

# About the KonTerra Inventory of Resilience Builders® (KIRB®)

## About the KIRB®

Over time, stress can have a significant impact on your physical and psychological wellbeing. The KIRB® is designed to help you review your behaviors and experiences in important areas that contribute to resilience.

It is important to undertake this sort of review periodically because your stress levels and your resilience both fluctuate as your context, pressure levels, and coping resources change over time.

You may have a good understanding of what stress is and what “being stressed” looks and feels like. But what about resilience?

*Resilience is the capacity to successfully navigate elevated levels of challenge, change, and stress, and to recover effectively from setbacks or disruptive events.*

The 90-item KIRB® assesses behavior and experiences in 10 key areas that research suggests are foundational to resilience.

The KIRB® also provides a simple measure of high-risk coping. This measure enables you to review and reflect upon the extent to which you have been using high-risk coping to help you manage stress.

After you complete the KIRB® you will receive a comprehensive feedback report that outlines your results and includes reflection questions and practical tips related to your current growth-edge areas.

## THE KIRB® RESILIENCE FACTORS

1. **Sleep:** Sleep allows the brain and body to rest, repair, rebalance, and reorganize.
2. **Exercise:** Exercise and physical movement can help you reduce stress chemicals and maintain or build cardiovascular health, strength, balance, and flexibility.
3. **Nutrition:** What you eat and drink fuels your body and brain and influences your general health and wellbeing.
4. **Supportive Connections:** Supportive relationships allow you to give and receive help and experience care, belonging, and understanding.
5. **Relaxation & Enjoyment:** Activities unrelated to work that you find enjoyable and relaxing help refresh and refuel you.
6. **Boundaries:** Boundaries around work and other demands help create space for rest and sustain energy over time in demanding contexts.
7. **Positive Outlook:** Your attitude and perspective towards life influences your choices and emotional experiences. An outlook that contributes to resilience involves a sense of optimism, contentment, and enjoyment.
8. **Emotional Regulation:** Your ability to tolerate and manage strong emotions helps you use healthy coping strategies, maintain important relationships, achieve goals, and work effectively on problem-solving.
9. **Adaptive Coping:** How you approach and engage challenges influences how effectively you can cope with difficulties and hardships, solve problems, and achieve important goals.
10. **Meaning, Purpose:** Beliefs and experiences that are meaningful contribute to resilience by fostering a powerful sense of energy, purpose, fulfillment, and enrichment.

# KIRB® Consultation and Training Packages

## KIRB® and Consultation Packages

These packages allow individuals to:

1. Take the KIRB® and receive an assessment feedback report that outlines their results and includes reflection questions and practical tips related to their current growth- edge areas
2. Participate in a 1-hour confidential consultation with a counselor or coach

**This confidential consultation process allows individuals to:**

- Learn more about stress and resilience
- Reflect upon and discuss:
  - Key contributors to their current stress level and the extent to which they have been using high-risk coping strategies to manage stress
  - Their current resilience-building strengths
  - Areas for improvement
  - Self-care priorities and action planning
- Ask questions and discuss personal issues confidentially

<b>KIRB® &amp; Individual Consultations</b>	<b>Price</b>
<b>Bundle of 5 KIRB® &amp; Individual Consults</b>	<i>To learn more about pricing, please contact your Account Manager or email <a href="mailto:info@konterragroup.net">info@konterragroup.net</a></i>
<b>Additional KIRB® participant up to 9</b>	
<b>Bundle of 10 KIRB® &amp; Individual Consults</b>	
<b>Additional KIRB® participants beyond 10</b>	

# KIRB® Consultation and Training Packages

## KIRB® and Training Packages

These packages allow up to 20 participants<sup>1</sup> to:

1. Take the KIRB® and receive an assessment feedback report that outlines their results and includes reflection questions and practical tips related to their current growth- edge areas
2. Participate in an interactive group debrief or training event (see below for more details)

KIRB® & Training	Price
<p><b>KIRB® &amp; 90-minute debrief webinar</b></p> <p>Individual's take the KIRB® and are invited to participate in a 90 minute webinar. During this webinar, participants will:</p> <ul style="list-style-type: none"> <li>• Learn more about the KIRB® resilience building factors</li> <li>• Reflect upon and discuss key contributors to their current stress level, resilience-building strengths, areas for improvement, and self-care priorities</li> <li>• Ask questions</li> </ul>	<p><i>To learn more about pricing, please contact your Account Manager or email <a href="mailto:info@konterragroup.net">info@konterragroup.net</a></i></p>
<p><b>KIRB® &amp; 4-hour team-building and training</b></p> <p>Individuals take the KIRB® and are invited to participate in a half-day team-building and training workshop. During this workshop, participants have the opportunity to:</p> <ul style="list-style-type: none"> <li>• Learn more about the KIRB® resilience building factors</li> <li>• Reflect upon and discuss key contributors to their current stress level, resilience-building strengths, areas for improvement, self-care priorities, and high-risk coping</li> <li>• Learn about effective action planning for self-care habits</li> <li>• Practice some research-supported resilience-building skills</li> <li>• Ask questions</li> </ul>	
<p><b>KIRB® &amp; debrief &amp; training webinar series (three 90-minute webinars)</b></p> <p>Individuals take the KIRB® and are invited to participate in a series of three 90-minute webinars scheduled approximately two weeks apart. Sessions are as follows:</p> <p><b>(Session 1) Understanding Stress &amp; Resilience:</b> Scheduled before participants take the KIRB®, this webinar explores stress, resilience, self-care (and how it's different from self-comfort, and research-supported strategies for managing stress and building resilience.</p> <p><b>(Session 2) KIRB® Debrief:</b> Participants have the opportunity to:</p> <ul style="list-style-type: none"> <li>• Learn more about the KIRB® resilience building factors</li> <li>• Reflect upon and discuss key contributors to their current stress level, resilience-building strengths, areas for improvement, and self-care priorities</li> <li>• Ask questions</li> </ul> <p><b>(Session 3) Action Planning for Improving Resilience:</b> Participants practice resilience-building skills and learn about principles for putting self-care planning into action.</p>	

<sup>1</sup> No discount is given for groups of fewer than 20 participants. The smaller the group, the richer the discussion tends to be. Up to 10 extra participants may be added at additional cost.