



LifeSolutions

The Successful Supervisor

July 2016

The Journey to Resilience

Sometimes I struggle to cope with the demands and challenges of work. If one more change comes down the road, I am not sure how well I am going to manage it. Is there some way I can learn to be more resilient?

This issue of the *Successful Supervisor* explores resilience in the workplace. We will look at what resilience means, identify its basic components, and introduce you to a new online resilience program, *The Resilience Journey*, available through *LifeSolutions*. Information on the five components of resilience is adapted from the works of Gail Wagnild, founder and CEO of the Resilience Center (jwagnild@resiliencecenter.com). If you would like to share your thoughts with us, email ask@lifesolutionsforyou.com.

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In today's fast paced, high pressured, constantly changing workplace, the capacity to be resilient has become a must-have quality. Most of us recognize this. But what does resilience really mean? It does not mean simply *coping* with whatever is on your plate. Coping has an element of "just getting by" and often implies that we continue to struggle, perhaps just keeping our heads above water. Resilience, on the other hand, is defined as the ability to bounce back from adversity or challenges with a renewed sense of energy, competency, and hope. When we are resilient, we are able to navigate difficult or stressful

situations without falling apart *and we learn valuable lessons from the experience that allow us to move forward with a renewed sense of purpose*. Highly resilient people have the capacity to deal with uncertainty and disruptions. They can handle unexpected or changing expectations and responsibilities and can adapt to a new way of doing things when the old way no longer works.

What are the foundational components for resilience? What traits do I need to cultivate?

Gail Wagnild, founder and CEO of the Resilience Center and a resilience building coach for over 25 years, states that we can strengthen our capacity to be resilient by developing what she refers to as the five essential components of resilience. They are:

- Purpose
- Perseverance
- Equanimity
- Self-reliance
- Complete self-acceptance

Purpose: Purpose is about knowing what really matters to you ... what makes your life meaningful. You know what your values are and what goals you are committed to. Achieving your goals is what gets you up in the morning and provides the motivation to keep going when times are rough. Having a sense of purpose and intention creates the internal compass that keeps you on your path.

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Perseverance: Perseverance is steadfast adherence to a course of action, belief, or purpose. It is the ability to keep going even when there are obstacles. Perseverance is using patience and sheer grit to turn mistakes into learning experiences, never giving up on yourself or your dreams, and finding your way around roadblocks. It takes courage, stamina, and commitment.

Equanimity: Equanimity is the quality of being able to “hold your seat” and stay steady even when the ride is rocky. People who have this trait remain calm and open to what is happening in their lives even when things aren’t going their way. They recognize that change is ever present — anything can happen at any time and nothing is ever certain or secure. They can take whatever comes their way in stride, neither clinging to what they *wish* was happening nor resisting what they wish wasn’t happening. Basically, they are not too attached to things or outcomes.

Self-reliance: Self-reliance is the capacity to depend on yourself, your abilities, your judgment, and your resources. You trust yourself and take responsibility for dealing with the challenges, successes, and experiences of your life. During difficult times, self-reliance allows you to ask, “How did I contribute to this situation? What was my part in this?” rather than seeking someone or something outside of yourself to blame. You feel a sense of agency and control over your own life.

Complete self-acceptance: Self-acceptance is about deeply realizing your own worth and goodness. It is about being comfortable with who you are, warts and all, and offering yourself the same compassion, forgiveness, and kindness that you would aspire to give to others. It is about treasuring your own uniqueness and knowing that you have a right to be you.

Is there some practical way I can learn to develop these traits?

Yes! You can check out LifeSolutions’ free online program, **The Resilience Journey**. This engaging, interactive program will take you on a journey that will open your eyes to your life’s purpose while walking you through the five core components of resilience.

Your journey will begin with The Resilience Scale, a 25-question assessment that will provide you with feedback about your current level of resilience. From there you will move through five chapters (one on each of the core components) that will help build your resilience.

The Resilience Journey takes approximately two hours to complete, can be done in segments, and involves more than 40 interactive exercises. You can access this program at www.lifesolutionsforyou.com. To reach The Resilience Journey:

- Scroll to the bottom of the screen (Current Customer Login).
- Type in your company access code and log in.*
- On the next screen, scroll down to Recommended Activities, follow the arrow to the end.
- Click on The Resilience Journey.
- Create your own password.

You are ready to go!

**If you need your company code or have questions, please contact our National Service Center at 1-800-647-3327.*

For more information on resilience, please contact LifeSolutions at 1-800-647-3327 and ask to speak with a LifeSolutions Account Manager.

This information is not a substitute for professional care or your organization’s policies. If you have or suspect you have an issue related to the material presented here, consult an appropriate professional.

To use our WorkLife Portal, email
or call us for your organization code:

ask@lifesolutionsforyou.com
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