Resilience in the workplace

🔍 Resilience

Wherever you work you will eventually find yourself in a stressful situation. The ability to bounce back, to be resilient, 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 stay the course when there is pressure to give up or quit.

Resilience is necessary in the workplace for employees (and management) to cope with people and/or events within the organization, and with outside events that impact the organization. It can lead to increased job satisfaction, less stress, greater happiness, higher productivity, increased morale and creativity, and less staff sickness and turnover.

👥 Building resilience – Tips for employees

- Believing in yourself to meet challenges when they arise is called self-efficacy. You clearly accept that there will be challenges, but you maintain the conviction that you can overcome them.

- Resilient people see problems as an opportunity to find new solutions in the workplace. Rather than dreading or avoiding problems, a person with a bounce back ability will face them openly.

- If you make a mistake, don't beat yourself up for it. Learning from mistakes and moving forward will build your resilience.

- Resilient employees will proactively identify potential problems and take action to prevent them. Don't wait until a disaster occurs before you work toward a solution.

- Feedback from others is considered invaluable to resilient people. You can reciprocate by offering problem solving solutions to your coworkers.

- Self-care is important. Get enough sleep, eat healthily, and a have regular exercise routine if possible.

🔄 Building resilience – Tips for managers

- Identify the most impactful work-related stressors for your employees, then you can develop a targeted plan for building a healthy, resilient workplace culture.

- Formalized resilience training programs can be innovative and effective ways to boost employee health and organizational performance.

- Make sure that as many levels of management as possible are visibly seen to be engaged in workplace resilience programs.

- It's rarely enough to simply "talk" about creating a resilient workplace culture; it requires a commitment to company-wide support and open lines of communication.

- Allow the implementation of flexible work schedules wherever possible.

- Try to avoid micro-management. Let your employees do their job with a sense of autonomy.

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Whatever your role in the workplace, building resilience can have multiple benefits. It can help equip you to face challenges and new experiences outside of your comfort zone. It can give you an improved sense of self-esteem. It can help with problem-solving. And, above all, it can help you function effectively as you manage workplace stressors.

If you are struggling to bounce back from the stressors in your life, be courageous and ask for help when needed. Talk to your human resources staff about what supports are available for you within your organization or consider meeting with a licensed mental health professional. With the right plan and attitude, you'll learn to bounce back better when the next problem arises.

⚙️ **Critical support when you need it**
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