



Building your resilience.

Stress affects people in different ways. What causes stress in one person may not affect another but we can all develop similar mechanisms to help prevent stress, and cope more effectively. Building resilience is one way to successfully manage stress. Read on to learn how you can build your resilience and manage stress.



Building resilience

Building resilience gives you the ability to persevere and continue to function at a high level in times of adversity, despite failures, setbacks and loss.

So what does it mean to be a resilient person? It's not just about having the ability to bounce back, but also having the capacity to adapt when faced with challenging circumstances.

Here are our top tips to build your resilience and cope with stress.

Make connections and don't be afraid to ask for support

Healthy relationships with close family members, friends, colleagues and others are all important. Accepting help and support from people who care about you and are able to listen helps to strengthen your resilience. Having an open and honest relationship with colleagues and line managers at work builds trust and allows you to communicate potential issues in a timely manner, and find a solution before they start to cause stress.

Manage your energy, not just your time

Make sure you are putting your energy into the right things. Quite often we ask people to put time into doing things but they often come back saying they don't have any more time in their busy schedules. If we direct our energy towards 'high leverage' tasks we get a much more effective return for our efforts.

Develop a positive mindset

Your optimism, personal beliefs and sense of personal responsibility all shape your outlook on situations. Those who nurture a positive and resilient mindset believe that their own motivations and talents determine their success or failure in the workplace. It's all about expecting a positive future, but understanding that challenges may arise and that things might not go as expected.

Know your limits

Don't stay quiet when it comes to potential boundary issues at work, which often leads to being unable to work to the best of your abilities as a result of too much workload. Take responsibility for setting

boundaries around your time, and don't take on more than you can handle. Knowing the limits and boundaries of colleagues is also important as is knowing how to compromise on ways of working that work for everybody should difficulties arise. Avoid creating barriers – this is resistance not resilience.

Develop a healthy lifestyle

Regular exercise and eating healthily has a range of benefits, including helping to develop your resilience. Even small amounts of physical exercise can improve self-esteem and self-confidence, giving us the inner strength and ability to approach difficult situations. Some foods that have been determined to have positive effects on reducing symptoms of depression and anxiety, and lowering stress. A diet that is rich in whole foods can help to reduce nutritional stress and provide you with more mental energy to deal with psychological stresses at work.

Try to get a good night's sleep

Getting the right amount of quality sleep is vital when it comes to building resilience to stress. If you don't get enough sleep, small stressors can have a much worse effect than they would after a good night's sleep. Energy dictates not only how much we're able to do, but how well we do it – when your energy is low, your work suffers.

Keep things in perspective

When faced with stress, think about how important the issue will be in a week, month or years' time. Resilient people maintain a positive outlook – remember to remind yourself that a lot of the issues you are facing are temporary and that you have overcome setbacks before and can do it again. Keeping things in perspective allows you to focus on what you can learn from the experience and builds resilience.

“

Take time out and relax, even if you're not feeling stressed. Remember that prevention is better than cure!