

Tool 14: Resilience skills

Resilience is the ability to bounce back from adversity. It comes from using our capabilities to respond in constructive ways, and then learning from this for the next adverse situation (Fox et al 2015).

This tool enables you to identify how to build your resilience skills.

You can use this individually to prepare for a discussion with your supervisor, or in supervision to jointly consider how to support resilience. You can also use this in a group or as a team to reflect on resilience and share your experiences. Learning about blocks and support that relate to the organisation should ideally be fed into planning and organisational development.

| Learnable Skill | Current ability 1 – 5 (Low – High) | Strategies that support use of each factor | Support | Blocks |
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| Each of the factors below support resilience and can be learnt | How good are you at doing these things? | The behaviours below describe skills that support resilience | What supports you to employ these skills? | What makes it hard for you to use these skills? |
| 1. Emotional regulation: Manage your internal world in order to stay effective under pressure | | A+B=C Recognise the impact of your ‘in- the- moment’ thoughts and beliefs on behavioural and emotional consequences | | |
| 2. Impulse control: Manage the behavioural expression of emotional impulses, including ability to delay gratification | | Calming and focusing Finding ways to step back from adversity; creating breathing space to think more logically and in depth | | |

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| <p>3. Causal analysis: Ability to accurately identify the causes of adversity.</p> | | <p>Challenging beliefs Checking out the breadth and accuracy of our understanding of events – do I know everything I need to know?</p> <p>Detecting icebergs Building up an awareness of how deep-seated beliefs we hold can impact upon our emotions and behaviours</p> | | |
| <p>4. Self-efficacy: The sense we are effective in the world and that we can solve problems and succeed.</p> | | <p>Thinking traps Recognising and challenging the traps that impact upon our self-efficacy, such as jumping to conclusions, globalising</p> | | |
| <p>5. Realistic optimism: Ability to stay positive about the future yet be realistic in our planning</p> | | <p>Putting it into perspective Learning to stop the spiralling of catastrophic thinking and turn it into realistic thinking</p> | | |
| <p>6. Empathy Ability: to read other’s behavioural cues to understand their psychological and emotional states</p> | | <p>Put yourself in their shoes Asking yourself how someone else would see the same situation; and seeking to understand before being understood.</p> | | |
| <p>7. Reaching out: Ability to enhance the positive aspects of life and take on new challenges and opportunities</p> | | <p>Seeking support from others Being able to ask for help reasonably and accept it positively when offered</p> | | |