

10 Tips to Build Resilience

Do you realise how important it is for you to have a resilient workforce? Do you realise your company's success depends on this? With the need for businesses to continuously improve and evolve your colleagues will need to adapt to respond to change with enthusiasm and determination, rather than fear and resistance.

What Exactly Is Resilience?

First off, let's define resilience, then what it means to have a resilient workforce. Resilience refers to a person's capacity to handle difficulties, demands, and high pressure without becoming stressed. It can be generally summarised with four main abilities;

The ability to “not sweat the small stuff” – They don't get worked up over little things like their stapler jams. They maintain their good cheer despite the frustrations and hassles that are part of everyday work life.

The ability to perform well under pressure...i.e. when it's “Big Stuff” – Resilient people handle pressure well. They don't become anxious or angry in difficult situations or high pressure. Resilient people are the ones you can count on to come through when the stakes are high.

The ability respond flexibly and adapt to changing circumstances – Resilient people respond resourcefully to change. Rather than fight change and hang on to old, outdated ways, they respond to change with confidence and flexibility. In day to day life, if their current approach to a situation no longer works, they're able to quickly and gracefully adjust their plans and actions without getting upset.

The ability to bounce back from defeat and disaster –The more resilient a person is, the more quickly they're able to recover from a setback, make the best of the new situation, and become a “new and improved” version of themselves because of it. In the workplace, resilient individuals don't dwell on failures, requests denied, or dark chapters in their employer's past. They move on.

What are some tips that can help you learn to be resilient? As you use these tips, keep in mind that each person's journey along the road to resilience will be different - what works for you may not work for others.

1. **Get support**

During difficult times it is important to connect with friends, talk with your parents or even speak with a counsellor. Don't be afraid to tell your story, express your opinion and share your emotions.

2. **Be Kind to Yourself**

When something bad happens in your life, the stress of whatever you're going through may heighten daily stresses. Be kind to yourself and give yourself permission to do what is best for your well-being.

3. **Create A Stress-Free Zone**

Make your work area a "stress-free zone" that reflects who you are and what you value and keep it tidy and organised. Your home should be a space that makes you feel comfortable and is a safe haven from stress and anxiety.

4. **Stick To The Program**

During a time of major stress, try to stick to your usual routine. You may be doing all kinds of new things, but don't forget the routines that give you comfort, whether it's going to the gym, or having a nightly phone call with a friend.

5. **Take Care of Yourself**

Be sure to take care of yourself - physically, emotionally, mentally and spiritually. Try to get at least 7-8 hours of sleep each night, get your body moving with exercise, limit your use of alcohol, and eat balanced meals. You can also learn some relaxation techniques, in times of stress, meditation, mindfulness practice or just taking deep breaths to calm down.

6. **Take Control**

During stress you can move towards your goals one small step at a time. Sometimes, just getting out of bed and going to class may be all you can handle, but even accomplishing that can help. Challenging times make us feel out of control - grab some of that control back by taking decisive action.

7. **Express Yourself**

Stressful times can bring up a lot of conflicting emotions, but sometimes, it's just too hard to talk to someone about what you're feeling. If talking isn't working, do something else to express your emotions, such as writing or creating art.

8. **Help Somebody**

Nothing gets your mind off your own problems like solving someone else's. Try volunteering in your community or help a friend. Get involved with the charity of your choice and raise some money while exercising.

9. **Put Things In Perspective**

Remember that everything changes and difficult times in our lives do end. If you're worried about whether you've got what it takes to get through this, think back on a time when you faced up to your fears. How did that feel? Reflect on the things in your life that are always constant, that you can rely on, even in times of difficulty. Don't forget to reflect on all the positive people, things and times in your life.

10. **Turn It Off**

Try to limit the amount of television you watch. Sometimes the focus on the sensational aspects of our culture, as portrayed on TV, can just add to the difficult feelings you are facing and may increase your sense of loneliness. TV often adds to stress and contributes no new knowledge.

You can learn resilience. But just because you learn resilience doesn't mean you won't feel stressed or anxious. You might have times when you aren't happy - and that's OK. Resilience is a journey, and each person will take his or her own time along the way.