



THE OVERRATED STRETCH ZONE

The importance of consolidation in a world that worships growth



Creating pathways to employment for young people.



Skills Gap

Upskilling programs



Network Gap

Inclusive networking
events

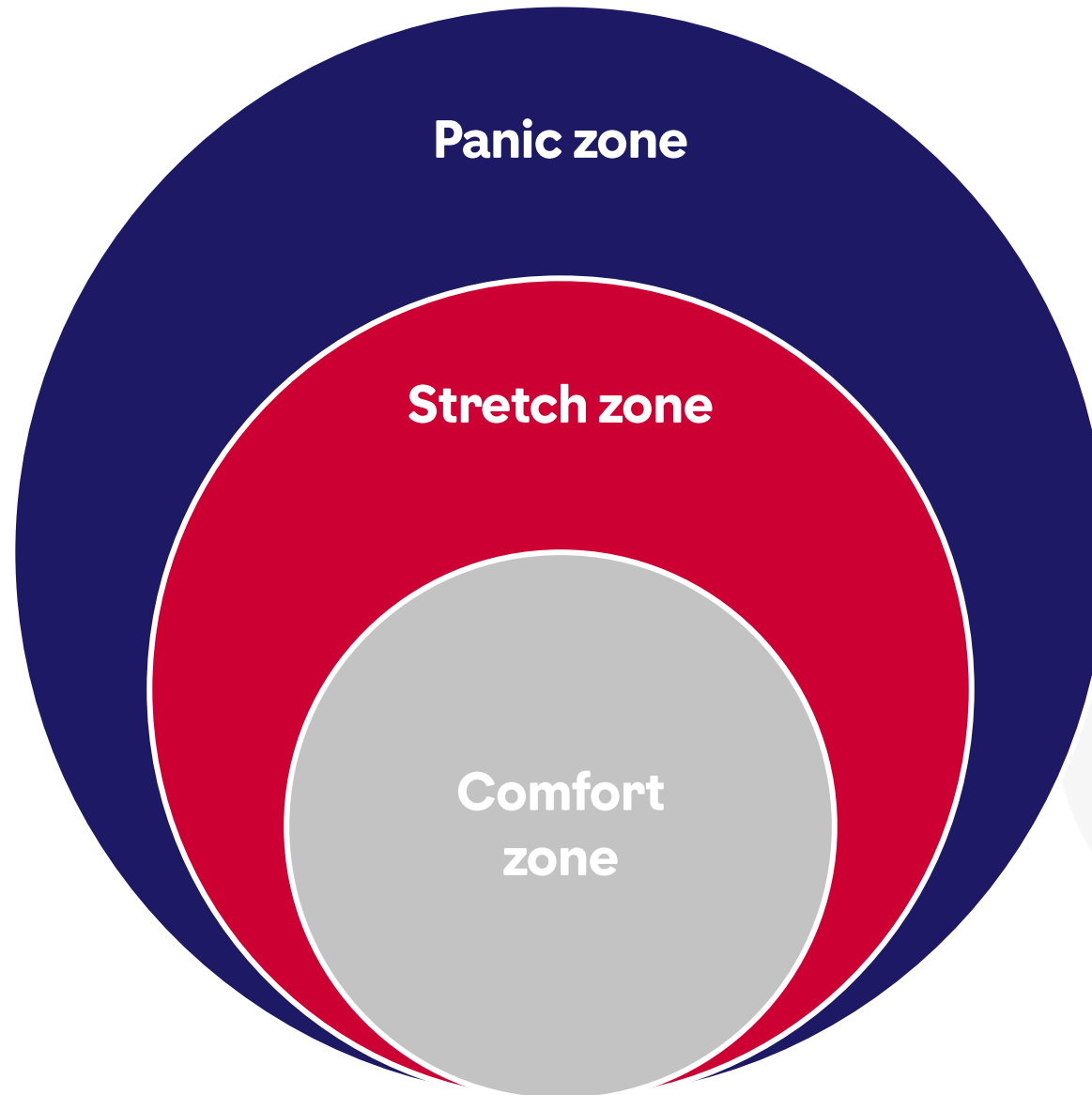


Experience Gap

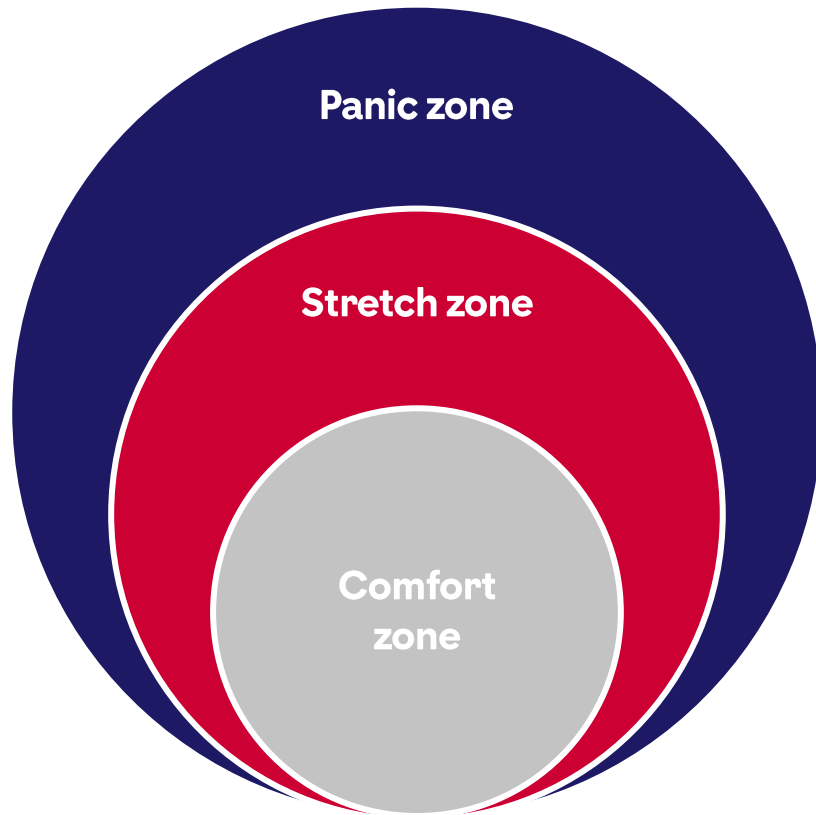
Connecting to top
employers

Resilience

is the ability to **bounce back** from challenges, stress, or adversity and return to a stable, functional state.

