



CERTIFIED HIGH ADVERSITY RESILIENCE TRAINING INSTRUCTOR

High Adversity Resilience Training Instructor Information Sheet

Orientation information for new applicants to the High Adversity Resilience Training Instructor program

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More information at hellodriven.com

Contact: info@hellodriven.com



The Importance of Prevention in High Adversity

The importance of resilience training as a preventative intervention, especially within High Adversity Occupations (HAOs), cannot be overstated. Occupations characterised by high adversity, such as first responders, nurses, law enforcement officers, and defence personnel, face an elevated risk of exposure to potentially traumatic events (PTEs), which can lead to a host of mental, physical, and social health issues. These issues not only affect the well-being of the individuals involved but also the quality of care and service they provide to others. Therefore, building resilience in these individuals is not just beneficial but essential for maintaining both individual health and public safety.

Resilience serves as a protective mechanism against various forms of mental health challenges, including but not limited to burnout, depression, and post-traumatic stress disorder (PTSD). Research literature supports the concept that resilience can be developed through specific training programs, suggesting a proactive approach to enhancing the well-being of individuals in HAOs. However, a significant challenge in this area has been the lack of comprehensive evaluation and a solid evidence base for many of these resilience training programs. Despite these challenges, the need for such programs is clear, given the high rates of PTSD, anxiety, depression, and other health issues among those in HAOs.

The introduction of the High Adversity Resilience Training program (HART) aims to address these challenges by developing resilience capacity through a methodologically sound, evidence-based approach. By focusing on the Predictive 6-Factor Resilience (PR6) model, the HART program seeks to equip individuals with strength-based skills necessary for combating the adverse effects of their demanding jobs.

The necessity of such a program is further highlighted by the unique challenges faced by HAOs. These challenges are categorised into operational, organisational, and relational risk factors, each contributing to the erosion of resilience in different ways.

- Operational risks include the inherent dangers and stresses of the job, such as exposure to trauma and the pressure of crisis response
- Organisational risks encompass the structural and administrative challenges within the workplace, such as bureaucracy, shift work, and resource limitations
- Relational risks involve the impact of high-adversity work on personal and social relationships, which are crucial for emotional support and resilience

Addressing these risk factors through resilience training is critical for several reasons. First, it helps reduce limbic brain reactivity, thereby protecting mental health by fostering a sense of safety and support within the occupational environment. Second, by enhancing individual resilience skills and addressing organisational and relational factors, resilience training can improve the overall health and effectiveness of those in HAOs. Lastly, given the pivotal role these individuals play in society – ranging from emergency response to healthcare – improving their resilience and mental well-being has a direct positive impact on the communities they serve.



Resilience training for HAOs represents a vital preventative intervention strategy. It not only addresses the immediate mental health risks associated with high-adversity work but also contributes to the long-term sustainability of essential services provided by these professionals. By building a robust evidence base and continuously evaluating the efficacy of such programs, it is possible to significantly enhance the resilience, health, and performance of individuals in these critical roles.

The HART Program and Approach

The High Adversity Resilience Training (HART) program is a comprehensive resilience training initiative designed to address the unique and demanding challenges faced by individuals working in high adversity occupations. This includes those in emergency services, healthcare, law enforcement, military, crisis response, and other roles that regularly confront extreme stressors, such as life-or-death situations, crisis management, exposure to trauma, and the inherent risks of injury or death. Recognising the distinct mental, physical, and emotional toll these roles can exert, the HART program aims to equip participants with advanced resilience skills, going beyond everyday stress management to tackle the profound challenges these professions face.

