

Resilience

Resilience is the ability to not only 'bounce back' from adversity, but also to move forward positively. Put another way, it is the ability to not only survive but thrive. This is relevant not only in times of crisis, but is valuable for dealing with the day-to-day challenges of life and adapting to change.

Organisational Resilience

When we consider resilience in a workplace setting, we need to look at what contributes to organisational resilience, as well as factors that build the resilience of individuals.

Practical tips that contribute to organisational resilience

Community

A shared sense of purpose increases resilience. Do you know what you are trying to achieve and why? If not, ask. If you are in management, ensure that your team has a clear sense of purpose.

Competence

Do you have the skills to meet the demands at work and at home? If not, ask for help, seek out ways of upskilling, do some further reading or study.

Commitment

This comes from a culture that values and seeks to build respect, trust and goodwill. Relationships, both at work and at home, should build up, not tear down.

Communication

Clear but considerate communication builds good connections and contributes to trust and respect. Absence of communication between staff, or poor communication, is a 'destabiliser'. Honest communication about capabilities and challenges (instead of denial) facilitates development of new strategies to move forward.

Consideration

Resilient organisations promote the psychological, mental and physical wellbeing of their staff.

Culture

Is your workplace a supportive environment or is it a punitive or competitive place? How does your behaviour towards other staff contribute to, or offset, that?



- **Visualize** what you want rather than worrying about what you fear may happen
- **Develop confidence** in yourself and your ability to tackle anything that challenges you
- Instead of seeing a problem as a complete crisis, **look for the opportunities** to learn and gain from the experience

Personal Resilience

The following tips are intended to help you boost personal resilience. Positive emotions have been shown in numerous studies to contribute to improved wellbeing and better capacity to cope:

Healthy thinking

- Try to find the positives in an adverse experience
- Re-define an adverse event as a challenge to be overcome or an opportunity for growth
- Work on developing a tolerance of uncertainty
- Be flexible with change and learn to accept it as a normal part of the journey of life
- Deal with a negative experience by talking about it to a trusted friend or writing about it in a journal. Only thinking about it can lead to 'getting stuck' in a negative loop of unhelpful thoughts
- When needed, take an active problem solving approach - assess a 'threat' and then try to plan appropriate action

Healthy feelings

- Being around humour and laughter
- Thinking back on past happy times and events, which allows you to re-experience the happy emotions
- Focus on the positives - write down or think about three good things that have happened in the day

- Focus on things in your life that you are grateful for
- Mix these up and don't do each one on a regular habitual basis as you weaken the impact that they have on boosting happiness

Healthy behaviours

- Get enough sleep. Most people need around 7 hours.
- Exercise - do something enjoyable and convenient, but do it regularly!
- Manage any existing chronic health problems well.
- Do not rely on alcohol (or chocolate!) as a quick fix.
- Limit after hours work - only do it when really needed. Don't do it just out of habit. Ensure you avoid or minimise checking and/ or actioning work emails on a weekend.
- Take a lunch break - try to limit how often you work through at your desk.
- Catch up with friends. They are a valuable source of support, as well as someone to have fun with.
- Make time to nurture your relationships with the significant others (partner/children) in your life
- Fun activities are important. Try something new; add variety to your life.
- Try to have at least one hobby or interest.
- Practice acts of kindness to others.

- You can't change things that happen but you can change how you view them and **control your reactions**
- **Take care of yourself** by exercising, getting plenty of sleep and engaging in activities you enjoy. This keeps your mind and body active and ready to fight off any potential stress
- **Keep an active social circle** and surround yourself with a mix of family and friends

