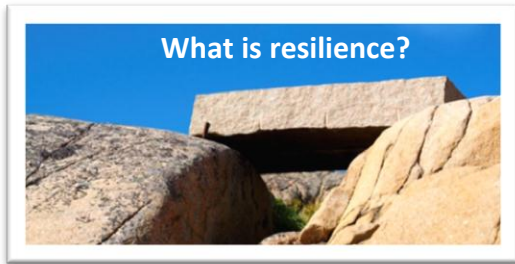




Part 2: Resilience

The theme of resilience is constantly on the agenda in the workplace. Sounds great, but what does it mean? Do you need it? And if you do - how do you get it? (The focus here is on 'individual resilience at work' not organisational resilience)



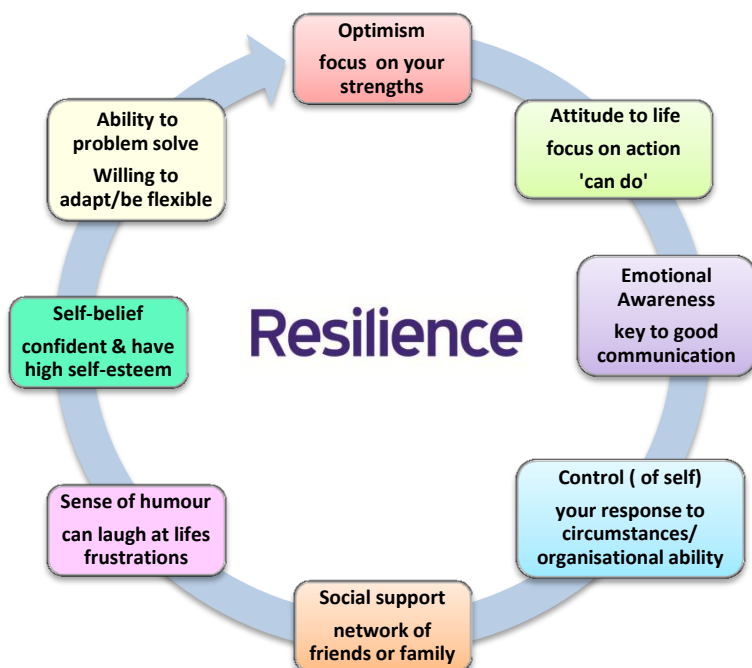
- Resilience is the ability to adapt to life's changes and crises, a quality that helps you turn adversity or difficulties to your advantage
- Resilience is seen as a part of a person's personality or inherent characteristics
- Resilience helps you to see threats and problems more as opportunities or challenges, giving you the ability to recover more rapidly from setbacks

rapidly from setbacks

- It is in effect, a package of skills, attitudes and behaviours that you can learn and develop at any time in your life, and is not dependent on previous experience

Most importantly **resilience** is the key to a healthy life, helping you to manage any stress in your life, whether the source is from work or home ... and the really good news is you can learn and develop resilience to stress whatever your age, circumstances or experience, it just needs to be nurtured.

The wheel below provides some of the skills, attitudes and behaviours relating to resilience that you can review. They are a guide for you to understand the areas where you can benefit from making changes. Improving resilience doesn't happen automatically, you do need to be proactive, and one way is for relevant skills training to be provided within the workplace. (More downloads available on: www.isma.org.uk/national-stress-awareness-day/downloads-products.html)



Review each section of the resilience wheel then give yourself a score for each from 1 to 5. Which areas could be improved to help increase your resilience?

KEY RESILIENCE SKILLS, ATTITUDES & BEHAVIOURS	Low - High 1 2 3 4 5	ACTION I WILL TAKE & DATE BY
OPTIMISM		
ATTITUDE		
EMOTIONAL AWARENESS		
CONTROL		
SOCIAL SUPPORT		
SENSE OF HUMOUR		
SELF-BELIEF		
PROBLEM SOLVING		

Resilient people recognise that failure and disappointment are often just stepping stones to success