



Resilience Learning Objectives



Resilience Training Program

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Resilience Learning Objectives:

1. Develop an understanding of the concept of Resilience
2. Have an awareness of the traits that predispose to being resilient, and an awareness of which of these you may have in abundance, and which you may want to build upon and strengthen
3. Develop and awareness of burnout

Resilience is a concept that has evolved out of Positive Psychology, or the study of what contributes towards happiness and wellbeing rather than what detracts from it. Much of the work on Resilience has evolved from research into how people approach health and illness. Other studies looked at children who were brought up in adverse conditions (poverty, abusive family

environment). In both streams of work, it was the observation that there were populations of people that were healthy and happy in spite of their environment and 'risk factors'.

Thus, the inquiry and scientific study of what set these people apart, what personal attributes enabled them to thrive. Through this systematic study, positive psychologists such as Seligman have suggested that:

- 1). Resilience is a key attribute to attaining happiness and satisfaction in life.
- 2). We can learn to cultivate traits that make us more resilient.
- 3) Acts for the benefit of others serve as a greater internal motivator. Resilience, as mentioned above, is a fundamental quality that enables an individual to survive, thrive and flourish. It is often described as the ability to learn and grow from adversity. The ability to flex and bend, without breaking, and to spring back.

Some even simplify it to “falling down five times, getting up six”. However you see resilience, or whatever personal meaning you bring to it, it is a characteristic that can be cultivated in individuals. Given the nature of work undertaken by healthcare professionals, it is easy to see how being resilient may be helpful and, indeed, necessary in avoiding burnout. Below are some key factors that contribute to resilience.



10 Keys to Resilience:

1) A sense of humour.

Obviously this is more than a little subjective, but being quick to laugh and easy to smile has consistently been associated with a better psychological state.

2) Being realistically optimistic.

Blind and unrealistic optimism leaves the door open to devastating disappointment. However, being realistic whilst still focusing on positive possibilities (optimism) helps cultivate resilience.

3) A ratio of 3 positive :1 negative emotions is needed to maintain resilience.

4) Altruism.

Actions that are undertaken for the benefit of others provide more satisfaction than actions of selfishness.

5) Moral compass.

Having a sense of who you are, your beliefs and values and what you stand for is key.

6) Faith and spirituality, or a belief in something 'bigger' than yourself

7) Role model.

Having and being a role model can be a very valuable thing.

8) Social support.

It is well recognised that a good social support network is necessary to help maintain a positive state.

9) Face fears.

Do not hide from or be ruled by them.

10) Creativity.

Allowing your creative side to show, and tapping into your creative energies can be very fulfilling and provide very resourceful.

Burnout has already been mentioned, but to understand it a little better, and to explore your risks of burnout, you may wish to

explore it in further detail. There are a variety of tools freely available to evaluate your levels of burnout, such as the Self-Test available at MindTools.com (<http://www.mindtools.com/stress/Brn/BurnoutSelfTest.htm>).

KEY POINTS:

1. Resilience is a quality of bending without breaking and personal growth
2. There are key qualities associated with resilience that can be built up and trained
3. Burnout is a significant risk for healthcare professionals which resilience can protect against



My Resiliency Plan

From this workbook I will include the following into my resiliency plan:

- Things I want to remain aware off as I build my resiliency preparedness.

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