

Resilience



Being resilient is the ability to bounce back after challenges. During this unprecedented time, we all find ourselves in, building resilience and trying to manage our stress levels can seem even more difficult than usual.

As a manager or leader, you will be experiencing your own emotions as well as feeling responsible for your people or teams. As leaders, we are used to being in control and providing guidance and support to others, but we are also human.

Remember that feeling anxious, fearful, stressed, angry and irritable are common and normal feelings during uncertain times. Identify your responses and feelings and ensure that you look after yourself and get support if needed.

It is difficult to support others when we are experiencing heightened stress. If you notice behavioural changes like being snappy in a conversation that you would not normally worry about, or being abrupt towards someone you care for, take a moment to use the STOP technique.

STOP whatever you are doing

TAKE a few slow breaths

OBSERVE what you are thinking and feeling

– remembering that thoughts and worries are not facts

Feeling calmer? Go on with the task.

Still tense? Get up and move, make a cup of tea, walk the dog, do the dishes. A five-minute break is really restorative!

Scroll below for our 10 Tips for Building Resilience

10 Tips for: Building Resilience

Resilience refers to the process of adapting while facing adversity, trauma, tragedy, threats or other sources of stress. Resilience is not a trait people are born with, rather it involves behaviours, thoughts and actions which can be learned and enhanced.



1: Connection is key

Having a good sense of 'connection' and a support network is a strong predictor of well-being. Reach out to someone you know and trust regularly.



2: Some things we cannot control

Remembering that some things you can control, some you cannot – give attention and energy to what you can control, including how you respond to situations. How we interpret and respond to events can help us build our own coping and resilience



3: SMART goals

SMART Goals are great for our wellbeing. Make sure your goals are Specific, Measurable, Achievable, Realistic and Timeframed. It's always great to achieve a goal no matter how small.



4: Acceptance of change

Accepting that change is inevitable can help us move our focus onto a more positive future that we can be somewhat in control of. This isn't always easy but can help shift perspective



5: You have wisdom

Spend some time reflecting on your own experiences – you have a wealth of experiences that you have recovered from, successfully navigated, and helped others, maybe this wisdom can help you with your current situation?

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6: Move to action

Sometimes just taking one step towards a goal or understanding the problem can make the problem seem 'smaller' or at least more manageable.



7: You have value and skills

We spend a lot of time criticising ourselves and questioning many things such as appearance, decisions, skills, even our own judgement. You have worth, skills and have successfully achieved many things already in life even though you may not always appreciate this. Confidence can come from accepting your own self-worth and trusting your judgement.



8: Self-care is a priority

The adage 'you cannot pour from an empty vessel' is true. What activities make you feel energised, positive and relaxed – these things can be part of your regular routine to keep both your physical and mental health in good shape along with the basics such as good sleeping and eating patterns.



9: Perspective is crucial

Things can seem really overwhelming at times! Taking time to consider if the issue is going to be important 1 or 5 years from now, can help ensure you devote the right amount of energy and resources to it.



10: Optimism

Is not just an attitude, it's an ingredient to overall good physical and psychological health. What things make you feel optimistic or hopeful? Whatever they are, include them in your daily routine.

Having a hard time? Talking to someone can help!

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