

Resilience Redefined

A smarter way to lead and grow

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The Meerkat Model



The hidden cost of stress

In 2024/25, depression, anxiety and work-related stress led to **over 22 million working days lost**.

One in five workers – **7.2 million people** – are now facing poor mental health. *Up by 2.9 million since 2009.*

Work-related stress costs the UK economy **£28bn a year**.

<https://www.mentalhealth.org.uk/>



Burnout in the UK - 2025

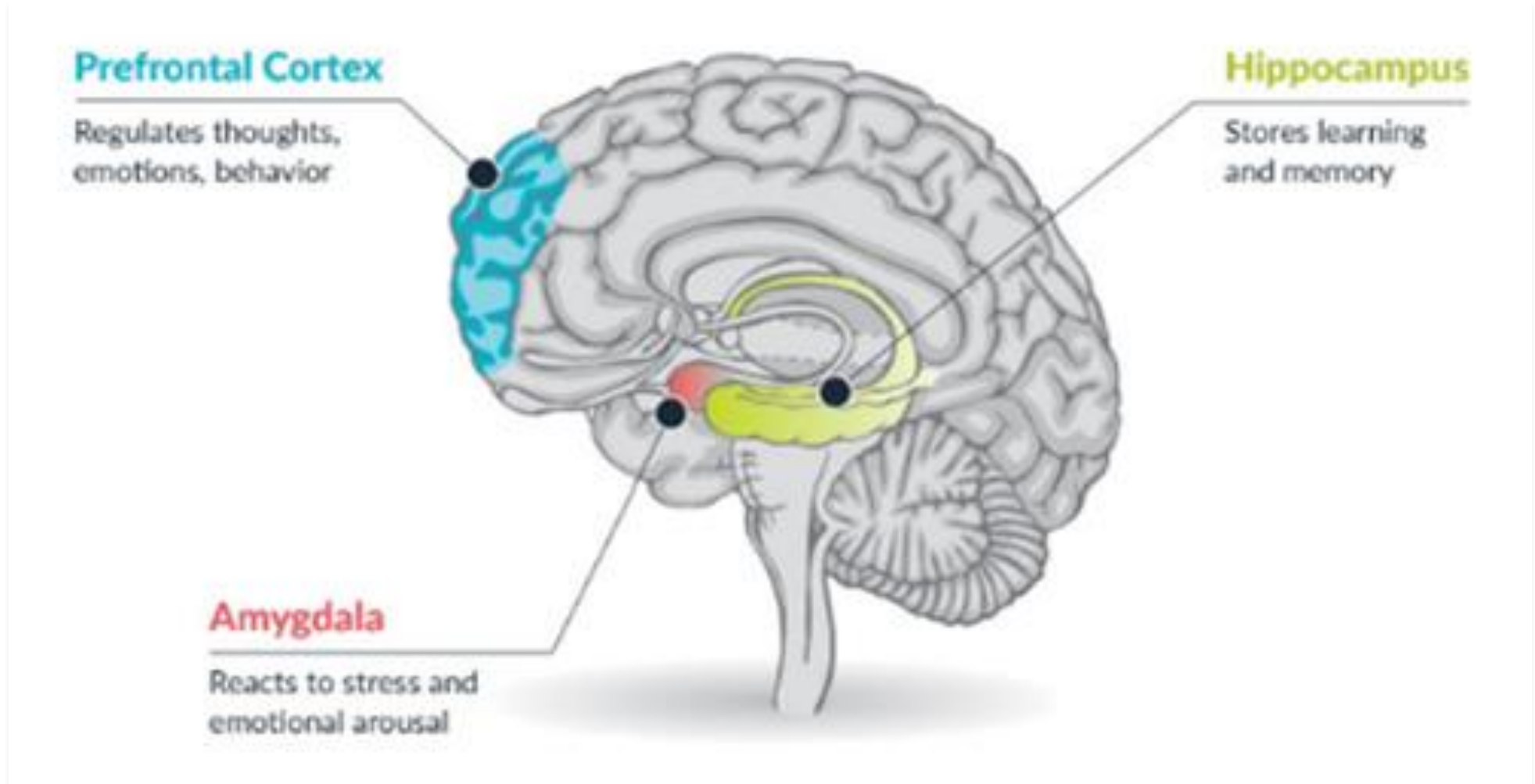
Survey of **4,418 UK adults** conducted by YouGov finds that the risk of burnout remains prevalent,

