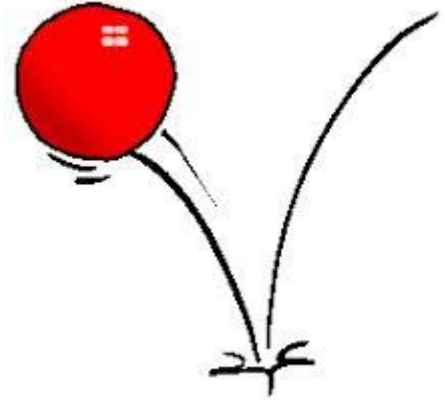


DEVELOPING EMOTIONAL RESILIENCE

For many people the twenty-first century world of work is experienced as demanding increasingly greater output from increasingly fewer workers.

Resilience is that ineffable quality that allows some people to be knocked down by life and come back stronger than ever. It's the 'rubber ball' factor; the ability to bounce back in the event of adversity.

Research suggests resilience to be a multi-faceted capability and can be affected by personality types, thinking styles and past experiences. Through increased self and body awareness, behavioural change, cognitive restructuring and emotional regulation, you can build and maintain resilience in an ever-changing world.



Strategies For Building Resilience

Resilience is not a fixed characteristic; it's something that can be learnt and strengthened over time. Developing resilience is a personal journey as people do not all react the same to traumatic and stressful life events. Strategies to build resilience include:

Internal Locus of Control: A person with an internal locus of control believes that he or she can influence events and their outcomes. It is essential for wellbeing. Challenging thinking styles, positive re-appraisal and reframing techniques which look for new interpretations of events, situations and setting performance-oriented goals rather than outcome-oriented goals, help people develop and strengthen their internal locus of control.



Adaptability Resilient individuals are able to adapt to changing circumstances or life crises, seeing them as opportunities for growth and development rather than catastrophes. Often being aware of inner criticism and being able to quieten it down, being compassionate to the self and learning new skills enables adaptability.

Realistic Optimism Exploring ways to find a positive in even the most difficult of situations without denying the situation if unfortunate, and thinking about what could go wrong in a constructive, realistic way and how you could handle this if it does happen, can aid personal resilience.

Improving Emotional Stability People who are emotionally stable act in a rational manner when faced with challenging situations. They are able to effectively work through daily issues without becoming overly upset, anxious or angry. Increasing awareness of personal triggers and their impact from past experiences, in order to control outcomes, avoiding situations which disturb your emotions and challenging negative cognitive distortions and self-criticism are strategies which support personal emotional stability.

Mindfulness is a practice that people can carry out on a day-to-day basis to manage their wellbeing and mental health. It can enable you to change the way you think and feel about your experiences, especially stressful experiences. A mind-body approach can increase a person's ability to manage difficult situations, make wise choices and help overall coping.