



JAMES T. REESE
and Associates

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COPING WITH CHANGE AND ADVERSITY: STAYING BITTER OR GETTING BETTER

A keynote handout
for law enforcement executives



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James T. Reese, Ph.D.,

Dr. Reese is an internationally known, award winning author, lecturer, and consultant in the specialty areas of stress management, leadership, violence, motivation, criminal profiling, and related topics. He has presented before representatives of more than 350 Fortune 500 Companies, to include the NFL. As a faculty member of the National Executive Institute for more than two decades, he has addressed audiences from CEOs, Cabinet level officials, and Boards of Directors, to the rank and file workforce. He has addressed the IACP and the NSA. He is considered an expert in the areas of stress management and leadership and has been listed in the *National Registry of Experts* and the *Yearbook of Authorities, Experts, and Spokespersons*. He has provided expert testimony before the United States Congress and lectured before the President of the United States' Council on Integrity on two occasions.

Dr. Reese served as a platoon leader in Vietnam earning the U.S. Bronze Star Medal and the Distinguished Service Cross (RVN). He is a Fellow of the American Academy of Experts in Traumatic Stress, an Advisor to the International Association of Ethics Trainers, and a diplomat of the Society for Police and Criminal Psychology. Dr. Reese was one of the founders of the National Center for the Analysis of Violent Crime; the Violent Criminal Apprehension Program; the FBI's Stress Management Program; and was an original FBI profiler, as portrayed in *Silence of the Lambs*. He retired from the FBI after serving 25 years as a Supervisory Special Agent / Assistant Unit Chief of the FBI's Behavioral Science Unit. He was adjunct faculty in psychology with the University of Virginia for 18 years. His career, following Vietnam, began with working fugitive and criminal matters in New York. He traveled to the World Trade Center on 9-12-01 and provided stress-decompression presentations to Task Force One, fire, police and rescue personnel, as well as the Port Authority of New York and New Jersey. Dr. Reese consults with faculty members of Johns Hopkins University, The Harvard Associates in Police science, the University of Medicine and Dentistry of New Jersey, and others. He is a recipient of more than 3,000 awards to include The 'Iron Cross' for his efforts following 9-11-01 in New York, the Speakers' Medal from the World Congress on Stress; an honorary Gold Medal for his efforts in support of the 2002 Winter Olympic Games; and the prestigious Director of the FBI's Award for Excellence. He is president of James T. Reese and Associates, a Virginia-based international behavioral sciences and management and consulting firm. He continues to conduct more than 100 keynotes, workshops, and seminars each year for law enforcement, fire and rescue services, corporations, and associations. 02-09











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Coping with Change and Adversity: Staying Bitter or Getting Better

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PROPER SELF-MANAGEMENT (THE LEADER TAKING CARE OF HIM/HER SELF) IS IMPORTANT, IF NOT ESSENTIAL, IF THE EXECUTIVE IS TO BE ABLE TO LEAD AND ACHIEVE GOALS.

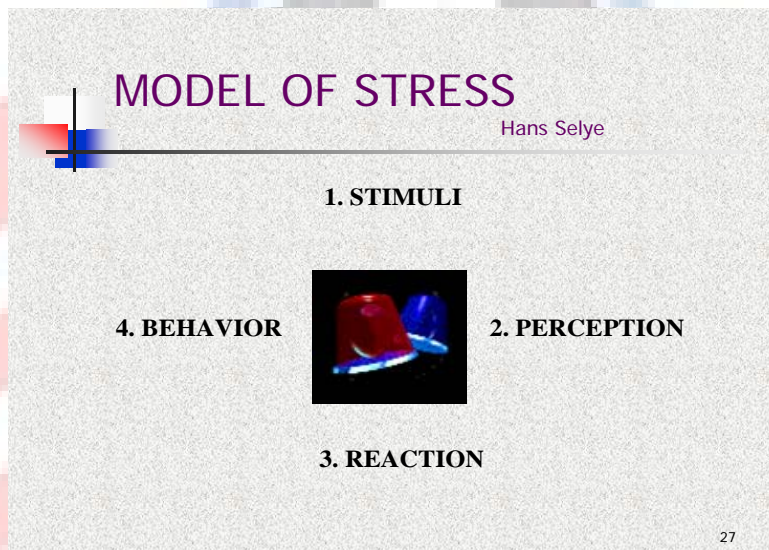
WHY DO I NEED TO LISTEN TO THIS PRESENTATION