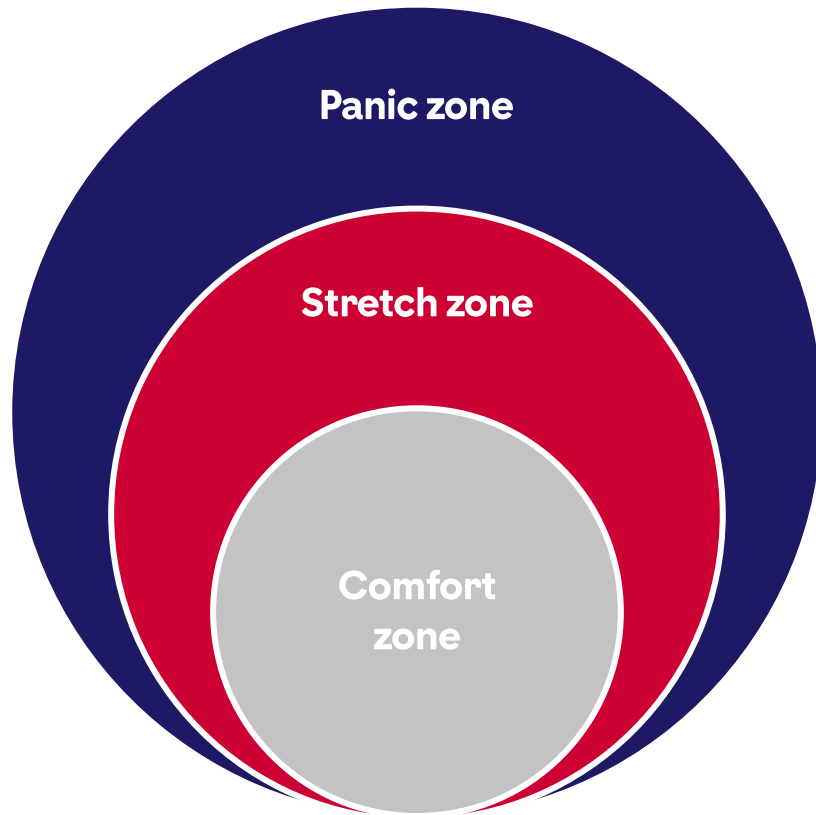


Comfort zone



- **Predictable:** You know what to expect and how to handle situations
- **Low stress:** You feel in control, with minimal anxiety or pressure
- **Familiar:** You repeat patterns that you're used to, whether in work, social or personal habits.
- **Atrophy:** Skills and personal development can stagnate if you're not pushing yourself beyond your comfort zone.

