

Now What? Resilience 101

Resilience. It's kind of a buzz word these days; and for good reason. There's plenty of research to indicate that during times of change, uncertainty and even hardship, the people who fare the best tend to share one characteristic in common—resilience. But resilience isn't just about the ability to withstand pressure or tolerate stressful circumstances. Importantly, it's about the ability to adapt to new—and potentially trying—situations and to make the most out of them. In their Harvard Business Review article, authors Shawn Achor and Michelle Gielan point out that resilience is about how you recharge, not how you endure. *

As Dean Becker, president and CEO of Adaptiv Learning Systems, a Pennsylvania company that develops and delivers programs about resilience training, puts it:

“More than education, more than experience, more than training, a person's level of resilience will determine who succeeds and who fails. That's true in the cancer ward, it's true in the Olympics, and it's true in the boardroom.” **

Some people—the lucky ones, perhaps—are naturally more resilient than others. But one of the most promising developments in the area of resilience research is the finding that resilience can be learned. It's a teachable strength. In other words, even if you're not one of those people whose brains are organically hardwired to be resilient, you can become more so through conscious effort and focused activities. So how do you do that?

Here are some of the suggestions from this research: ***

- Seek out learning opportunities—when nothing is the same, learning something new helps to reset your growth mentality
- Be prepared—focus on what you can control
- Plan for "the other side"—what new opportunities will exist for you, your team, your organization—adopt a transformative mindset and create the future
- Reward ALL victories—don't wait for the big win, reward yourself and teams for the steps along the way
- Be selfless—giving and helping others is the best way to find your own strength
- Take time to recharge—give yourself the gift of some downtime—take "cognitive breaks" (90 minutes) throughout the day to help you regain your mental prowess

It's also important to stay as realistically positive about the situation as possible. You don't have to have a Pollyanna outlook or to see the world through rose-colored glasses, but it can be extremely helpful to seek out and find the positive possibilities often hidden in nearly every circumstance.

Hang tough this week. If you need ideas, communications, tools or other support, Jenn and Ron are here to help you. Thanks!

Want to read more?

* <https://hbr.org/2016/06/resilience-is-about-how-you-recharge-not-how-you-endure>

** <https://hbr.org/2002/05/how-resilience-works>

*** <https://www.inc.com/lolly-daskal/how-to-be-more-resilient-when-things-get-tough.htm>