

Building Resilience



What is Resilience?

Resilience is the ability to adapt to and cope with setbacks, adversity, crises, or unexpected changes. Resilience involves psychological and behavioural characteristics which assist a person to deal with adversity and counteract long-term negative effects of stressful experiences. It helps us to cope with life's obstacles and overcome or recover ("bounce back") from difficulties.

Everyone has resilience, in varying degrees. Resilience doesn't mean that a person doesn't feel the effects or intensity of adversity. Rather, it is when someone is able to deal with these things more effectively and recover from the effects of the difficulties they face.

The good news is that there are a number of ways that we can increase our resilience. Like most things that are worthwhile, it takes practice and intentional effort.

Employee Assistance Program

How Can We Build Resilience?

The types of things that we can do to increase our resilience include:

- Learning to identify when you are becoming stressed or overwhelmed.
- Self-Care: Taking care of your physical and mental wellbeing, including exercising, eating well and getting enough sleep.
- Prioritising relationships – Building connections with others. Focus on connecting with trustworthy, empathic, supportive people in your life.
- Be mindful – practice being present, doing one thing at a time, and find ways to ground yourself.
- Building on your strengths. Self-improvement can lead to a sense of mastery and achievement and highlight your ability to navigate challenges.
- Looking for opportunities for growth and development, including stretching yourself beyond your comfort zone so that you can begin to master challenges.
- Building positive experiences – this may include doing things that you enjoy, improving your environment (e.g. using plants, music, art, etc), watching, reading, or listening to positive material, and spending time with positive people, etc.



Employee Assistance Program



How to Build Resilience cont.

- Increasing positive thought processes – Notice when you are dwelling or when irrational or unhelpful thoughts show up. Identify an alternative perspective when facing challenges or negativity. Try to identify something positive about a situation or event.
- Identifying what is meaningful to you and engaging in activities that bring you a sense of meaning, purpose, and achievement.
- Setting goals and working towards them incrementally. This can further build a sense of purpose and accomplishment.
- Improving your psychological flexibility:
 - Try new things.
 - Be kind to yourself, especially when things don't go to plan.
 - Accept that things will change and setbacks can occur
 - Know that if things change unexpectedly, you can re-evaluate and modify your plans.
 - Acknowledge and accept emotions.

Employee Assistance Program

Reflect & Focus

Reflect on the things that have helped you to cope in the past, and how you have successfully managed previous challenges and problems excellent way to build resilience. As well as:

- Using stress management techniques such as breathing exercises, progressive muscle relaxation or meditation.
- Focus on what you can control or modify in any given situation.
- Active problem solving: For example – Brainstorm, weigh up your options, make a plan, break it down into manageable steps, take action, and access resources or support if needed. Talk it through with a supportive person if possible.
- Acknowledging progress and any positives.
- Asking for and accepting help. Engage supportive others; see a therapist if required.
- Decreasing negative attempts at coping such as ignoring your problems, over-use of alcohol, avoidance of important tasks or decisions, withdrawing, etc.
- Reflecting on what you can learn and gain from going through difficulties. Know that getting through each challenge that we face helps us to build resilience for the future.

See our website www.hummingbirdcentre.com.au/our-team/ for further information on our team members and services including EAP, and please don't hesitate to contact us with any questions or queries.



Employee Assistance Program

