

Activating Inner Resources in Uncertain Times



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House Keeping Rules

You are muted by default. The chat function is disabled.

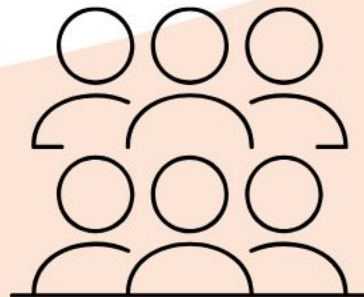
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.



Agenda for Today



Understanding stress and uncertainty



Longer-term strategies for sustaining resilience and performance



Practical in-the-moment grounding techniques



Body scan, PMR, Inner Circle Exercises



Questions and Answers

Understanding Stress and Uncertainty

Section One





Even positive change is stressful.
Why do you think that is?



Uncertainty and Change

Uncertainty refers to a lack of knowledge or predictability about future events or outcomes. It involves ambiguity, unpredictability, or doubt.

Uncertainty and change are not merely obstacles but fundamental aspects of life, deeply woven into our existence. As human beings, we also crave predictability. Our minds seek stability, and uncertainty can trigger fear and anxiety.

When faced with unexpected changes, the psychological and emotional impact can be significant. Some individuals adapt well to these changes, while others may have different emotional reactions. Uncertainty can also promote growth, adaptability, and creativity.

Navigating Uncertainty in Challenging Times

Uncertainty -whether caused by shifting funding, organizational changes, or global events—can deeply affect our well-being. The prospect of job-related changes can be particularly impactful, as it touches multiple aspects of our lives.

When we **connect with others** in similar situations, we often **discover shared concerns and emotions**.

Finding **solidarity** with colleagues facing the same challenges can provide comfort and strength.



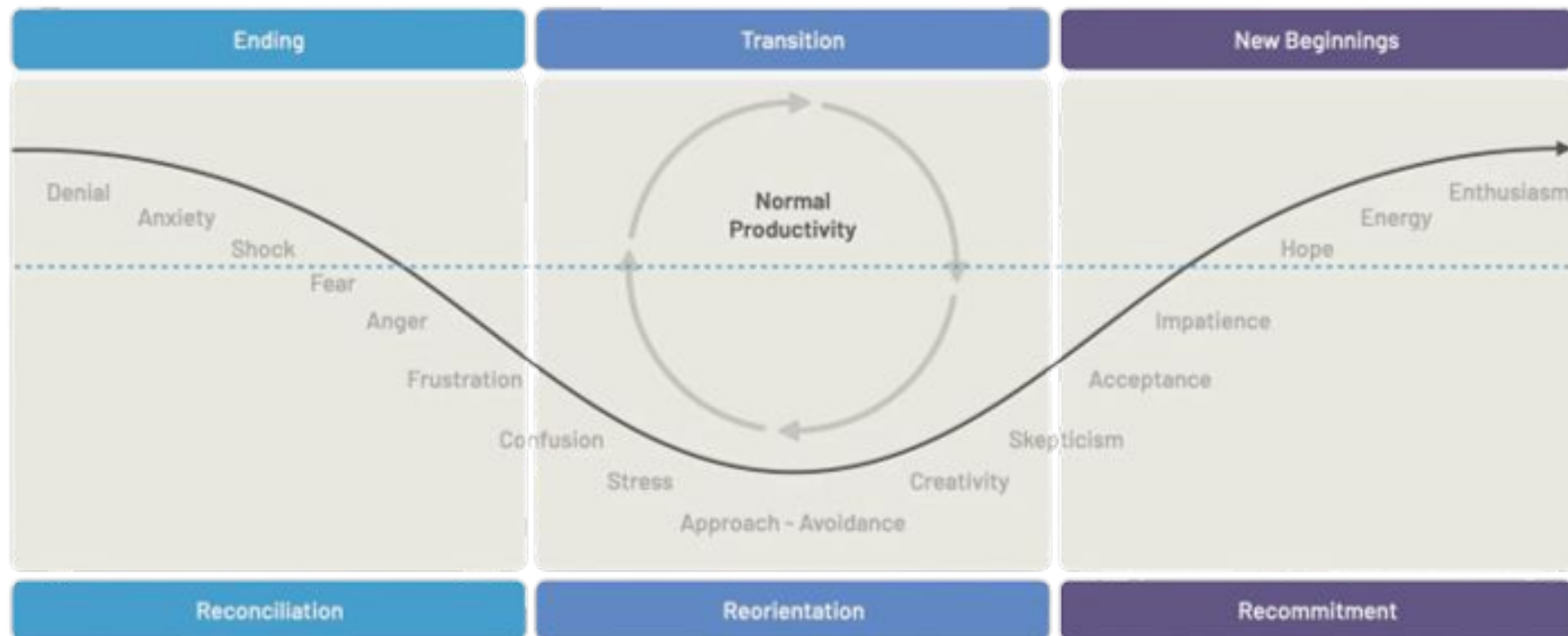
Yet, it is essential to acknowledge that **each person's experience is unique**, as are their responses.