- **34% adults** experiencing high or extreme levels of pressure or stress '**always**' or '**often**' last year.

<https://mentalhealth-uk.org/blog/burnout-report-2025-reveals-generational-divide-in-levels-of-stress-and-work-absence/>



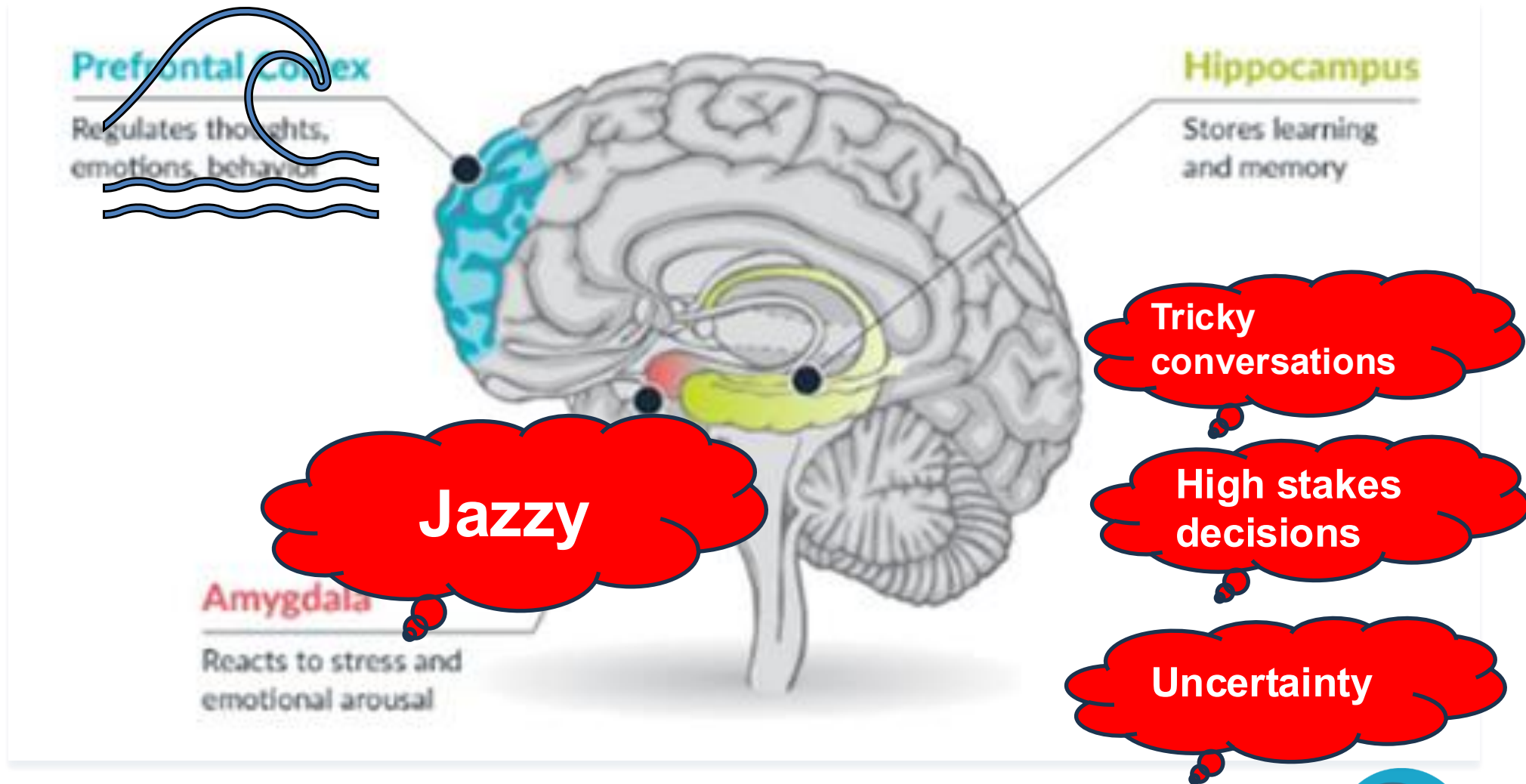
What happens to body and brain in times of stress