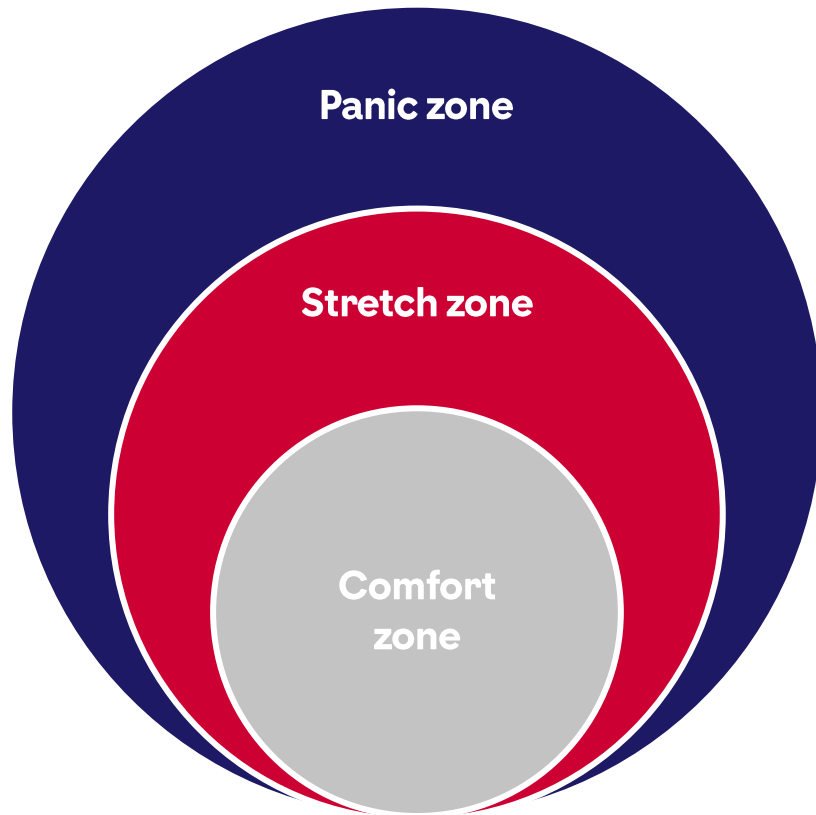
Stretch zone



- **Learning and growth:** You're learning new skills, adapting to new situations, and overcoming challenges.
- **Eustress:** There is a level of discomfort, but it leads to growth.

Spending too much time here can lead to entering the panic zone.

