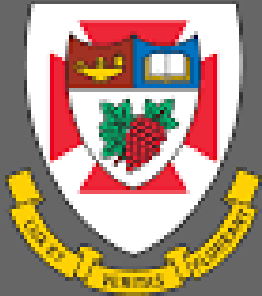


# Navigating Resilience & Recovery

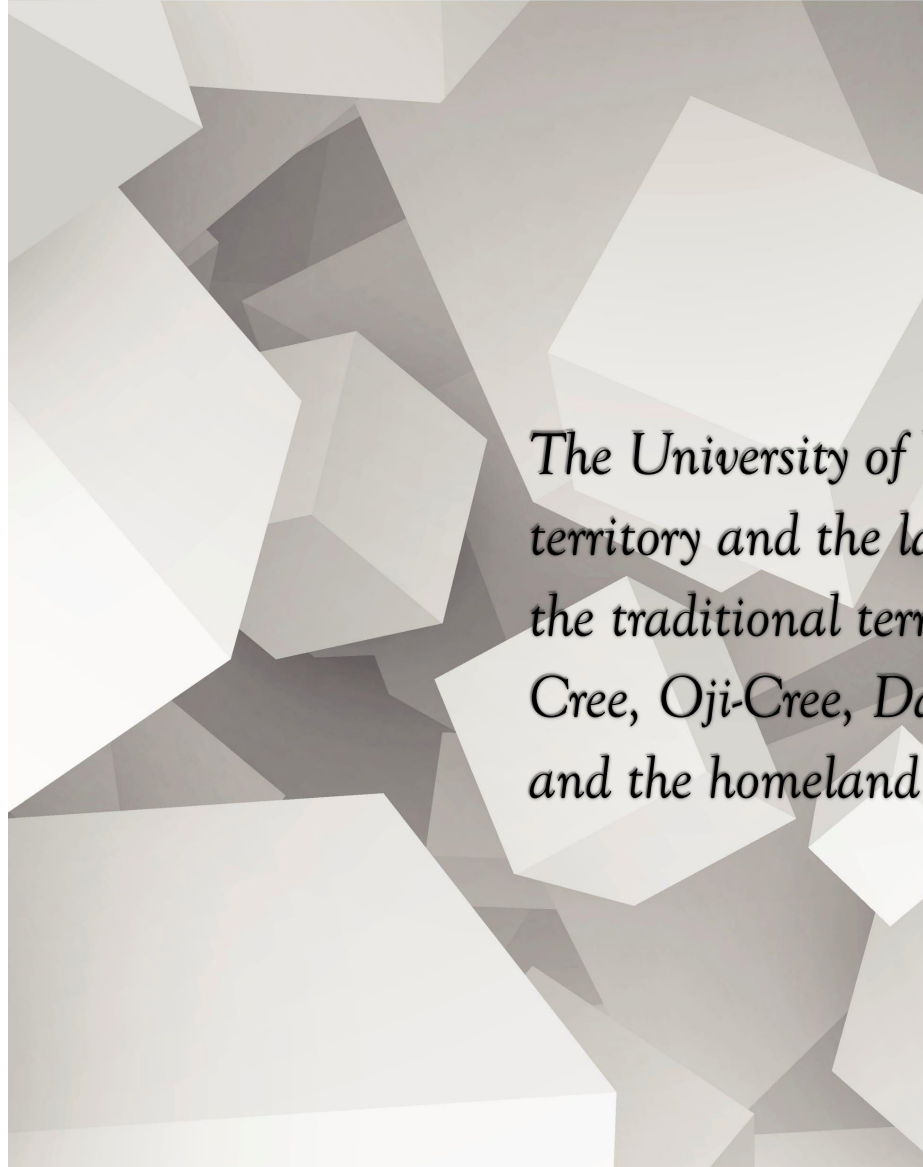
Lesley Eblie Trudel, PhD

Associate Dean

Faculty of Education



THE UNIVERSITY OF  
WINNIPEG



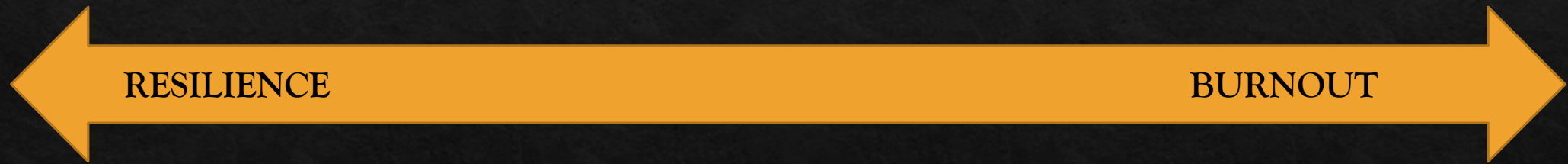
*The University of Winnipeg is in Treaty One territory and the land on which we gather is the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and the homeland of the Métis Nation.*

2020 ... 2021 ... 2022



# LOSING RESILIENCY: Stage 1

EXHAUSTION



RESILIENCE

BURNOUT

“I can’t keep up...

”There is always more to do...

“I am so tired, but I can’t sleep...

“Just when I think I have it together, there is another change...

# LOSING RESILIENCY: Stage 2



“I am working my butt off, and no one seems to appreciate it...

“Their expectations clearly indicate ‘they’ have no idea about what my job is like right now...

“My job would be okay if it weren’t for the other people in the office.”

# LOSING RESILIENCY: Stage 3



“I give up...

“No one could do this job...

“This is impossible...

“I quit....

