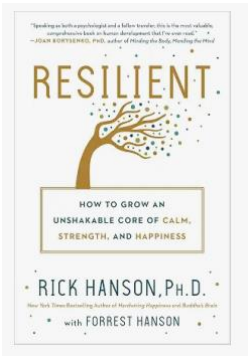
'CliffsNotes' Book Club Recap

DO YOU LOVE BOOKS ON LEADERSHIP, NEUROSCIENCE, AND BUSINESS, BUT NOT HAVE TIME TO READ ALL THE BOOKS?

*Join the '**CliffsNotes' club**—where there's no pressure to pre-read the book, no membership required, no cost, and lots of discussion in just 90 minutes. Each month, you will hear a **summary of highlights** from a recently-published business book. This discussion summary is intended to provide a recap of the conversation at Book Club, rather than serve as a thorough book summary. We'll keep you "in the know" on the latest and greatest concepts and models. **Register here** for upcoming events.*



November 2026

Resilient: How to Grow an Unshakable Core of Calm, Strength, and Happiness

By Rick Hanson

Overview

Pulled from Amazon

True resilience is much more than enduring terrible conditions. We need resilience every day to raise a family, work at a job, cope with stress, deal with health problems, navigate issues with others, heal from old pain, and simply keep on going.

With his trademark blend of neuroscience, mindfulness, and positive psychology, New York Times bestselling author Dr. Rick Hanson shows you how to develop twelve vital inner strengths hardwired into your own nervous system. Then no matter what life throws at you, you'll be able to feel less stressed, pursue opportunities with confidence, and stay calm and centered in the face of adversity.

This practical guide is full of concrete suggestions, experiential practices, personal examples, and insights into the brain. It includes effective ways to interact with others and to repair and deepen important relationships.

Warm, encouraging, and down-to-earth, Dr. Hanson's step-by-step approach is grounded in the science of positive neuroplasticity. He explains how to overcome the brain's negativity bias, release painful thoughts and feelings, and replace them with self-compassion, self-worth, joy, and inner peace.

Book Summary

Prepared by Sally Colella

The 'HEAL' Process

Hanson's **HEAL** Process is the book's central method for turning passing states into lasting traits. In a coaching session, try running a live HEAL.

Ask the client to recall a recent moment of feeling capable or cared for. Slow down, and help them stay with it and feel it physically before moving on.

NOTE: The Link step is optional and best used with care; keep the positive experience prominent so it is not swamped by the painful material.

H ave a beneficial experience: Notice it or create it.

E nrich it: Stay with it 5–10+ seconds; feel it in the body.

A bsorb it: Sense it sinking in and becoming part of you.

L ink it (optional): Hold it alongside an old pain to soothe it.

Defining Resilience

The Core Idea: Resilience is a set of inner strengths that anyone can grow

Hanson defines 'resilience' as more than bouncing back. It is the capacity to cope with adversity and to keep pursuing opportunities.

The key mechanism is experience-dependent neuroplasticity: mental resources become lasting traits only when we stay with beneficial experiences long enough to encode them. For coaches, the three needs offer a quick diagnostic. When a client is in the red zone, ask which need feels unmet right now.

Negativity Bias	Green Zone vs. Red Zone	3 Core Needs
• The brain is like Velcro for bad experiences and Teflon for good ones. • Good moments pass through unless we deliberately help them stick.	• When needs feel met, we stay responsive: calm, content, caring. • When they feel unmet, we tip into reactive: fear, frustration, hurt.	• Safety (avoiding harm) • Satisfaction (approaching rewards) • Connection (attaching to others). Each strength helps meet one of them.

Finding Inner Strength

The Framework: Twelve Inner Strengths to Cultivate

Hanson presents a model of twelve inner strengths to cultivate.

- The first three strengths (compassion, mindfulness, learning) are foundational. They let a client see their situation clearly and turn experiences into growth.
- The remaining nine map onto the three needs, shown in the bottom band.

Coaching application: Once you know which need a client's challenge touches, pick the matching strength to cultivate.

For example, a client stuck in **anxiety about a decision** may need calm or courage (Safety). One feeling **flat** may need gratitude or aspiration (Satisfaction). One feeling **isolated or criticized** may need confidence or intimacy (Connection).

	Recognize	**Resource**	**Regulate**	**Relate**
Safety	Compassion Be on your own Side	Grit Staying power	Calm Pause, breathe, anchor	Courage Stand up for you
Satisfaction	Mindfulness Present moment awareness	Gratitude Noticing what is good	Motivation Knowing what you *really* want	Aspiration Reach for your hopes & dreams
Connection	Learning Growing the good	Confidence Feeling of self worth	Intimacy Close connections	Generosity Give & forgive

Application for Consultants & Coaches

For Organization Development Consultants and Coaches: Tools to Use with Clients

- Diagnose the Need
  - Ask: Is this about safety, satisfaction or connection?
  - Then choose the strength to grow.
- Invite Short Experiments
  - Several brief "take in the good" moments a day beat one long session.
- Track Red Zone/Green Zone
  - Invite clients to notice what returns them to responsive mode.

About the Book Club In this monthly club, a presenter shares highlights from a book related to leadership, business, neuroscience, or coaching. Membership is not required, and there's no obligation to pre-read the book. This discussion summary is intended to provide a recap of the conversation at Book Club, rather than serve as a thorough book summary. Register here for upcoming events. For the full set of discussion summaries, click here.