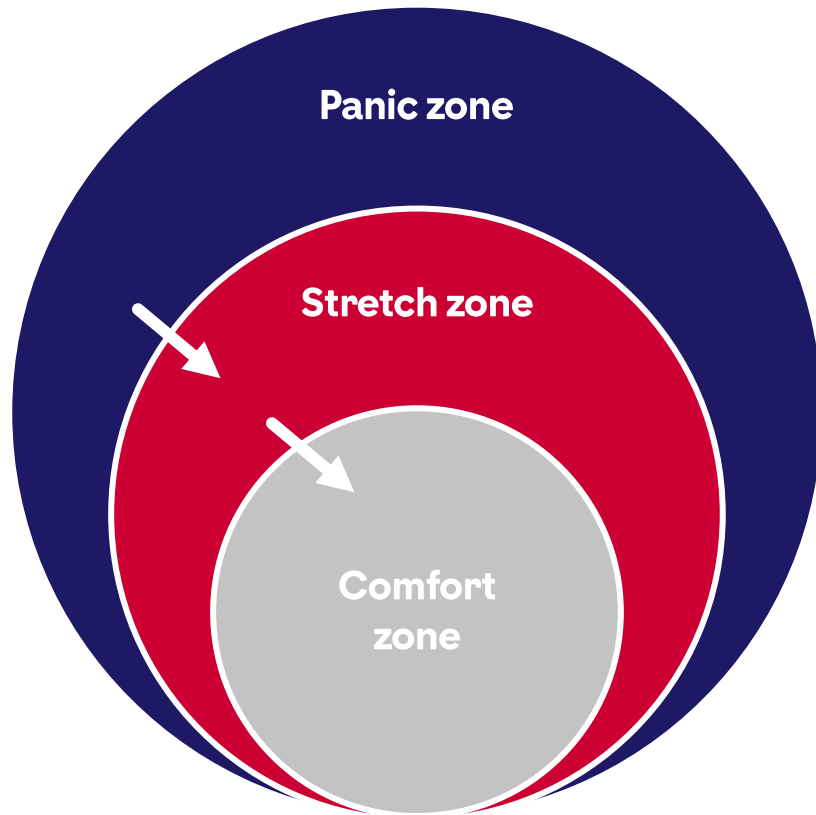
Panic zone



- **Distress:** The demands or challenges exceed your ability to cope or adapt.
- **Ineffectiveness:** You struggle to perform, often feeling paralyzed or stuck.
- **Overwhelm:** Feelings of fear, anxiety, or even panic become dominant.

It's important to avoid long exposure in this zone as recovery from burnt out can take a while.

Resilience gets you back to your stretch & comfort zones



Building resilience means learning how to effectively recover from your stretch and panic zones.

You may have built coping strategies such as:

