resilience

the capacity to recover quickly from difficulties

CareGivers of America
Home Healthcare Services

Generally speaking, people consider others to be resilient when they:

Have a MORE consistently positive outlook
Deal with each difficult situation they face without great difficulty
Don't exhibit excessive negative emotions during difficult times

Resilience in the workplace can help people recover from challenging experiences. It can also assist their growth and development.

Why is resilience important? People are happier and perform better if they aren't just keeping their heads above water.

Characteristics That Resilient People Embody

Having realistic sense of control over one's choices, and an understanding of limitations over such control.

Seeing change as an opportunity or challenge.

Secure attachments with others, and the ability to engage their support.

Personal goals.

A strong sense of humor.

Patience.

A high tolerance of negative affect.

An optimistic outlook.

A high level of adaptability.

Research shows that resilient employees engage in three specific behaviors:

Emotional regulation. This skill involves the ability to watch, recognize, and respond to our emotions effectively, so they don't impede our functioning.

Self-compassion. This behavior focuses on bringing mindful, kind, and forgiving attention to our experience. It aims to reduce harsh self-criticism.

Cognitive agility. This skill involves recognizing when our thinking about a situation has negative results. Then, we shift how we think about it in a way that benefits us.