The vast majority of leaders I have interviewed readily admit that the most challenging part of their job is *balance*. They seem to have an inherent talent for ‘*balancing their abilities*’. It is their ‘*ability to balance*’ work and life that causes them the greatest difficulties. Without an awareness of personal wellness, to include physical, psychological, emotional, and spiritual needs, the executive falls prey to the “success trap”. In essence, you become so accomplished and respected for what you do at work, you become (albeit undetectable to you) less efficient at everything else, from parenting to maintaining successful relationships. This presentation combines the concepts of holistic wellness with the necessity to lead ethically and with integrity. When these two issues are merged into an otherwise productive lifestyle, success is inevitable and everyone around you benefits.



(Throughout this handout, footnotes are provided to lead you towards resources that will further your understanding of stress management.)

COPING WITH CHANGE AND ADVERSITY:
Principles that must blend with executive leadership!



(Hans Selye, The Stress of Life, 1956, by permission (artwork added).)

COPING PRINCIPLE #1 Wake up with an attitude of gratitude

THE PAST

"Life can only be understood backwards; but it must be lived forwards."

Soren Koerkegaard

THE FUTURE

Your past is to be respected and acknowledged, but not to be worshiped. It is your future in which you will find your greatness.

Pierre Trudeau

THE PRESENT

I have realized that the past and future are real illusions; that they exist in the present, which is what there is, and all there is.

Alan Watts

YESTERDAY IS HISTORY; TOMORROW IS A MYSTERY; TODAY IS A GIFT; THAT'S WHY IT IS CALLED THE 'PRESENT'. Eleanor Roosevelt



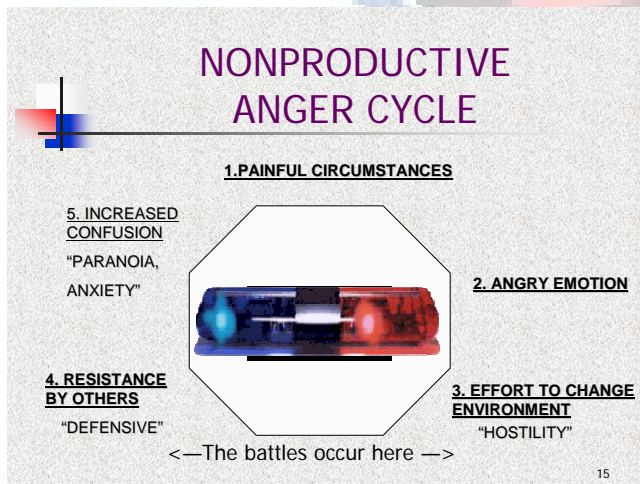
COPING PRINCIPLE #2 Don't take everything personally

- 🔥 "When a crisis emerges, start moving in the direction of solving it." Roberta R. Greene, Ph.D.
- 🔥 If you're going through hell, keep going. Winston Churchill
- 🔥 If you can find a path with no obstacles, it probably doesn't lead anywhere.
- 🔥 Get over it, and get on with it. James T. Reese & Jamie R. Baker, Lies from the Cockpit, in press.



ANGER: IF YOU ARE AN ANGRY PERSON...

- 🔥 You are not in control of your life.
- 🔥 Research is strongly indicating that individuals who do not handle this issue properly have a premature mortality rate as high as three times that of non-angry people. Thus, it is possible that it is killing you. (JAOA, Vol. 102, No 6, June 2002)
- 🔥 Consider the anger that can be created in the law enforcement profession and it becomes obvious that we must control it.



¹⁵ Glenn Taylor, Rod Wilson, Helping Angry People, 1997).



COPING PRINCIPLE #3 CHALLENGE YOURSELF EVERYDAY

BURNOUT – A self-inflicted attitudinal injury caused by **YOUR** perception that: demands exceed your resources; you are not appreciated; your efforts are in vain; and no one else feels the way you do.

