

Resiliency in the Workplace

Imagine for a moment how much more productive and satisfying work and life might be if you were able to more readily bounce back from challenges and setbacks.

How well do you
BOUNCE BACK
from workplace obstacles
and challenges?

Wherever you work you will eventually find yourself in a stressful situation. Having bounce-back potential, or resilience, is a key element to coping with it. Resilience is a person's ability to adapt and grow after stressful events. When life hands you an unfortunate circumstance or a setback, are you able to adjust?

Resilience is also at work when an individual chooses to follow through when there is pressure to give up or quit. You are able to see past the obstacles in your life, even if the problems don't go away. Resilience is necessary in the workplace for employees to cope with people, events within the organization, and with outside events that impact the

organization.

RESILIENCE THREATS

Workplace stress threatens our well-being from a variety of angles. Our workplace culture, interactions with others on the job, and issues in our own personal life challenge our workplace resilience.

RESILIENCE BENEFITS

Being a resilient person does not make you a superhuman. You will still face physical and emotional reactions to life's traumas and setbacks. However, the ability to bounce back allows you to continue functioning while also reaching out for help if needed. Your workplace atmosphere will also benefit from resilience through higher productivity, more motivated employees, increased morale and creativity, and less staff sickness and turnover.

ACTION STEPS

While resilience is not necessarily something you are born with, some people do have a natural bounce-back ability. As a learned skill, here are some tips to growing in resilience and retaining that expertise:

- ✓ Maintain a clear vision of projects and goals and keep focused on them.
- ✓ Believe in your ability to meet new challenges and overcome them.
- ✓ Keep your workstation organized and maintain readiness to face and manage challenges.
- ✓ Empathize with your co-workers and

build strong collaborative relationships.

- ✓ View problems as opportunities to learn new things, grow and excel.
- ✓ Value mistakes as excellent opportunities to learn how to succeed.
- ✓ Exercise assertiveness and leadership in teamwork and in the face of adversity.
- ✓ Be proactive; anticipate potential problems and work to avert or minimize their impact.
- ✓ Seek out feedback from others and offer input, ideas and help to co-workers.
- ✓ Take care of yourself so you can be well-rested and at your best for others.

KEEP IN MIND

If you are struggling to bounce back from the stressors at work and in life, be courageous and ask for help when needed. Remember, you're not alone when it comes to figuring out how to develop greater resilience. Consider engaging a life coach or counselor for guidance on next steps.

What steps will you take today to start developing greater resilience?