



# Mini But Mighty Skills for Well-Being

Post Disruptive Growth

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# Learning Objectives

## Post-Disruptive Growth

- Definition & Significance (**What** & **Why** now?)
- **When** does PDG show up?
- **How** to create conditions for PDG in *your work and personal lifeworlds*?
- **What if...**PDG is absent?



“  
We all suffer but we don't all grow (well)  
”

*Amrita Subramanian PhD, Trauma to Triumph (2026)*

# Meet Our Lead Faculty



**Amrita V Subramanian PhD**

**Faculty: Organizational Dynamics  
Wharton Executive Education**  
(Guest Lecturer & Professor of Practice)

**University of Pennsylvania**

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# Post Disruptive Growth

Individual & Systemic Growth: *How to create growth in the Age of Crises and Disruptions*



# Post Disruptive Growth (PDG)

Individual &  
Systemic Growth:  
*How to create  
growth in the Age of  
Crises and  
Disruptions*



# Learning Objectives

## Post-Disruptive Growth

- Definition & Significance (**What & Why** now?)
- **How & When** does PDG show up? (An active multidimensional exercise)
- **How** to create conditions for PDG in your ***work and personal lifeworlds?***
- **What if...**PDG is absent?



# Post Disruptive Growth Definition & Significance:

Definition:

**Experience of positive psychological changes that occur as a consequence of struggling with highly challenging situations**



Significance:

Evidence of PDG'S Multidimensional growth in Individuals & Systems post Crises & Disruptions :

*Appreciation of life, Newer possibilities, Relating to Others, Personal Growth, Spiritual Strength, Wisdom, Compassion, Humor, Self-Disclosure, New awareness of body, Ability to contain tension/anxiety from past trauma/crisis, Health benefit amongst others.*



# Cognitive Processing Theory



# Conditions for PDG :

Self as an Instrument :How and When does PDG Show up?

**Time: 4 minutes of structured Rumination**

## **A Non-Linear perspective of Your Growth**

Step 1: Take **2 seismic events** in your life that have shaped you deeply as a human being you are today e.g – *My world before and after* (1)\_\_\_ (2) \_\_\_\_\_

Step 2: Draw out its impact on your life, how you have grown through/or struggled to grow into your current reality, roles in Lifeworlds, your current relationships, and your evolved-and-still-evolving worldview as a short-mid-long-term consequence of that.

Step 3: There might be many nuances to that. Capture them as a mind-map. Doodle.



## Debrief:

# Observations = Data > Wisdom

When you can : Go outside in nature with a fellow human being/thought partner/trusted friend or a social anthropologist (like you!) and observe **the specific pattern(s) in:**

- *Your growth and how it has shown up from point of view of your main “others” in the Lifeworlds*
- *Your learning curve as you now see – with great kindness and affection to this being with your name*
- *Your observations of this structured rumination and its surprising gifts (can be very nuanced)*