# LOSING RESILIENCY: Stage 3B



“I give up...  
“No one could do this job...  
“This is impossible...  
“I quit....

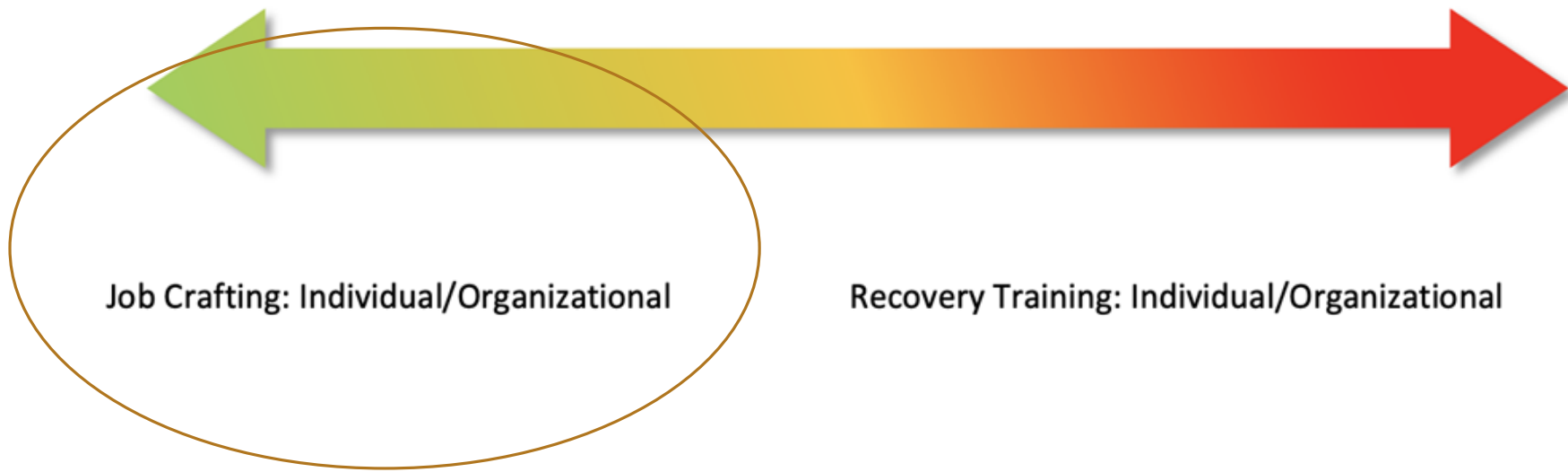




# BECOMING RESILIENT



How do we turn  
this around?



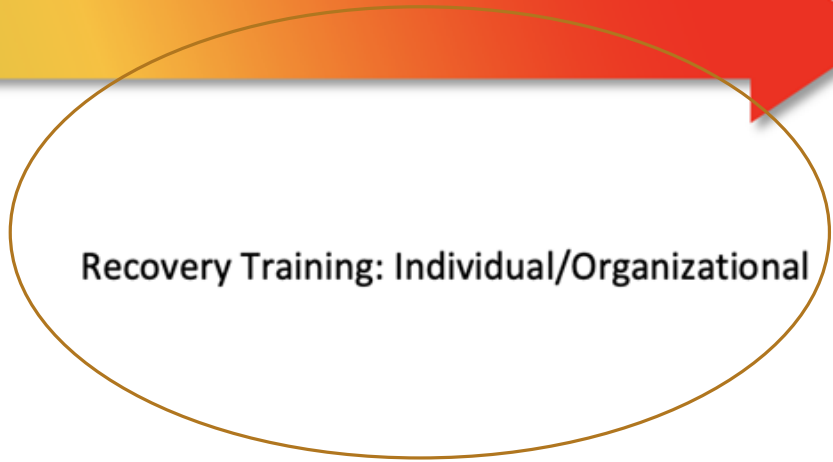
Job Crafting: Individual/Organizational

Recovery Training: Individual/Organizational



Job Crafting: Individual/Organizational

Recovery Training: Individual/Organizational



# The Right to Disconnect

[Ontario to introduce right-to-disconnect policies for large employers - YouTube](#)

# Areas of Worklife for Resilience



1. Managing Work Overload



2. Control



3. Recognition/Rewards



4. Community



5. Fairness



6. Alignment of Values

# Work Overload



A blurred background of a computer keyboard with a black overlay containing the word 'Control'. The keyboard keys are out of focus, and the background is a mix of blue and purple light. A black horizontal bar with rounded ends is positioned in the lower-left quadrant, containing the word 'Control' in a white serif font.

Control

Reward







Community



Fairness

A 3D rendering of a puzzle with one red piece standing out among many white pieces. The red piece is positioned in the center-right of the frame, and the white pieces are arranged around it, some of which are slightly offset, suggesting a process of assembly or discovery. The lighting is soft, creating subtle shadows and highlights on the pieces.

Values

A close-up photograph of a red pushpin with a black stem, pinned to a yellow and white map. The map shows street names like 'MALCOLM SQUARE' and 'WILSON STREET'. Another red pushpin is visible in the background, out of focus.

# For further information:

- ◇ [Planning for Teacher Recovery from the COVID-19 Pandemic: Adaptive Regulation to Promote Resilience \(uwinnipeg.ca\)](#)

# Questions

---





# Thank you!

Dr. Lesley Eblie Trudel,  
Associate Dean, Faculty of Education  
University of Winnipeg

[l.eblietrudel@uwinnipeg.ca](mailto:l.eblietrudel@uwinnipeg.ca)