<https://www.50thingstodo.org/our-studies-and-impact/theoryofchange>



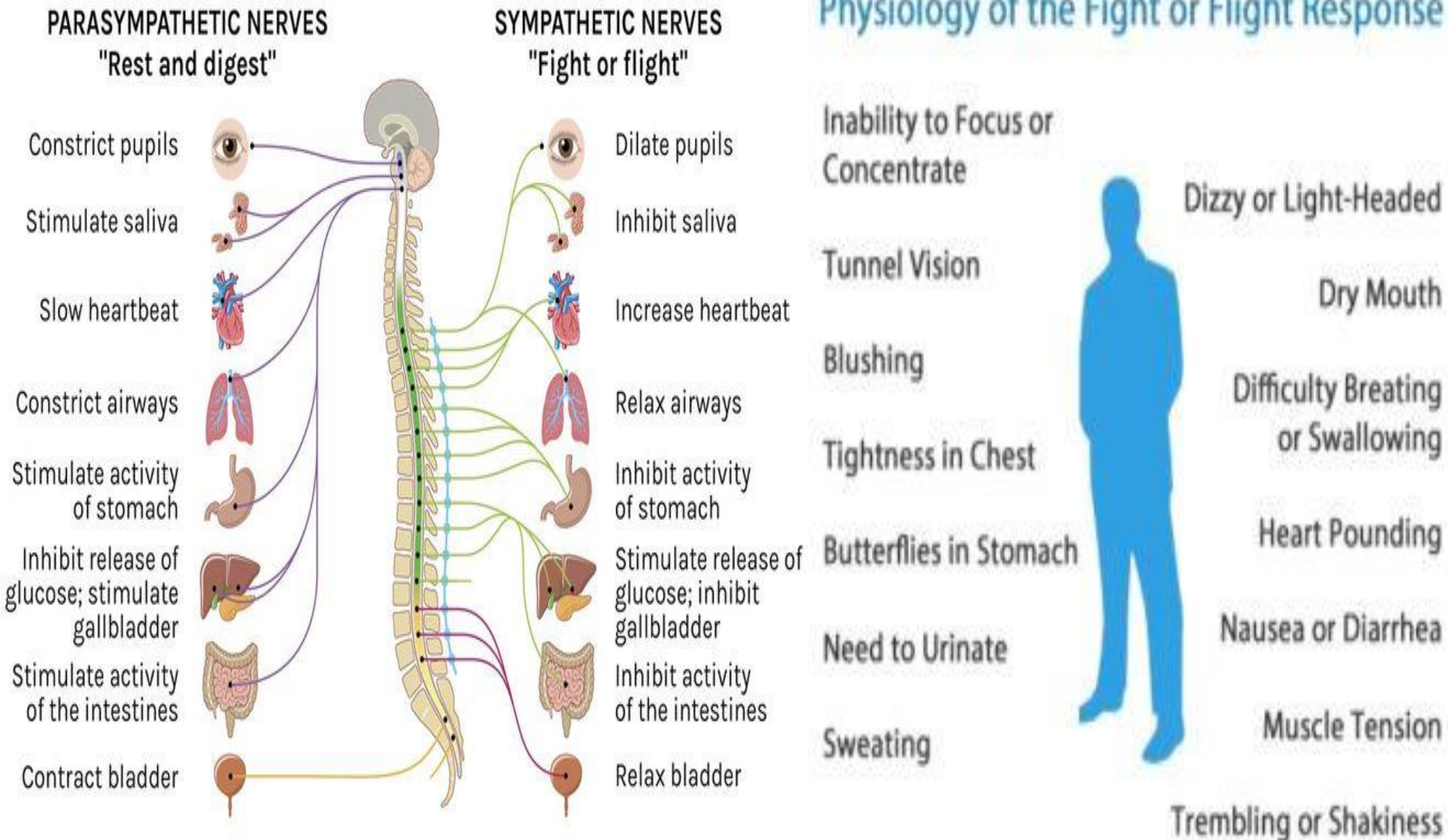
What happens to the brain when it perceives stress