Beyond these individual and contextual differences, people may also be at **different emotional stages in processing change**.

What Do You See Here?

What Can You Reflect on From This Graphic?

William Bridges' Transition Model



Reactions to organizational change

Resistance to Change

Anxiety & Stress

Denial or Avoidance

Anger & Frustration

Confusion & Lack of Direction

Positive Engagement & Adaptation

Increased Collaboration or Conflict

Survivor's guilt.

Heightened worry or overthinking

Feelings of sadness, helplessness, or
overwhelm

Physical symptoms



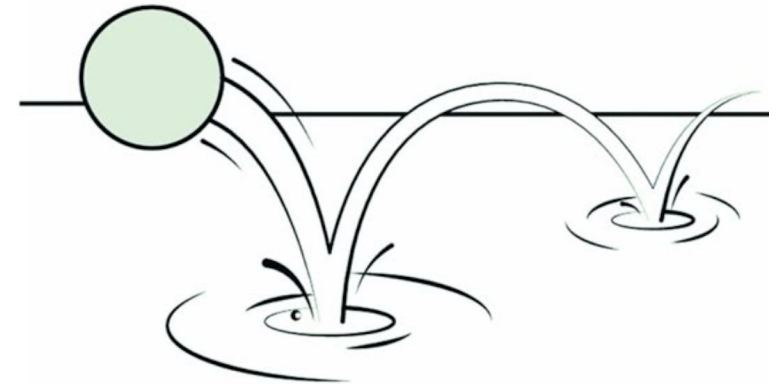
Longer-term strategies for sustaining resilience and performance

Section Two

Resilience

„Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.“

Resilience =
Bouncebackability



How resilient are you?

On the statement "I am a resilient person":

- To what extent do you agree with that?

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

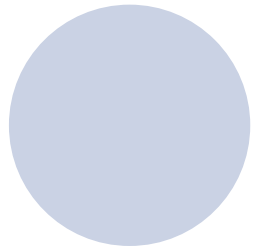
Resilience pathways



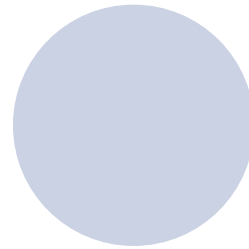
Biology
Temperament
Early development

Coping with stress
Emotion regulation
Recovery

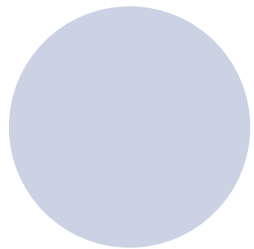
Accurate thinking



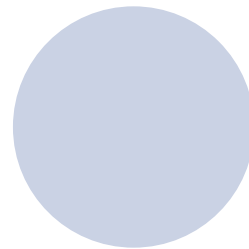
How likely is this really?



What is a more realistic outcome?



If it happened —
how exactly would I cope?



What small step
can I take today?