Challenge yourself to be resilient. Resilience involves maintaining flexibility and balance in your life as you deal with stressful circumstances and traumatic events. Everly & Reese, *Psychological Body Armor*








A victim blames the situation. A resilient person takes responsibility and says, 'How I respond to this is what counts.' (Salvatore R. Maddi, Ph.D)

COPING PRINCIPLE #4 REINVENT YOURSELF DAILY

Most people spend their lives thinking about what they don't want to become, and then wonder how they end up there. You will always become a product of your thoughts, not your station in life.








Snowmen fall from the sky unassembled.

PSYCHOLOGICAL BODY ARMOR: Seven Strategic Lessons about Life, Resiliency, and Coping with Stress© (Everly & Reese, Psychological Body Armor, 2007)

-  **Develop a moral compass by which to live**
-  **Take responsibility for your actions**
-  **Recognize the value of friendship and how to be a good friend**
-  **Be honest**
-  **Deal with guilt**
-  **Know the importance of optimism**
-  **Understand the value of faith**

COPING PRINCIPLE #5 REDUCE YOUR EXPECTATIONS OF OTHERS

Reduce your expectations of others while increasing your own expectations.

-  **Think positive; not negative**
-  **Write your goals and create a plan to achieve them**
-  **Be animated; move toward your goals**
-  **Persistence is essential; never stop learning**
-  **Stay focused; Avoid being distracted by other people and their plans for you**
-  **Create paths; don't always follow the trails made by others; be a risk taker**
-  **Motivate yourself and those around you; you don't need rank to lead!**



COPING PRINCIPLE #6 CONTINUE TO MAKE GOOD CHOICES

“MEN ARE DISTURBED NOT BY THINGS, BUT THE VIEWS WHICH THEY TAKE OF THEM.”

(Epictetus (30 – 160 AD) Greco Roman Philosopher)

Choose to be well! Holistic wellness includes, but is not limited to:



SPIRITUAL

FAMILIAL

PERSONAL

OCCUPATIONAL

FINANCIAL

NUTRITIONAL

PHYSICAL





EMOTIONAL

COPING PRINCIPLE #7 START ACCEPTING REALITY





The difference between *fiction* and *reality* is that fiction has to make sense.

THE SIX KEYS TO STRESS-FREE LIVING©

1. Challenge






-  Understand the changing nature of your work
-  Develop excellent work habits
-  Get others to see their potential
-  Share your vision with subordinates

2. Choice




-  We become a product of the choices we make in life
-  Choose to continually demonstrate your abilities
-  Experiment and take risks
-  Losers take chances; winners make choices





3. Change

-  Encourage others to welcome and accept change
-  Mentor those around you
-  Change your attitude: Change your life
-  Maintain an attitude of gratitude
-  Increase the value of you to your employer



4 Courage

-  Be a person with vision
-  Celebrate the success of others
-  Encourage those around you to excel

5. Control

-  Losers let things happen; winners make things happen
-  Speak honorably about your organization and fellow workers

6. Commitment

-  Change your habits; commit yourself to excellence in all that you do
-  Demonstrate your integrity by living the principles you believe in

SIX KEYS TO STRESSFREE LIVING™ (An audiocassette series, Dr. James T. Reese, sold out)

SUCCESS WITHOUT STRESS™ (A DVD, James T. Reese, available Amazon.com)

COPING PRINCIPLE #8 ACCEPT CHANGE AND ADAPT QUICKLY

Coping With Change

- Don't take it personally
- Go with the flow
- Don't go it alone
- Don't focus on the negative
- Break it up in smaller segments, pieces, or time frames
- Learn from it
- Balance your life 'to control the change YOU can control'
- Know it will end! (And it came to pass)

**LEADERS MUST OCCASIONALLY CONSIDER CHANGING WHAT THEY DO, RATHER THAN
MERELY CHANGING THE WAY THEY DO WHAT THEY HAVE ALWAYS DONE!**

IF YOU ALWAYS DO WHAT YOU'VE ALWAYS DONE, YOU'LL ALWAYS BE WHAT YOU'VE ALWAYS BEEN.

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NOTES, THOUGHTS, and QUESTIONS

