



# RAW 7 RESILIENCE @ WORK

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- What has prompted the interest in exploring your resilience?
- How resilient do you see yourself at the moment?
- What are the main challenges in your work at the moment?
- How well are you managing these challenges?
- Where does your biggest support come from?
- What helps you stay sane under pressure?



## Context of Resilience

- Numerous definitions
- Inherent trait or learned?
- State not a trait





## Resilience for Health & Wellbeing





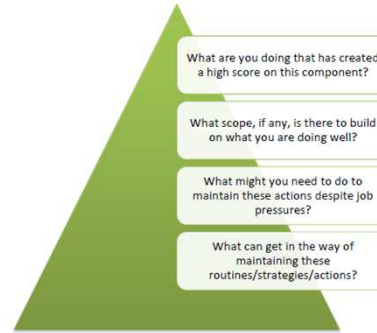

## Theoretical Framework

- Resilience is a construct that can be developed through awareness
- Resilience is a changing state, not a trait
- It is better to take a strength based approach
- It is better to focus upon behaviours than the personality characteristics related to resilience

## Interpreting your Result

Subscale	Significance of Score					
	At risk	Sig. Below Average	Below Average	Average	High	Very High
Living Authentically	<50	51-63	64-70	<b>71-83</b>	84-90	>91
Finding Calling	<43	44-59	60-67	<b>68-83</b>	84-91	>92
Maintaining Perspective	<11	12-29	30-38	<b>39-57</b>	58-66	>67
Managing Stress	<26	27-44	45-53	<b>54-72</b>	73-81	>82
Interacting Cooperatively	<44	45-59	60-67	<b>68-82</b>	83-90	>91
Staying Healthy	<19	20-42	43-54	<b>55-77</b>	78-89	>90
Building Networks	<34	35-54	55-64	<b>65-85</b>	86-95	>95



What are you doing that has created a high score on this component?

What scope, if any, is there to build on what you are doing well?

What might you need to do to maintain these actions despite job pressures?

What can get in the way of maintaining these routines/strategies/actions?



## S1: Living Authentically

You know and hold onto your personal values, deploy your strengths, and have a good level of emotional awareness and regulation.



## S2: Finding Your Calling

Seeking work that has purpose, gives a sense of belonging, and fits well with one's core values.



## S3: Maintaining Perspective

Having the capacity to reframe setbacks, maintain a solution-focus, and manage negativity.



## S4: Mastering Stress

Employing work and life routines that help to manage everyday stressors, maintaining work-life balance and ensuring time for relaxation.



### S5: Interacting Cooperatively

Developing and maintaining personal support networks.



### S6: Staying Healthy

Maintaining a good level of physical fitness and a healthy diet.



### S7: Building Networks

Developing and maintaining personal support networks.



### Application

Develop an Individual Resilience plan through the following actions:

- Maintenance actions
- Development actions
- Potential obstacles
- Strategies for obstacles



### Questions?

