

Workplace Well-Being: Build Resiliency Skills

Resilience is a critical life skill. It empowers us to develop tools for protection against life's challenges. It helps us persevere and develop grit in the face of adversity while maintaining balance in our lives.

Creating opportunities for employees to build and practice resiliency skills allows them to be more productive and stay physically and emotionally well. The workplace is frequently changing, and resilient employees adapt and thrive.

Resilient people are more joyful, socially connected, and integrated, welcome new experiences, and embrace challenges.

Ideas (Choose one or more)

- Encourage leaders to model skills during staff meetings and discuss. For example, express one personal or professional thing you are grateful for and have other employees do the same before getting into your formal agenda.
- Take time within staff meetings to learn about and discuss resiliency skills. [Five Stress Resilience Skills](#)
- One critical step in better defining meaning and purpose in our personal lives involves evaluating our values. Consider taking the [Personal Values Assessment](#) during a staff meeting and discussing the results. The assessment takes 5-10 minutes and you receive immediate results.
- Review jobs and tasks and build in meaning and purpose that connect to your organization's mission. [Meaningful work offers more enrichment and purpose to an employee.](#)
- Get connected to resiliency initiatives that may already be present and supported in your community and promote them to your employees.
- Pursue meaning and purpose
- Share article from the Centers for Disease and Control Prevention on [How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic](#) (<https://www.cdc.gov/coronavirus/2019-ncov/community/mental-health-non-healthcare.html>).
- Use your EAP provider to conduct (virtual) classes on resiliency and stress management.
- Read and discuss the information provided by the Society for Human Resource Management (SHRM) on [The importance of financial literacy during the COVID-19 pandemic](#) (<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/pages/the-importance-of-financial-literacy-during-the-covid-19-pandemic.aspx>).
- Share the [Manage Stress Workbook](#) (https://www.umassmed.edu/globalassets/psychiatry/wellness/documents/managestressworkbook_dec2013.pdf) which provides a variety of tips and techniques.

BUILD RESILIENCY SKILLS

- Do more than simply provide resources; discuss how the information in these resources can inform and change your work culture.
- Set goals, identify solutions; create an action plan to address at least one issue

Additional Resources

- [23 Resilience Building Tools \(https://positivepsychology.com/resilience-activities-exercises/\)](https://positivepsychology.com/resilience-activities-exercises/)
- PDF: [Building Resilience During COVID 19 Through Trauma Informed Care Principles \(https://www.brighamandwomens.org/assets/BWH/womens-health/connors-center/pdfs/covid-19-tic-booklet.pdf\)](https://www.brighamandwomens.org/assets/BWH/womens-health/connors-center/pdfs/covid-19-tic-booklet.pdf)

Video Resource

- Video: [Resilience in the Workplace \(https://www.youtube.com/watch?v=l73F4j1Xa0Q\)](https://www.youtube.com/watch?v=l73F4j1Xa0Q)

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