

Building Individual Resilience

WHAT DOES RESILIENCE MEAN AND WHY IS IT SO IMPORTANT?

Resilience refers to our capacity to manage the everyday stress of work and yet remain healthy, rebound and learn from setbacks and prepare for future challenges proactively.

This was an important skill before COVID-19, but since the pandemic – our ability to be resilient has become even more crucial.

We know from the research that resilience is not a personality characteristic; it's not a trait that we are born with. We can develop our levels of resilience; like building any skill, it requires focus, perseverance and commitment. The Resilience @ Work[®] framework, developed by Working with Resilience, outlines the seven factors that determine our levels of resilience. By understanding these factors, we can reflect on which of these aspects we do well, and where we may need to improve. It is important to remember that there is no 'one size fits all' solution when it comes to building our resilience.

EXPLORING THE R@W FRAMEWORK

Living Authentically – Being clear on who you are and what matters to you and finding work that matches your strengths and values.

Finding your Calling – Believing in what you do, knowing that your job is important and contributes in a positive way.

Maintaining Perspective – Being able to stay positive, flexible and adaptive when work is hard and you are faced with challenges.

Mastering Stress – Developing routines and activities that will sustain you, having ways to relax, unwind and revitalise.

Interacting Cooperatively – Working in an environment of openness and mutual support, having a strong team around you.

Staying Healthy – Maximising our energy levels by investing in our diet, exercise and sleep.

Building Networks – Building connections and relationships with people who can reciprocate support and provide guidance, with a focus on quality not quantity.

QUESTIONS FOR FURTHER DISCUSSION

These questions are designed to prompt team discussion and interaction following the podcast:

- Which of the seven aspects of the framework do you think you do well?
- Where do you think you need to improve?
- As a team, how could we improve our resilience?



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