



WHAT IS RESILIENCE?

This module is one of eight skill-based modules designed to increase your resilience. Resilience is:

- The ability to adapt and recover after adversity or stress.
- Recovering from both major and minor stressors.
- Larger than just dealing with stress. Resilient people also have a strong sense of well-being and purpose.

Resilience is not:

- Only focused on trauma or adversity.
- Being happy.
- A skill some people just have. You can be resilient professionally but feel less resilient in your personal relationships. Or, you can go through times in your life where you feel less resilient than other periods.



HOW DO I BRING MY STRENGTHS?

First, identify your strengths. Consider the following strategies:

- Complete the free online *VIA Survey of Character Strengths*. This self-assessment takes less than 15 minutes to complete.
- Complete the *Reflected Best Self Exercise* (Robert E. Quinn, Jane E. Dutton, Gretchen M. Spreitzer, and Laura Morgan Roberts) which suggests you ask people to write a story about a time when you were at your best.
 - Choose your sources and seek feedback: Identify 5-10 people who know you well from different parts of your life and ask them to write a story about a time when you were at your best.
 - Spot patterns: Look for the common themes that appear in multiple stories. Make a list of the themes, the key examples that support each of them, and what they suggest about your strengths.
 - Create your self-portrait: Using this information, write out a brief profile of who you are when you're at your best.
- Write down activities that energize you during a regular week. By doing so, you'll get a clear sense of which activities make you feel strong.

Once you've identified your strengths, find new ways to develop and use those strengths more often.

- Journal words of affirmation that speak to your strengths, like "I am kind." Repeat those words to yourself when you get caught up in your weaknesses.
- Create a personal mission statement that includes applying your strengths. You could write that statement down every morning. If your strength is leadership, your personal mission statement might be, "To make a difference in the lives of those I lead." Remind yourself of your mission statement when encountering a challenge.
- Create an action plan to put your strengths to work. Your plan might include developing yourself by enrolling in a course, changing careers, or volunteering with a local charity.

HOW CAN BRINGING MY STRENGTHS HELP ME BE MORE RESILIENT?

Many of us focus on what is wrong with us or how we need to improve. We don't spend enough time focusing on our strengths and what is right about us. But research has shown that bringing our strengths to the table helps us stay more engaged in what we do and brings a sense of meaning and purpose. People using their strengths have a stronger sense of well-being and experience less stress.



RESILIENCE

MY SIGNATURE STRENGTHS



- 1.
- 2.
- 3.
- 4.
- 5.

TIME WHEN I USED MY SIGNATURE STRENGTHS

WHAT IS YOUR RESILIENCE ACTION PLAN (RAP)?

You are more likely to change your behavior if you commit to taking action now. Consider creating a Resilience Action Plan (RAP) to help you become more resilient. You can start now with actions you'll take to Bring Your Strengths. Based on what you learned today, think about what you should start doing, stop doing, and continue doing.

START DOING	STOP DOING	CONTINUE DOING