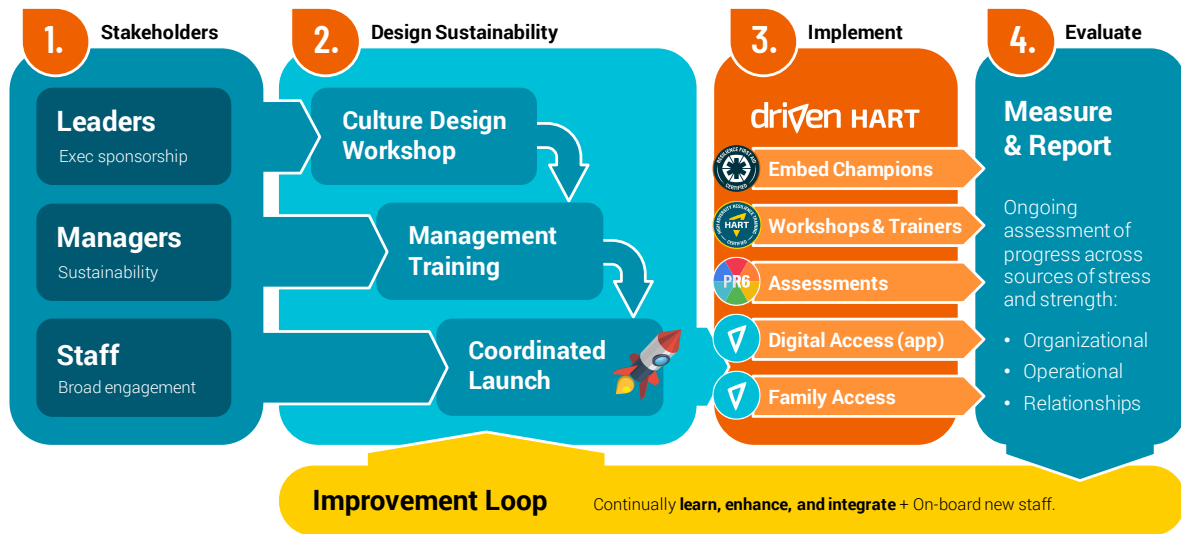
The HART program is grounded in the Predictive 6-Factor Resilience (PR6) model, offering a neuroscience-based approach to resilience that integrates prevention into the brain's wiring, thereby enhancing natural resilience capabilities. This model is complemented by validated strategies tailored specifically for high adversity contexts, developed with input from community members within these fields. The curriculum covers areas such as developing a clear sense of purpose, emotional awareness and regulation, critical thinking and problem-solving, persistence and motivation, collaboration and support networks, and physical health management. These elements together foster a holistic approach to building resilience, capable of addressing the operational, organisational, and relational challenges inherent to high adversity work.

The HART Certification course is an accredited, two-day program that provides advanced resilience training through a mix of live instruction and high-quality video content for self-paced learning. Participants also receive a full-colour, hard copy HART workbook manual, which includes interactive workshop components and access to the Driven Resilience App for six months, enhancing the learning experience with practical, real-world applications. This comprehensive package is designed to not only impart resilience skills but also to foster a supportive environment that encourages the application of these skills both within and outside the workplace.

One of the key aspects of the HART program is its cultural design approach, which seeks to build a healthy and supportive environment that nurtures resilience at all levels – individual, organisational, and communal. This approach recognises that resilience is not solely an individual Endeavor but is also influenced by the surrounding environment and culture. By including managers, leaders, ambassadors, and family members in the resilience-building



process, the program aims to create a culture of resilience that supports individuals through the various challenges they face in their high-adversity roles.



Moreover, the program provides significant value to organisations and leadership by offering digital measurement tools that analyse resilience and well-being. These tools enable the identification of risks and strengths within the organisation, facilitating targeted actions to enhance resilience and support well-being. The inclusion of pre and post-assessment surveys further enriches the program's effectiveness by offering personalised insights into participants' resilience levels, thereby guiding the focus of their training.

In summary, the High Adversity Resilience Training (HART) program represents a pioneering approach to resilience training, specifically tailored to the needs of those in high adversity occupations. By combining advanced resilience training with a cultural design approach, the HART program offers a holistic solution to the complex challenges faced by these professionals, enhancing their ability to thrive in the face of adversity and contributing to a supportive and resilient workplace culture.



Included Components for HART Instructors

Build a Culture of Resilience with an Integrated Program. As a HART Instructor, you'll get access to a suite of integrated tools to build a culture of resilience that ranges from leadership through to family members.



