Welcome
Resilience Rx: An Employee’s Prescription for Success

Mandi Osoba
Topics

• Meaning of resilience
• Importance of resilience in the workplace
• Determine your level of resilience
• Tips to build resilience
Are You Covered?
Resilience

- Process of adapting to difficult or challenging situations
- Antidote to adversity
- A spirit of resilience is the gateway to boosting your career
- Resilience can be learned
How Resilient Are You?
## How Resilient Are You?

<table>
<thead>
<tr>
<th></th>
<th>Statement</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>I’m usually optimistic. I see difficulties as temporary and expect to overcome them.</td>
<td>2</td>
<td>3</td>
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<tr>
<td>2</td>
<td>Feelings of anger, loss and discouragement don’t last long.</td>
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<td>3</td>
<td>I can tolerate high levels of ambiguity and uncertainty about situations.</td>
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<td>4</td>
<td>I adapt quickly to new developments. I’m curious. I ask questions.</td>
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<td>5</td>
<td>I’m playful. I find the humor in rough situations, and can laugh at myself.</td>
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<tr>
<td>6</td>
<td>I learn valuable lessons from my experiences and from the experiences of others.</td>
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<tr>
<td>7</td>
<td>I’m good at solving problems. I’m good at making things work well.</td>
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<tr>
<td>8</td>
<td>I’m strong and durable. I hold up well during tough times.</td>
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<tr>
<td>9</td>
<td>I’ve converted misfortune into good luck and found benefits in bad experiences.</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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</tr>
</tbody>
</table>

**TOTAL SCORE** 24
How Resilient Are You?

Low Resilience
Less than 20
You may have trouble handling pressure or setbacks, and may feel deeply hurt by any criticism. When things don’t go well, you may feel helpless and without hope. Consider seeking support in developing your resiliency skills. Connect with others who share your developmental goals.

Some Resilience
20 - 30
You have some valuable pro-resiliency skills, but also plenty of room for improvement. Strive to strengthen the characteristics you already have and to cultivate the characteristics you lack. You may also wish to seek some outside coaching or support.

Adequate Resilience
30 - 35
You are a self-motivated learner who recovers well from most challenges. Learning more about resilience, and consciously building your resiliency skills, will empower you to find more joy in life, even in the face of adversity.

Highly Resilient
35 - 45
You bounce back well from setbacks and can thrive even under pressure. You could be of service to others who are trying to cope better with adversity.
#1 – Discover You
#2 – Have a Positive Outlook

- Have an overabundance of optimism
- Find the silver lining
- Keep things in perspective
- Nurture a positive view of yourself
- Avoid seeing crisis as insurmountable problems
#3 – Embrace Change

Change is inevitable - except from a vending machine.

Robert C. Gallagher

Resilience brings security in a constantly changing world
#4 – Be Persistent

Persistence is the difference between a successful outcome and a failed one due to not giving up.

Set SMART goals and push yourself to see them through to the end.

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When I thought I couldn't go on I forced myself to keep going. My success is based on persistence not luck.

Estee Lauder
#5 – Love to Learn

See problems as learning experiences
Leverage challenges as opportunities to grow and evolve

People who have a thirst for knowledge have two key advantages for when life throws a curve ball:
1. Already acquired the knowledge to find an alternative solution
2. Seeking the knowledge to find a solution will come naturally

Spread the love of learning
Don’t cheat yourself out of ‘today’! Give it all your attention and leave ‘tomorrow’ and ‘yesterday’ where they belong.
#7 – Take Care of You

• Eat healthy
• Get enough zzzz’s
• Keep stress levels low
• Pay attention to your own needs and feelings
• Engage in activities that you enjoy and find relaxing
Questions
Thank you for Participating Today

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