Solution Orientation

1. When something doesn't work, stop it immediately.
2. When something works: do more of it
3. Do not fix what is not broken



Psychological Booster Effect

“Experience is the result of focused attention.”

- We can choose to focus on surviving strengths, without bypassing pain
- **Booster effect:** a lasting emotional resource that makes future challenges easier to meet.
- Acknowledging the pain is an important first step
- Intentionally shifting attention

Psychological Booster Effect

- How would you need to interpret what happened so you move forward in a healthy and sustainable way?
- What inner strengths or skills helped you to get through it?
- What abilities have you gained or developed through this experience?

Resilience

*Find purpose and strength
in what you've lived through*





Practical in-the-moment grounding techniques

Section Three

Warning Signs of Distress

Performance Decline



Persistent Exhaustion



Loss of Hope



Social Withdraw



Unusual Aggression



Suicidal Thoughts



If you notice these signs in yourself or a colleague, consider reaching out for support or professional help.

Mindfulness and breathing techniques for immediate stress relief

Mindfulness has been practised in different forms for centuries. Psychology has adopted the practice as a way to calm our minds and relax.

There are different types that you can explore to find what works best for you.

- Breathing exercises
- Body scan
- Progressive muscle relaxation
- Sensory mindfulness
- Mindful eating
- Inner circle exercises

LETS PRACTICE!!!





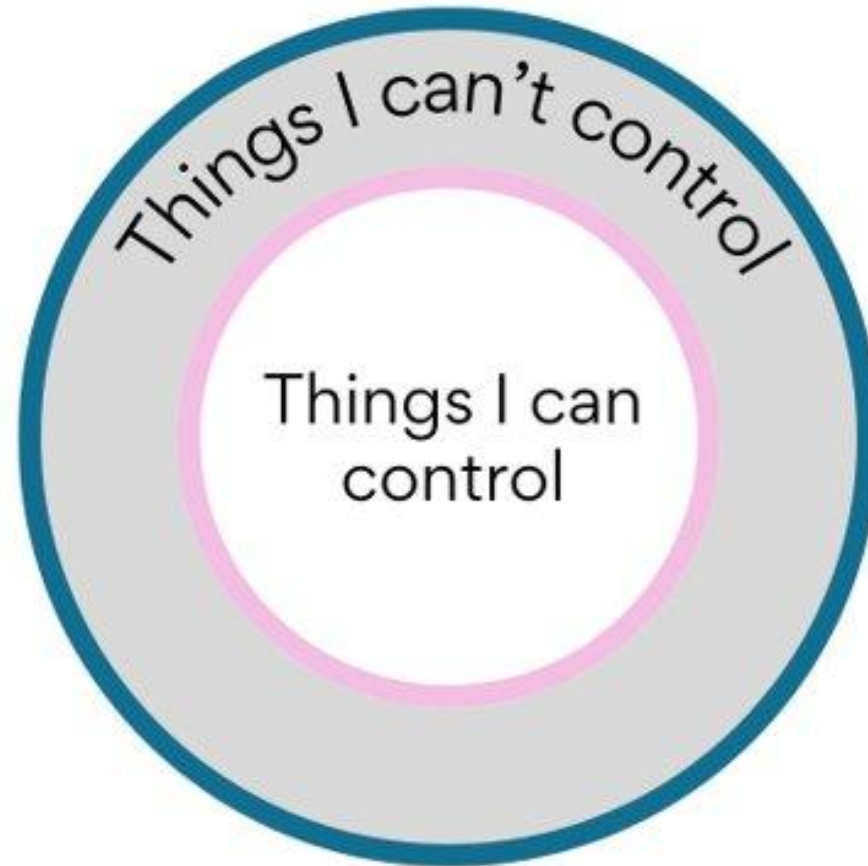
Body scan, Inner circle exercise, and Progressive Muscle Relaxation

Section Four

Body Scan



Inner Circle Exercises



Progressive Muscle Relaxation (Tension & Release)



Questions & Answers?



	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ¹ -02:30 ¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future. Make your Role Matter