18 Hours of Advanced & Accredited Training

The HART Instructor training curriculum includes training you host HART Certification workshops, implement the comprehensive HART Approach, as well as various implementation styles and options to adapt it to your audience.



Become a HART Instructor

As a HART Instructor, your public coach profile will show your new qualification along with the ability to list public workshops. This certificate builds on the CReC Certified Resilience Coach qualification, expanding your expertise into the space of high adversity with advanced techniques.





Host HART Certification Workshops

Gain the resources to host HART Certification workshops with Instructor PowerPoint packs, complete speaker notes, and training on how to host sessions through the Driven Pro admin area. Provide your participants with manuals, pre & post assessments, and their own HART Certificates.



Leadership Culture Design Workshop

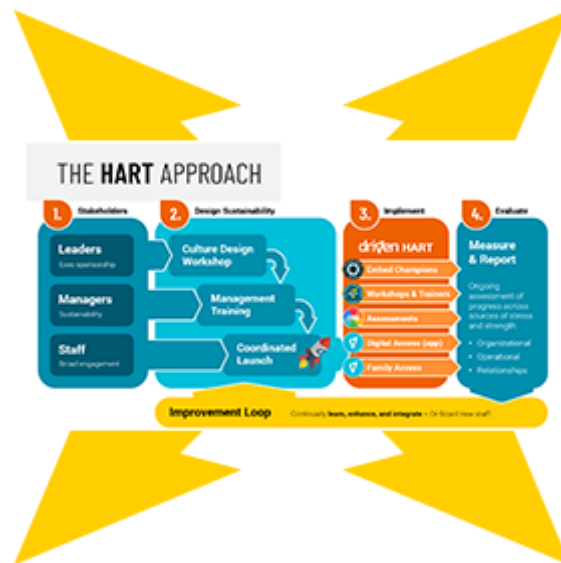
Build leadership buy-in through a collaborative Culture Design Workshop. Get the PowerPoint packs, speaker notes and training to host these sessions, along with a Word Doc template to create a Culture Action Plan to implement the program and create a culture of resilience.





Manager Training Workshop

Train managers to lead resilience by example and understand their role in building a culture of resilience with their teams. Get the PowerPoint packs, speaker notes, training, as well as a Word template manager handout to use to run integrated workshops with management layers.



Integrative HART Approach

Learn how to use the HART Approach as an expandable and integrated methodology to build a culture of resilience. Learn about implementation options for different types of deployments, and what to be aware of to manage project risks and achieve meaningful improvement.





Pre & Post Assessments & Data

Learn how to use data to track program impact over time using comprehensive resilience and psychosocial hazard surveys built into the HART Certification program. Use Data Studio in the Driven Pro platform to export reports and data for your own custom analysis.



HART Manuals

Access the full colour, A4 sized hard copy HART Manuals with HART Certification workshops, providing a detailed and interactive resource with all the advanced resilience skills, as well as connections to interactive assessments, techniques, and content through scannable QR codes that activate the Driven Resilience App.





Marketing Materials

Use the editable HART Brochure to promote the training program, along with additional marketing materials like the HART Program Overview PowerPoint pack, and other images and materials to create awareness and build engagement with the program. Use logos and emblems on your email signature and social media to show your qualification.

The HART Certification

The HART Certification is an **accredited 2-day program** to **build advanced resilience skills** in those exposed to extreme stress.

As a HART Instructor, you're stepping into a role that empowers you to deliver a transformative experience through the High Adversity Resilience Training (HART) Certification. This two-day accredited course is meticulously designed to arm individuals working in high-stress professions with the resilience skills necessary to thrive in environments characterized by extreme stress and adversity. Your journey as an instructor will enable you to lead professionals from emergency services, healthcare, law enforcement, military, and more, through an immersive learning experience that enhances their personal resilience, professional performance, and overall well-being.

By becoming a HART Instructor, you will be equipped to facilitate a program that goes beyond conventional resilience training. The HART Certification program is rooted in advanced techniques for managing extreme stress, offering participants strategies to improve their decision-making, critical thinking, and leadership skills. This, in turn, directly contributes to enhanced performance in their demanding work environments. The course



provides invaluable insights into achieving a better work-life balance and fostering a supportive, resilient workplace culture.