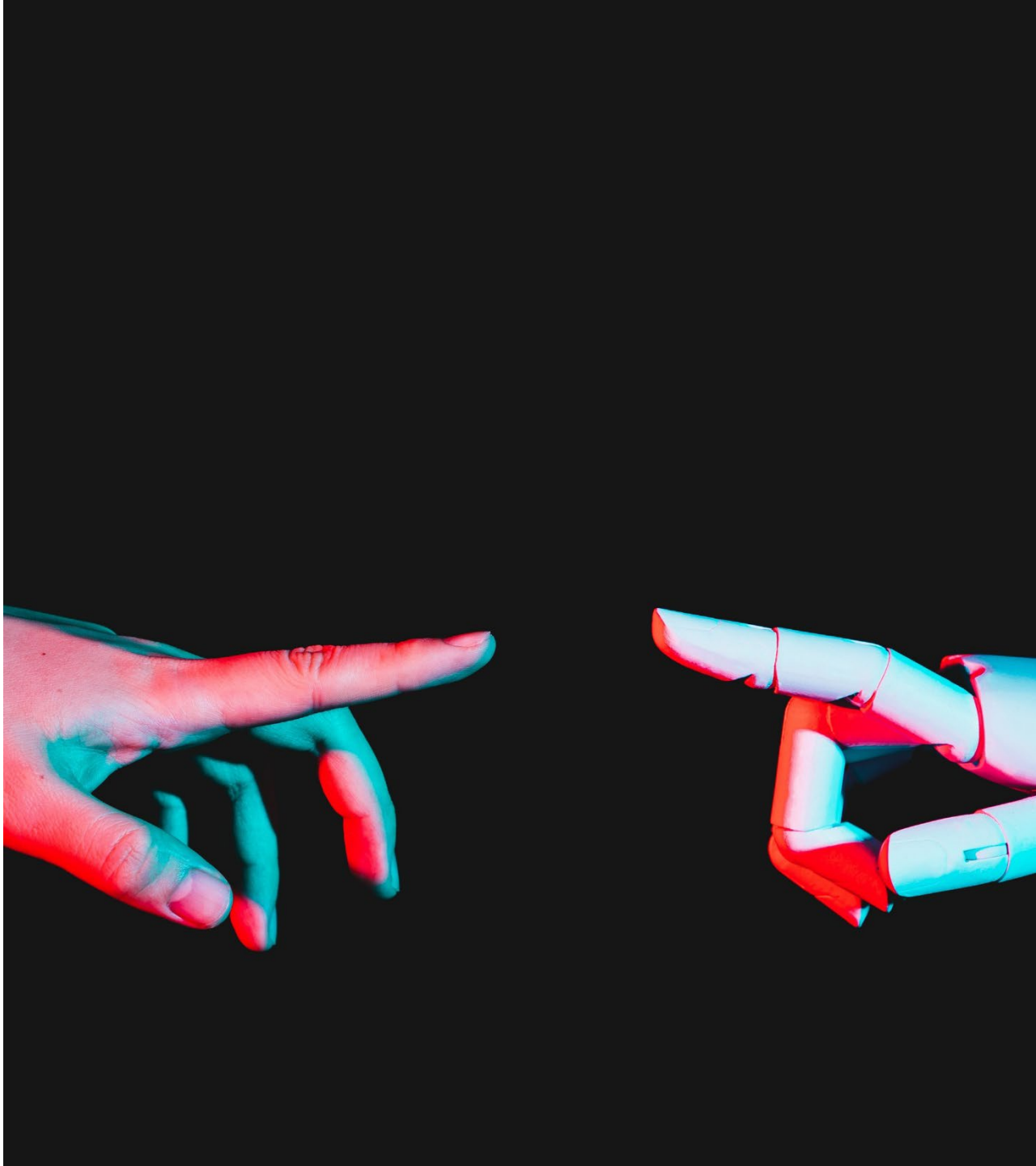
*Meta - Observations: Refer to Slide 7 to catalogue the post-disruptive growth-lexicon that comes up for you now.*



# Discernment

## Movement: Data to Wisdom

1. You will observe the How & When of PDG in your personal lifeworld.
2. There is a similar process for *your relationships, your work-dynamics, your department, your organization, society (E.g. AI & human productivity)*.
3. Complexity of growth patterns often stays unobserved thus invisible!
4. There is a way to break the unhelpful-harmful patterns of Disruption/Crises in your world and its stakeholders.

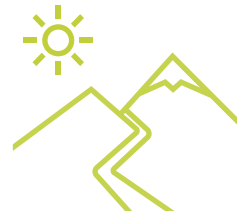


# Consequences: What if...PDG is *absent*?



## CRISIS

TURNING  
POINTS AND  
SYSTEMIC  
PRESSURE



## DISRUPTION

DISTURBANCES IN  
SYSTEMS AND  
STRUCTURES



## TRAUMA

LASTING IMPACT  
[INDIVIDUAL/COLLECTIVE  
PSYCHE/CONSCIOUSNESS]



# PDG : How it works!

	<b>CRISIS</b>	<b>TRAUMA</b>	<b>DISRUPTION</b>
<b>Core Definition</b>	A turning point or decisive moment where urgent decisions are required; a breakdown of routine requiring reorganization.	A deeply distressing or disturbing event that overwhelms an individual's or community's capacity to cope, leaving lasting psychological, social, or embodied effects.	A disturbance to established processes, structures, or systems that interrupts normal functioning, but may or may not involve existential threat.
<b>Time Horizon</b>	Acute and temporally bounded (short-to-medium term).	Can be acute but has <b>long-term after-effects</b> (persistent re-experiencing, structural consequences).	Often temporary, situational, or cyclical; may be anticipated or recurrent.
<b>Scale</b>	Can apply to individual, organizational, or societal levels (e.g., political crisis, health crisis).	Primarily individual/collective experience of harm; can ripple into cultural memory.	Often organizational, infrastructural, or technological (e.g., supply chain disruption, market disruption).
<b>Systemic Impact</b> Reflexive Feel	<i>Urgency, instability, heightened stakes, decision-making under pressure.</i>	<i>Powerlessness, shock, intrusion, violation; often unspeakable or beyond representation.</i>	<i>Interruption, inconvenience, adaptation pressure; can also spark creativity or innovation.</i>



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**Access additional well-being resources**

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