- Mindfulness
- Rest
- Setting boundaries

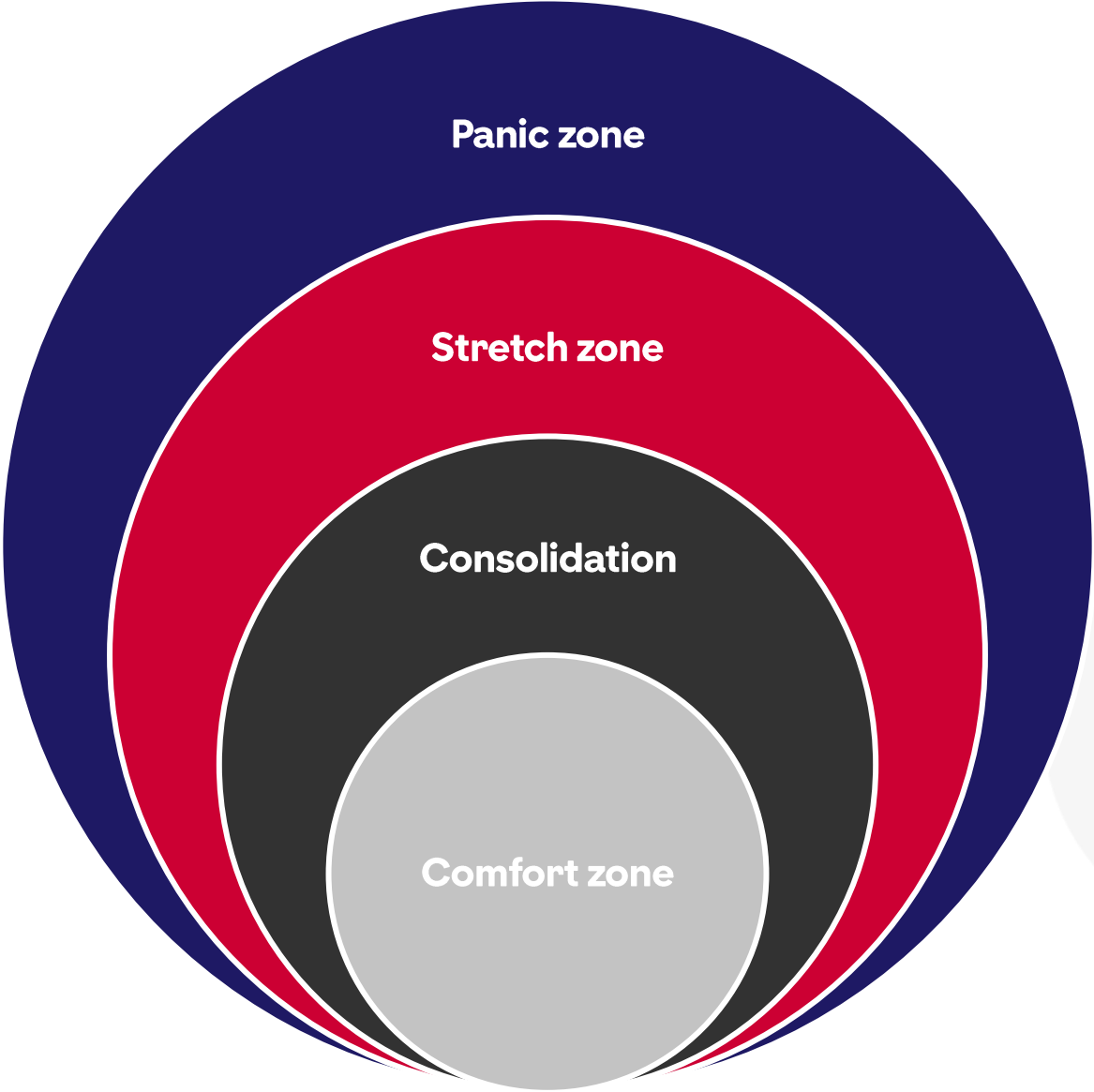
Anti-fragility

is the ability to not only withstand stress and challenges but to **benefit and grow stronger from them.**

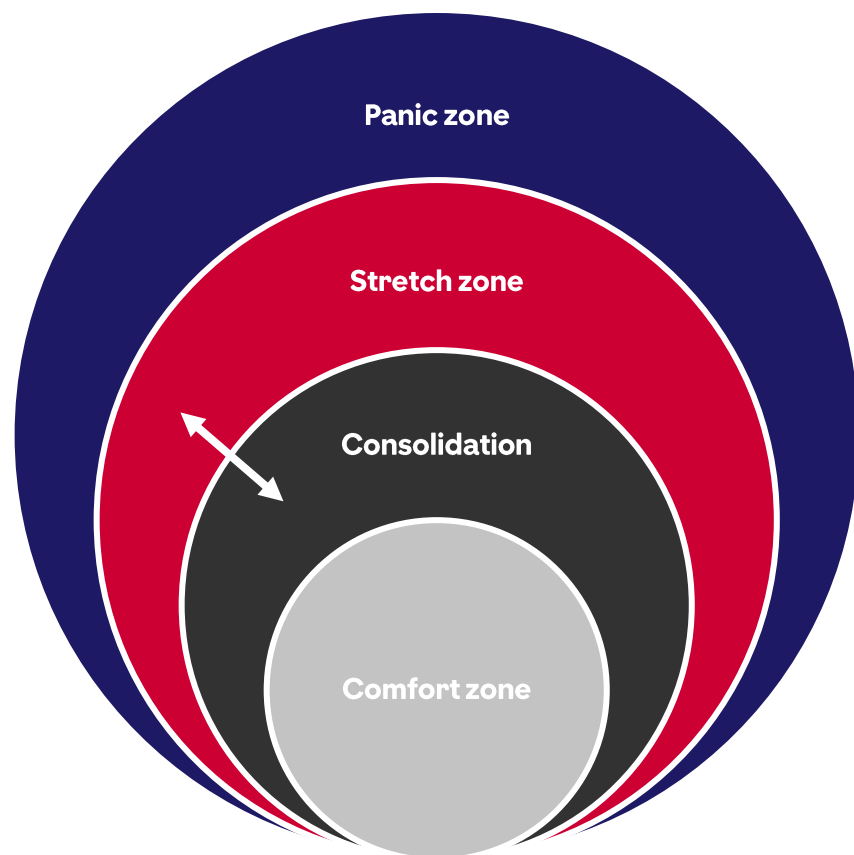
Resilience is about surviving.

Anti-fragility is about thriving.

Consolidation



Consolidation zone



The consolidation zone is the phase where real, lasting growth takes root.

It's the space after you've been stretched, where you pause, reflect, and absorb the experience to become stronger and more capable.

You want to move back and forth between the stretch and consolidation zone.

Consolidation - what to do?

- **Reflection:** Journaling and self-assessment to process what you've learned or experienced.
- **Feedback:** Seeking insights from mentors, colleagues, or trusted individuals to gain new perspectives.
- **Adjustments and refinements:** Evaluating what worked, what didn't, and making strategic improvements.
- **Celebration and acknowledgements:** Recognizing your progress and giving yourself credit before moving forward again.
- **Rest and recovery:** Taking breaks, getting enough sleep, and allowing your body and mind to recharge.

Mentorship to consolidate

Mentorship can be a great tool to help you consolidate before you head for your next stretch phase. Mentors can provide a great sound board as they can bring in their own expertise, experiences and support with processing externally.

1. Self-reflect before seeking mentorship
2. Seek feedback and perspective
3. Use your mentor as a thought partner
4. Stay accountable and follow up

Mentorship is like friendship.

Stretch. Consolidate. Repeat.

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