

Building Resiliency



Resiliency is the ability to successfully adapt to adversity.

Resiliency in the workplace pertains to the ability to overcome obstacles and derive strength from workplace adversity. It is the ability to change hardships, such as job challenges, career setbacks, mistakes and failures or personal trauma into significant lessons which results in personal growth and career success.

What Does a Resilient Person Look Like?

A resilient person is one with an enthusiasm for life and work who has the capacity to see the future and “go for it.” A resilient person can cope with threatening events without experiencing disabling distress and has a positive attitude toward life and work. He or she is full of energy and determination and has the capacity to see the options and to adapt effectively to meet and overcome challenges.

Tips for Creating Both Personal and Workplace Resilience

- **Recognize and concentrate on signature strengths.** Nurture a positive view of yourself but acknowledge and accept your shortcomings. Rehearse positive self-talk, expressions and body language. Avoid negative thought patterns such as catastrophizing, black and white thinking, thinking in absolutes, personalizing, mind reading, assuming what someone else is thinking, overgeneralizing and over-thinking.
 - **Become aware of acute stress and toxic situations.** Distance yourself from unhealthy people and situations. Make a list for a week of things that cause you stress and analyze it to see if there is a pattern. See if there are any ways to remove or alter these activities to reduce your stress.
 - **Practice self-care.** Get adequate sleep, nutrition and exercise. Practice mindfulness, meditation, relaxation and stress-reduction techniques everyday.
 - **Make connections.** Surround yourself with friends. Build positive support networks. Never judge anyone; give of yourself to each relationship and reap the rewards of friendship.
 - **Stay optimistic.** Avoid seeing crises as insurmountable problems. Accept that change is a part of living and keep things in perspective. Have a good sense of humor in the process!
- **Practice flexibility and the ability to adjust to change.** Keep on going despite difficulty. Place yourself outside your comfort zone into anything that is different and challenging or tension inducing. You’ll get through it and then you’ll know that you can resolve anything.
 - **Ask for feedback.** After you have dealt with a conflict at work, ask for feedback from your supervisor on how you handled it. Plan systematic debriefs of situations which do not go the way you planned or expected. Involve relevant players and stakeholders to discuss what happened, what worked, what didn’t work and what can be learned for the future.
 - **Be committed.** Apply the attributes and behaviors which promote commitment and trust from colleagues.
 - **Be assertive and negotiate for what you want.** Being assertive doesn’t mean being hostile or aggressive. Assertive people use direct, honest communication to convey opinions and requests while simultaneously respecting the feelings of others. Assertiveness is a natural style that promotes respectful interaction and successful communication, which leads to resiliency.

Why is Resiliency Important?

Resiliency enables us to develop mechanisms for protection against experiences which could be overwhelming. It also helps us to maintain balance in our lives during difficult or stressful periods of time, and it can also protect us from the development of some mental health difficulties and issues. With the right effort and determination, you can work towards becoming resilient, effectively adapting to meet and overcome any challenges that come your way.

Sources:

Counseling Directory. <http://www.counseling-directory.org.uk/counsellorarticles/the-importance-of-building-resilience>

PBS: www.pbs.org/thisemotionalife/topic/resilience

