

# RESILIENCE

*Resilient individuals are consistently able to snap back - to right themselves and continue to move forward. They emerge from a stressful event better put together than before and more capable of dealing with future stressors and greater challenges.*

*The good news is we can increase resilience in both ourselves and others.*

## How To Recognize & Foster This Strength In Yourself



Research has shown that individuals who are resilient are fiercely committed to and protective of time for reflection. They develop new perspectives, approach potential problems proactively, and firmly believe that if they take charge and put forth the effort, their lives will improve.

Building resilience is an ongoing process. Managing the minor everyday pressures of living strengthens your resilient qualities of self-esteem, independence, and a sense of humour; so that when truly shattering adversities come along, you are better able to deal with them.

Resilient individuals continually and self-consciously work on learning and adapting which are a necessary part of personal growth and fortifying oneself.

## Ways to Increase Your Resilience

- Learn to think positively - resilient individuals are not optimistic by nature, but have become so through hard work and practice.
- Take each day and each task as it comes and concentrate on what you are able to do and able to control.
- Play from strength - be aware of and learn to deal with your weaknesses.
- Learn to laugh at yourself - so as not to suffer humiliation. A good belly laugh is healthy.
- Engage in healthy distractions - pursue hobbies & creative interests. Diversion is a valuable form of distancing or temporary sanctuary.
- Seek and be open to criticism - while being mindful of the source.
- Build your own community - form your own identity. By connecting with others, writing and talking about your experiences you engender empathy. Sometimes this includes pursuing your own therapy.
- Be flexible and learn to be a creative problem solver.



## Where Do We Start?

A good place to start is with the last suggestion- learn to be a creative problem solver. Begin with re-examining the situation to gain as much information as possible. Then redefine the issues and try to see them in a new light. Using this fresh view of the problem, generate as many options as possible. Remember, withhold premature criticism and the more ideas generated the more likely you will identify a quality option.

Appraise each of the options logically and develop the best ideas as fully as possible. Proceed to test them in the real world, which implies planning, initiative and self-discipline. While initial efforts may seem laboured, with practice they will become spontaneous.

Every point of stress represents an opportunity to strengthen ourselves. Avoiding this challenge only serves to postpone the learning and weaken our ability to handle future stressors. The more we master creative problem-solving skills the better we will be able to respond to challenges.

**Resilience is not just about being flexible- bending but not breaking. It is also about fighting to preserve something of yourself in the face of extraordinary challenges.**

## What Does Resilience Mean in Terms of Your Job?

Increasing your resilience brings numerous benefits to your job. As a resilient individual you will have-

- **a mindset** that recognizes that every job is a journey with inevitable ups and downs. You seek to be in control of your job, face the reality of today's challenging workplaces and be confident that you can survive in the work world.
- **strategies** that focus your attention on clients / customers and leverage your skills to support your work unit's objectives. Your strategies will anticipate disappointments and allow you to plan accordingly. You will also be better able to recognize job crossroads knowing when it is time for you to move on.
- **behaviours** that actively seek out feedback to enhance learning, that proactively market your skills rather than passively wait for recognition. You will take responsibility for your own employability by keeping skills up to date and you will constantly build alliances with others for information and support.



**When faced with a challenge, a resilient individual can be described as-**

**creative, tolerant of discomfort, insightful, disciplined, responsible, open-minded, a dreamer having a wide range of interests, independent, self-respectful, having restored self-esteem, able to make & keep friends, able to depend on others, able to learn, focussed, hopeful & philosophical.**