The comprehensive nature of the HART program ensures that participants are not only prepared to face the challenges inherent to their professions but are also equipped with strategies to combat common mental health challenges, such as anxiety, depression, and burnout. This holistic approach to resilience training is key to sustaining a long and fulfilling career in high-adversity fields. Additionally, the skills imparted extend beyond the professional realm, aiding in the maintenance and strengthening of personal relationships, which are crucial for overall well-being.

As part of your toolkit for delivering the HART Certification, you will receive a wealth of resources and materials, including Instructor PowerPoint packs complete with speaker notes. This will aid you in hosting engaging and informative workshops, whether in-person or online. Training on how to effectively utilise these resources and conduct sessions will be provided through the Driven Pro admin area, ensuring you are fully prepared to guide your participants through their resilience journey.

Included in the certification for participants are 14 hours of advanced training content, a 3-year renewable HART Certification, and pre & post Personal Resilience Insights Reports that offer a detailed view of each participant's resilience levels before and after the course. This data not only allows participants to track their progress but also enables you, as the instructor, to tailor your workshops to meet the specific needs of your audience.

Participants will also receive the HART Manual, a comprehensive guide filled with interactive learning components, which is shipped directly to them at no additional cost. Furthermore, they will gain six months of exclusive access to the Driven Resilience App, enhancing their learning experience with interactive features and resources to support their resilience skills in everyday life.



As a HART Instructor, you will play a pivotal role in shaping the resilience of individuals in high-adversity professions.

You will provide them with the tools and strategies needed to navigate the challenges of their work environments, support their mental health and well-being, and contribute to a culture of resilience within their organizations. With the resources and training provided, you will have everything you need to host impactful HART Certification workshops, making a meaningful difference in the lives of those who face the toughest challenges in their professional lives.



Research Supporting HART

HART is built on the peer-reviewed [Predictive 6 Factor Resilience Model \(PR6\)](#). The PR6 is a comprehensive whole body and brain resilience model that includes a [validated psychometric assessment](#), as well as detailed skills to proactively build resilience.

The PR6 model and skills-building approaches are used in research at various universities (including Harvard, University of San Francisco, Northwestern Uni, Boise State Uni, Northeastern Uni, Boston University, Coventry Uni, UNSW, and more). Over 600 clinicians and mental health practitioners also use the PR6 assessment and training in their practices as a validated approach.

Ongoing research and peer-reviewed validation of the model and resilience training program have established the PR6 as a leading model and program with [clinical effectiveness in building resilience](#) as a proactive approach for mental health.

HART builds on this research and expands the PR6 model into a resilience culture program aimed specifically at high adversity occupations. This is detailed in the **2024 research paper** that describes the neuroscience foundation as well as the scientific foundation of all the skills taught through the HART Certification:

Rossouw, J. G., Herlofson, J., Geldenhuys, D., & Eriean, C. *High Adversity Resilience Training (HART) and Limbic Brain Reactivity: A Preventative Cultural Approach for Emergency Services and Defence*. (2024) 10.13140/RG.2.2.10459.54567

The full research paper can be read here - driv.ai/hart-research

HART is Accredited

In 2023, Driven's **HART Program** was awarded **full accreditation** by QIP and Suicide Prevention Australia, the national peak body for the suicide prevention sector.

This accreditation certifies HART as a best practice suicide prevention program, highlighting the years of research and dedication that has gone into the development of the program.

The accreditation process involves a great deal of diligence to document and highlight the quality of practices as an organisation as well as the work that has gone into the development and research of HART. This accreditation means that:



- HART represents **best practices** in working towards suicide prevention
- HART can be used to satisfy **mandatory training requirements**
- HART is established as a **recognised certification** and a valuable qualification to have

Similar to Resilience First Aid, HART works towards suicide prevention through a primary prevention approach. This means we proactively build mental wellness in people, teams and communities, helping people build advanced resilience skills tailored for the challenges they will face, alongside building a culture of resilience in communities. This approach of 'connected resilience' means that mental health is protected, helping to circumvent the conditions that may lead to suicidal ideation.