<https://www.50thingstodo.org/our-studies-and-impact/theoryofchange>



What happens to the body.....



Locating Yourself.....Understanding Yourself



From Zero to Superhero

To Super-Hero



When you're at your best



Event + Response = Outcome →

Performance



When you're at your worst



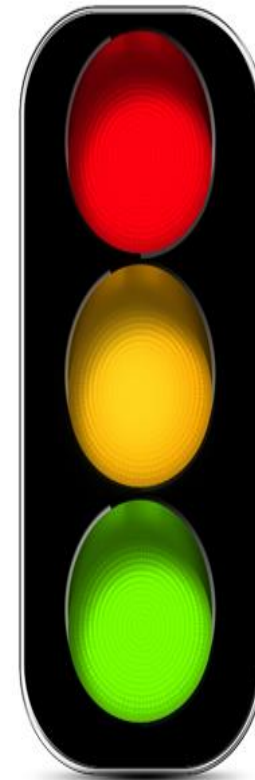
From Zero

Begin by tuning into what's happening....

Download more graphics at www.psdgraphics.com

You can't change what you don't notice

- Green – calm and connected
 - Nervous system regulated - can think, connect and choose
- Amber – stressed, snappy, scattered
 - warning, muscles tighten, breathe shortens, minds race
- Red – shut down, running on pure survival,
 - Jazzy's barking - logic left the room



