
TTI TriMetrix[®] HD Resiliency

*A session from
Rx Online*

A large, stylized, 3D blue logo consisting of the letters 'R' and 'x'. The letters have a gradient from dark blue to light blue and a white outline, giving them a three-dimensional appearance.

Resiliency

The ability to quickly recover from adversity...

Why is this skill important?

Sooner or later, everyone experiences stress at home or at work. Resilience allows a person to adapt successfully and recover from even the most traumatic events. It doesn't mean that you are unaffected by difficulties, but it can mean that you will experience problems less severely than might be expected.

Resilience is not something a person is born with. It is something you develop over time by practicing a healthy response to challenging circumstances. It is the ability to thrive and achieve a positive outcome despite adverse conditions.

In a work setting, people who are resilient will often exhibit steady competence even under stress. It is a commonly-found capacity that can be consciously developed by using wise coping strategies. Two important factors that help a person develop resiliency are self-regulation and positive relationships. A person develops resilience by choosing to navigate toward resources that sustain their well-being. By regulating how you process experiences mentally and emotionally, you can demonstrate resiliency at home and at work.

What skills are associated with Resiliency?

Someone who has mastered skills associated with **Continuous Learning**:

- Is persistent, pursuing goals despite obstacles.
- Handles rejection well, listening to criticism from others with objectivity.
- Takes initiative to use resources that will help them complete work.
- Uses problem-solving skills to affect change.
- Is flexible, choosing to adapt when necessary.
- Is personally accountable for managing their attitudes and decisions.

How do you develop your own skills in Resiliency?

- Seek to possess positive emotions. They can be a protective factor that helps you cope in difficult times. Positive emotions are active elements in resilience. Like a protective shield, they act as a mediator and buffer from depression after crisis. Use them to disrupt stress.
- Look for positive meanings in the problems you face, such as recognizing any positive outcome that might possibly come from negative events. Sometimes this may be as simple as acknowledging that surviving them will make you stronger or using them to heighten your sense of gratitude for other, better events in your life. Take an active role in building positive meanings into your thoughts and life.
- Regulate negative emotions by acknowledging that there will be an end to difficult experiences, rather than seeing problems as unbearable. Take a long-term perspective to view a stressful event in a broader context.

- Develop self-confidence. Hold the belief that you can manage your feelings and cope with difficulties. Look for opportunities to reinforce your self-confidence by reacting calmly to daily stresses. Give yourself credit for your progress.
- Give yourself time to absorb what has happened and accept your feelings about it, but resist the impulse to consider yourself a victim. No matter what you face, there are others who have survived similar or much more difficult adversity with grace and even humor, and they didn't do it by dwelling on feelings of being victimized.
- Practice being adaptive by distancing yourself from negative situations as much as possible.
- Cultivate a sense of engagement. Take opportunities to respond in your environment. Seek to participate in setting realistic goals and have a positive sense of expectation for your achievements.
- Accept circumstances that truly cannot be changed, but take decisive action when there is any possibility to improve adverse circumstances. Use your problem-solving skills to access the resources and support you need.
- Learn from the past by using hardships as an opportunity for growth. Make an effort to remain flexible and balanced in life. This helps you weather new difficulties when they happen.
- Develop relationships with people you trust and let them encourage you. Being part of a supportive community and enjoying close bonds with others will help you remain optimistic.

Resiliency

Activities

Activity 1: Benefit for Inspiration from Others

Look for movies, books and stories of people who have overcome great adversity. Whether it's heroes in the news or in history, there is wealth of inspiration available to you. Start with an internet search, or use any of the following categories that interest you:

- Animals
- Artists
- Business
- Community
- Conservation
- Explorers
- Freedom
- Heroes
- Lifesavers
- Peacemakers
- Poets
- Scientists
- Sports
- Teachers
- Women
- Writers
- Young Heroes

When you find a story that resonates with you, go back and examine the simple facts. List the hardships this individual faced that would have predictably discouraged and stopped another person. Then note how this person reacted differently. How did their attitude and choices change the outcome of events for themselves and others? Recognize that when one person rises to the occasion to overcome adversity, they inevitably empower others, too.

Activity 2: Explore the Myths Around Stress

There is a saying that one person's trash is another person's treasure. Similarly, what seems stressful to one person may be an exciting challenge to another. Activities such as socializing with a group of people, climbing to a mountaintop where the view is spectacular or spending a few hours of quiet time alone may be considered stressful by one person, while they make the list of the most fun things for another person.

Make a list of things you enjoy or are good at. Next to each item, put a check mark if it's something another person might find stressful. For example, do you love a good thunder and lightning storm? Is winning free airfare to another city for a weekend getaway on your list of lucky breaks?

Be sure to include activities that others may have complimented you on in the past, even if they seemed like no big deal to you, such as giving a presentation to a group, talking to someone new at a party or diving into a new software program at work.

This list proves that you have chosen positive experiences over stress in your life! Build your self-confidence by making it a habit to notice when you make choices that have a positive effect on your life.

Activity 3: Revisit the Past: Looking for Silver Linings

Schedule time when you can remain uninterrupted with something to write on. Allow at least 30 minutes when you can do this activity privately.

Make a short list of difficult events you experienced, preferably as a child or teenager. If an event is still emotionally fresh enough to upset you with deep feelings, skip it. Feel free to go all the way back to kindergarten as you list adversity you faced that was very challenging at the time. It doesn't have to be life-threatening or even earth-shaking from someone else's point of view; just make sure that at the time, it seemed overwhelming to you.

Now comb through the list, putting a check next to each item that you either took good steps to overcome at the time, eventually learned valuable skills or lessons from, or both.

Now comb through the list of checked items. Choose one and look for the humor in the situation. If you were going to recount this story to a close friend now, how would you tell it to make them laugh? How would you relate the moral of the story in a way that seems funny now?

When you're done, remember how very real and overwhelming the challenge felt at the time, and how your perspective has changed with time. This helps you become aware of how you can use a sense of humor to rise above possible stressful situations in the present. Practice using your sense of humor to shift your perspective in daily situations. Just remember to keep it to yourself at work unless you're positive that it's appropriate for a work setting.