Therefore, our goal is for everyone to achieve a protective level of resilience, finally working towards addressing the causes of mental health and suicide, rather than simply hoping to notice at the last moment. This is primary prevention – building resilience as a protective strategy to make life more worthwhile and enjoyable, thereby preventing the onset of suicidal thoughts and behaviours.

Through this preventative approach, HART fills a gap in the wellness continuum by teaching strength-based skills that should be taught to anyone entering a high adversity role.

Note that the accreditation refers to Driven's delivery of the program, which includes the Fully Online format of the course that you can also provide. If you use the accreditation badge on your own marketing, be sure to include somewhere that accreditation refers to the Fully Online format. We are working with SPA to in future to more easily enable external practitioners to also obtain accreditation.

Further to this, the PR6-based Driven Resilience training program is accredited by the [Commission on Accreditation for Prehospital Continuing Education](#) (CAPCE). This recognises the program's leading approach to bring the latest science-backed developments as a practical course that anyone can learn.

"Not only does the Driven Resilience program build important skills for EMS practitioners, the use of microtask learning represents an important innovation in the delivery of continuing education."

Mark Terry, Chief Certification Officer



Becoming a HART Instructor

HART takes an advanced preventative approach to mental health, bringing a high-quality set of evidence-based tools and resources to participants. In line with this, expectations of you as a HART Instructor follows to help promote this approach, including:

- **Open and inclusive attitude** – Embrace diversity and create a welcoming environment for all participants
- **Promote prevention** – Advocate for a proactive approach to mental health, focusing on building resilience and protective factors
- **Strength-based approach** – Highlight the importance of fostering personal strengths and resources to protect mental health
- **High-quality experience** – Deliver engaging and well-organised workshops that provide valuable insights and practical tools for participants
- **Inspire resilience application** – Encourage participants to apply the HART program principles in their personal and professional lives, fostering a culture of resilience
- **Build on presentation experience** – Utilise and enhance existing presentation skills to create an immersive and interactive training experience
- **Continuous improvement** – Seek feedback and incorporate lessons learned to refine and improve workshop delivery over time
- **Diversify reach** – Work towards integrating the HART program into various organisations and contexts, spreading the resilience message to a wider audience

New HART Instructors are expected to draw upon their previous presentation experiences to enhance the HART training experience for participants. By refining their skills and adapting to different audiences, instructors can ensure that the HART program remains engaging, informative, and relevant across a diverse range of contexts.

As an organisation, our aim is to onboard new instructors who are committed to elevating the program and expanding its reach. By integrating the HART program into various organisations and contexts, we can collectively work towards a more resilient society, better equipped to handle the challenges of modern life.



HART Instructor Training Pathway

The pathway to becoming a HART Instructor includes the following prerequisites:

- **Complete the standard 2-day High Adversity Resilience Training Certification** – This is necessary for you to first experience the training yourself and become familiar with the course methodology and approach to prevention in mental health. Note that completion of the 2-day HART Certification is mandatory before starting training to become a HART Instructor. You can take the fully online version of the [HART Certification any time](#), or you can contact other HART Instructors to [join an open workshop](#)



- **Complete the 2-day Certified Resilience Coach (CReC) training** – This course provides you with access to the Driven Pro platform where you will manage HART participants, as well as giving you access to various resilience-building resources such as modifiable workshop packs, use of the PR6 assessment (using a points system), learn about the PR6 model and neuroscience of resilience, as well as providing you with the ongoing licence to host workshops and use the content. You can start with the [CReC training any time](#)



Note that both of these courses need to be fully completed before you can start the HART Instructor training. Once you have obtained those two certifications, you can continue on to the 2.5-day HART Instructor training.

- **Complete the 2.5-day High Adversity Resilience Training Instructor course** – The HART Instructor training is available as a fully online self-paced program, enabling you to start this any time when you have completed the prerequisite training courses above. You can start the training here - [driv.ai/hartinstructor](#)



At the end of the training you will be certified as a HART Instructor.