3 N's - Reset

Notice – what's Jazzy doing right now – is she calm, pacing or barking



Name – say my brain thinks I'm in danger
-separate you from the signal



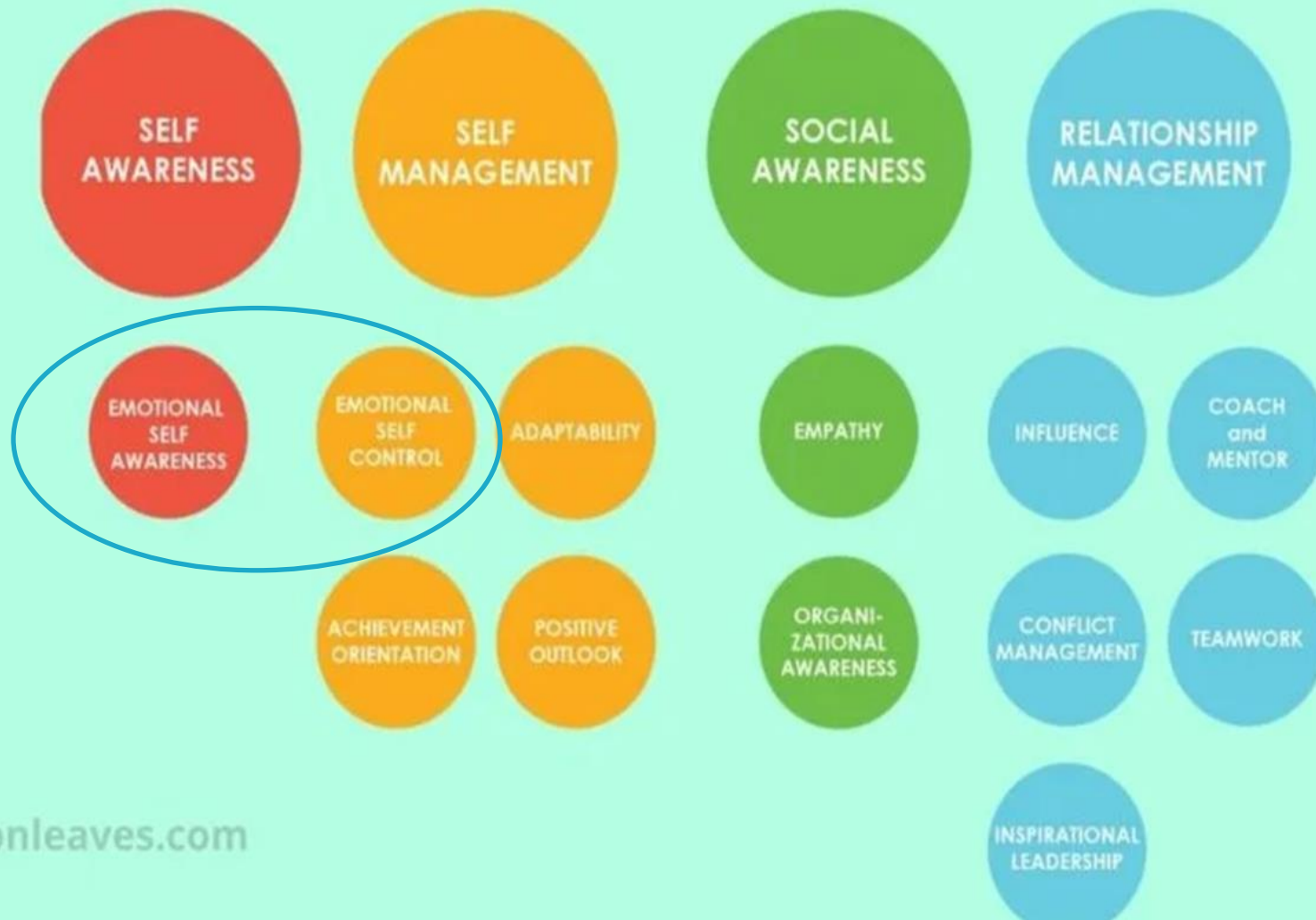
Nurture - do one small act that tells your nervous system I am safe now