As an HART Instructor, your ongoing licence and access to the HART Workshops admin area is linked to your Driven Pro account which you obtain by completing the Certified Resilience Coaching (CReC) certification.

This means you must maintain a Driven Pro subscription to retain your licence and access to provide HART Certification workshops. Any Driven Pro subscription level is sufficient to retain your HART Instructor licence.



Hosting Training as a HART Instructor

As a HART Instructor, you will obtain the license and resources to conduct live HART Certification workshops, as well as other workshops such as the Manager and Leader training. The Manager and Leader workshops are not tracked, meaning you can deliver any number of these as needed as a HART Instructor, without any formal tracking, since participants do not receive certificates of completion for these.

The HART Certification workshop, on the other hand, includes the certificate of attainment, along with the HART Manual, pre & post assessment, and Driven App access. Therefore, the HART Certification is tracked through the system and as a HART Instructor, you have two main formats to deliver the training:

- **Live Format** – In this format, you will deliver a 14-hour live workshop, which can be divided over two days or four half-days. The days do not need to be consecutive. Recommended group sizes range from 6 to 20 people
- **Fully Online Format** – For participants requiring complete flexibility, a fully recorded version of the HART Certification is available, featuring videos and interactive activities. Participants have six months to complete the fully online version at their own pace. In this format, you only provide the signup link to the participant, and everything else is automated

Please note that there are no strict limits on group sizes, as this primarily depends on your skill level as a presenter to maintain a high-quality experience. Feedback is monitored from each workshop delivery through a centralised feedback mechanism.

As a HART Instructor, it is your responsibility to ensure that participants receive all the necessary information for certification and to provide an engaging and inclusive experience that fosters the development of advanced resilience skills. Each participant must receive a **HART Participant Pack**, which includes:

- **The HART Manual**, an in-depth full colour hard copy book as a valuable resource that complements your training experience. This manual contains all the course material for future reference, as well as interactive learning components such as assessments, techniques, and content that are activated through scannable QR codes that connect with the Driven Resilience App, as well as notes space to complete activities in workshops



- **6 Month's Access to the Accredited Driven Resilience App** with full mental health and resilience training courses. This is a comprehensive digital resource that includes daily resilience-building activities to continue learning beyond the certification



- **Pre & Post Personal Resilience Insights Report**, to track progress and development, participants receive personalised resilience insights reports both before and after the training. These reports offer a detailed view of resilience levels and work context, helping participants understand your growth and areas for further improvement. PR6 Resilience Report



- **3 Year Certification**, including a digital certificate of completion and with acknowledgement of 14 hours of continuing professional development training hours completed. The certificate is valid for 3 years, with the option to renew certification with a 1-day refresher training at the end of the 3 years



Participants become certified in HART upon completing the 14 hours of training and the final assessment through the online system. They will receive a certificate via email to confirm their certification.

The certification is valid for three years. To maintain their certification, participants must complete a one-day refresher course within the three-year period. If the certification expires, participants must retake the full two-day course to regain certification.

By becoming a HART Instructor, you join an essential movement towards promoting prevention in the mental health field. Working in this rewarding space, you will deliver strength-based workshops that leave participants feeling uplifted and motivated by the end.



Pricing Guidance

For the latest fees to become a HART Instructor, refer to the website here - driv.ai/hartinstructor

Public Fees:

Participants pay these fees directly to you as a HART Instructor. Or if you are providing this program internally to your own organisation, then this section does not apply to you.

The Retail Price of the standard 2-day HART certification is AU\$345, or US\$240. This price must be used by HART Instructors when listing the course publicly at minimum for individuals (you can list higher prices publicly). However, as a HART Instructor you have the flexibility to provide discounted pricing privately when working with groups or if there is a need to adapt pricing for a participant.

You may also display group discounts publicly; however public group discounts may not be lower than the prices listed in the Bulk Discounts table below (you may list higher prices). This table shows the per participant pricing with bulk pricing discounts:

Bulk Discounts - Public Pricing

Participants	Australia
1	\$345
50	\$311
100	\$293
500	\$276
1,000	\$242

All prices in AUD

Privately you are able to provide further customised pricing outside of these ranges. This means you may providing alternate pricing through emails, to private mailing lists, etc. The key requirement is that any publicly accessible website may not have rates lower than the set rates above. This is to avoid creating competition between HART Instructors.

Instructor Fees:

These are the fees that you pay directly to Driven, regardless of if you are providing this to external clients, or to your own organisation.

Each participant needs to receive a HART Participant Pack. You must purchase these packs for each participant that you host training for. Pricing for these packs is based on volume for Live delivery, while Fully Online delivery has a standard pricing.

Note there are differences in Australian vs international rates due to courier fees. Per participant fees are as follows for each HART Participant Pack:



LIVE Delivery (pp)

Participants	Australia	International
1	\$80	\$120
5	\$60	\$90
20	\$57.5	\$87
60	\$55	\$84
100	\$52.5	\$81
500	\$50	\$78
1,000	\$47.5	\$75
5,000	\$45	\$72

FULLY ONLINE (Self-Paced) Delivery

Participants	Australia	International
1+	\$120	\$150

All prices in AUD

What it Takes to be a Successful HART Instructor

HART is a comprehensive and innovative certification course designed to empower individuals with the skills and tools to build advanced resilience skills to manage the unique challenges of high adversity environments, as well as build a culture of resilience.

Becoming a HART Instructor opens new opportunities for personal growth and community impact. Part of your training as a HART Instructor will include reviewing a broad set of resources and marketing materials available for you to use, including presenter guides, slide packs, brochures, email banners and emblems, proposal packs, and more.

With any new program, there are inevitable challenges and learning curves. Let's explore what you should keep in mind when considering becoming HART Instructors and how you can prepare for the realities of starting up and ensuring the program's success.

Embrace the Learning Process

The first step in becoming a HART Instructor is to understand and embrace the learning process. This includes familiarising yourself with the HART curriculum, all the materials and resources provided, attending ongoing workshops, and seeking out additional resources to enhance your knowledge. Remember that it's normal to encounter obstacles along the way; overcoming these challenges is part of building resilience, both for you and the individuals you'll be teaching.

Create a Strong Support Network



As you start your journey as a HART Instructor, it's essential to create a support network of fellow coaches, HART Instructors, and other professionals in the field. Engaging with this community will provide you with valuable insights, feedback, and encouragement throughout the process. Additionally, establishing connections with local organisations, such as schools, community centers, and mental health facilities, can help you build relationships and generate interest in your HART workshops, even if you are mainly providing this internally within an organisation.

Develop a Compelling Marketing Strategy

To recruit participants for your first few workshops, it's crucial to develop a compelling marketing strategy. This includes creating a strong online presence, leveraging social media platforms, and utilising email marketing campaigns. Consider offering incentives, such as discounted rates for early registrants or group discounts, to encourage sign-ups. Additionally, hosting free informational sessions or webinars can provide potential participants with a taste of what the HART program entails and generate excitement around the course.

Focus on Quality and Continuous Improvement

As a HART Instructor, your priority should be on delivering high-quality workshops that effectively teach resilience-building skills. This means continually refining your teaching methods, incorporating feedback from participants, and staying up-to-date with the latest research and best practices. Additionally, it's essential to create an environment in which participants feel comfortable, engaged, and supported, fostering an atmosphere conducive to learning and growth.

Be Patient and Persistent

Building a successful HART program takes time, effort, and dedication. Be prepared for the possibility of slow initial growth and potential setbacks. Remaining patient and persistent throughout this process is vital to your long-term success as a HART Instructor. Celebrate the small victories, such as positive feedback from participants, and use these moments as motivation to continue refining your program and reaching out to new audiences.

Becoming a HART Instructor is a rewarding and fulfilling endeavour for coaches seeking to make a positive impact on their community. By embracing the learning process, creating a strong support network, developing a compelling marketing strategy, focusing on quality and continuous improvement, and remaining patient and persistent, you can lay the foundation for a successful HART program that has a lasting impact on participants' lives.

[Sign up to become a HART Instructor >](#)