Breathwork in the Moment - The Physiological Sigh

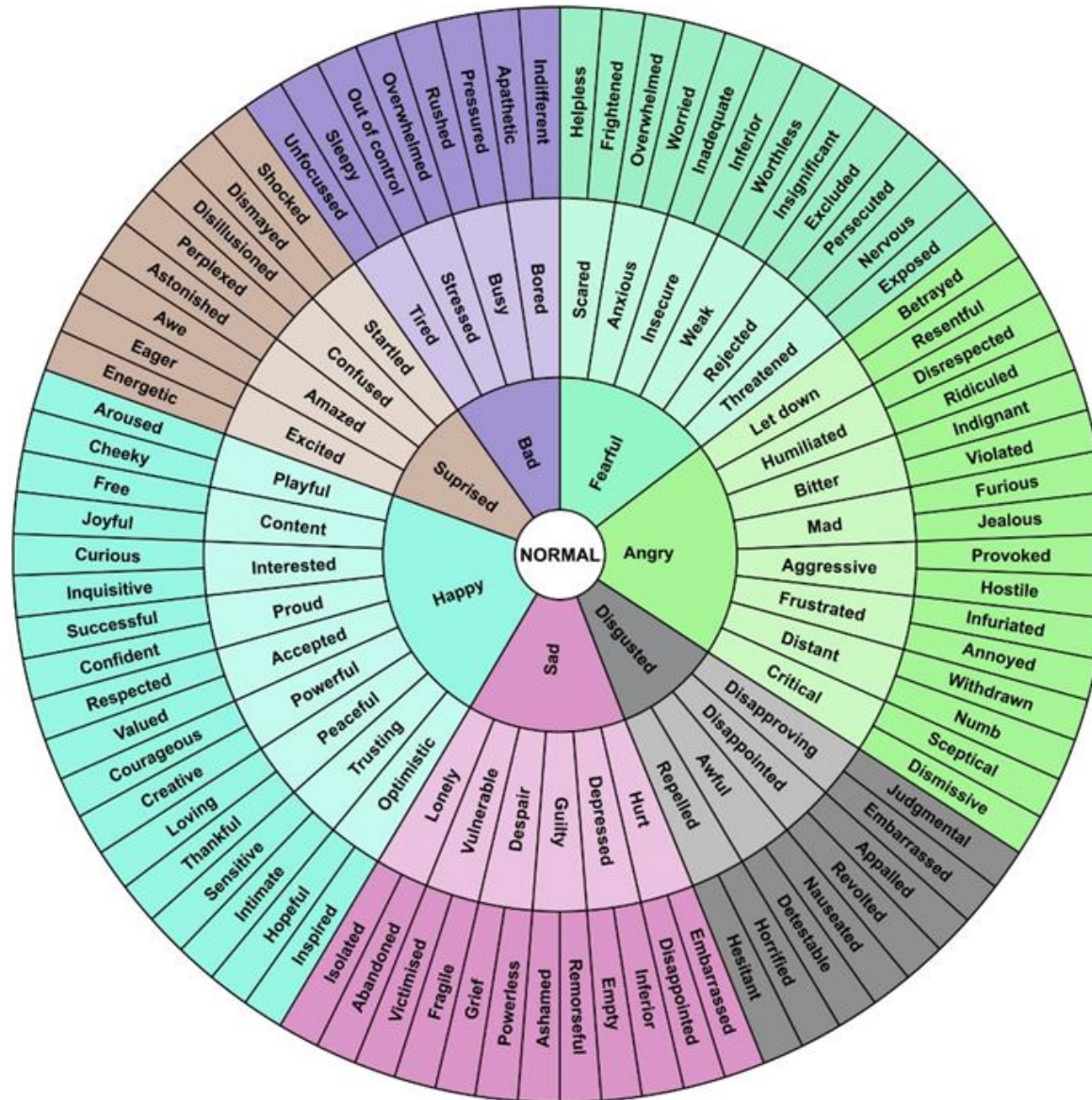


Skills of Emotional Intelligence



Identifying feelings

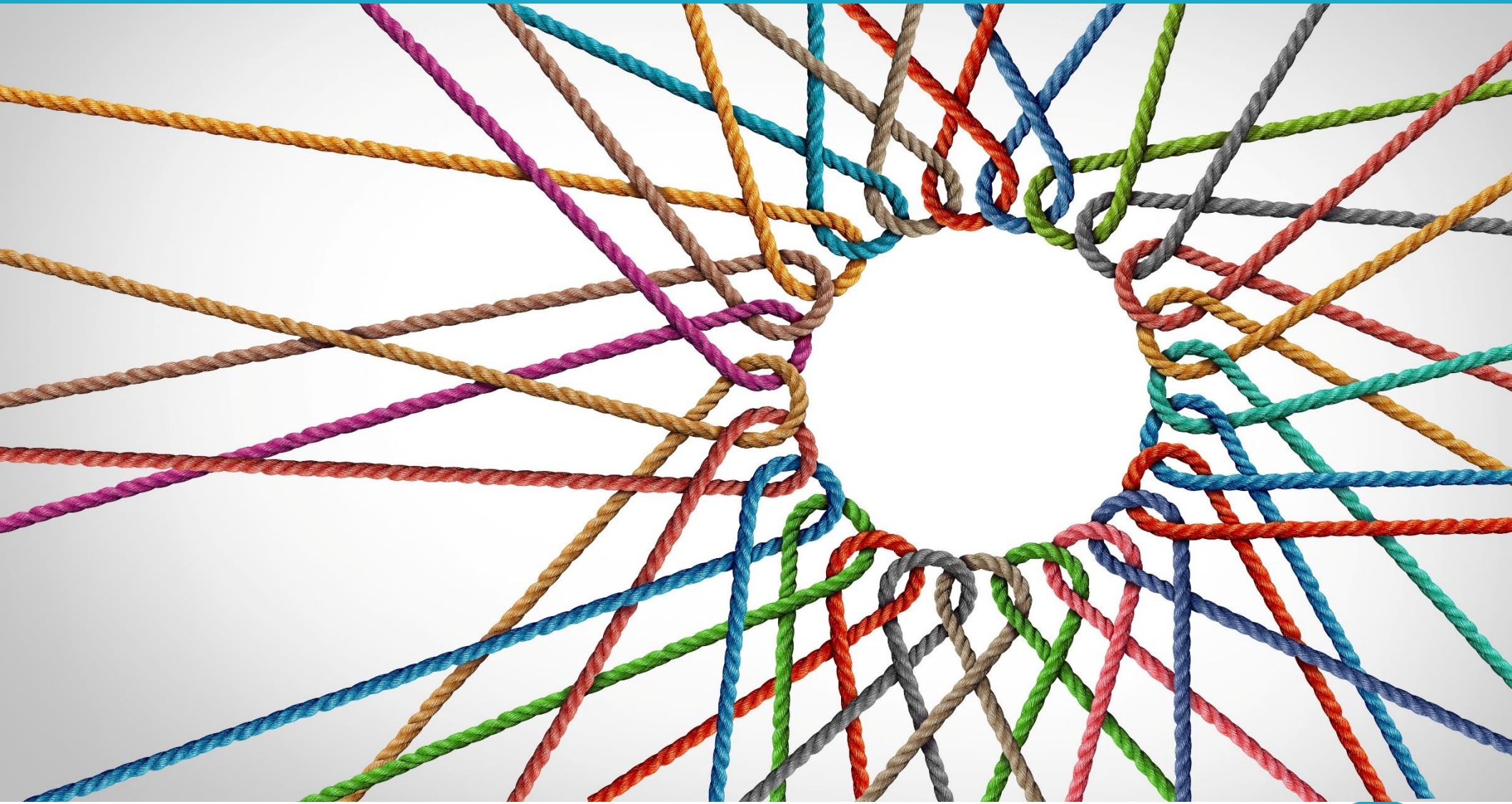
Image: Focus and Blur / Shutterstock



Understanding & Managing Emotions



Developing emotional granularity



Meet the need – shift the emotion

Emotion	Impulse	Need	What helps
Anxiety	Avoid	Safety	Slow breaths
Overwhelm	Freeze	Reduce Load	One Step
Numbness	Disconnect	Safety	Gentle Movement
Stress	Rushed decision	Reduce load	Delegate / prioritise



From Zero to Superhero

To Super-Hero

When you're at your best



From Zero

When you're at your worst

Event



Response = Outcome



Performance



From Zero to Superhero

To Super-Hero



When you're at your best

What sends you down the scale?

What helps you to stay at Super Hero level?

What strategies can you use to keep you up at Super Hero level?



Event



Response = Outcome

Performance



When you're at your worst



From Zero

Summary

- Understanding stress & burnout and how the brain and body respond.
- Why it's important as a leader
- Importance of self awareness & adaptability
- Strategies to calm the stress response and manage your physical state
- And to interpret and manage data of emotions



Thank you for taking part 😊

**Space to breathe,
room to grow,
confidence to thrive.**

**Helping people and teams to thrive in work and
life.**

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