Building Personal Resilience

IIRSM and SGWS Joint Meeting
10 April 2019
Stress is “the adverse reaction people have to excessive pressure or other types of demand placed on them”. (HSE)

Stress, Depression or Anxiety accounted for 44% of all new and long-standing cases of work-related ill health and 57% of working days lost

15.4 million working days lost
Main causes due to workload (44%), changes at work (8%), violence, threats or bullying (13%), lack of support (14%), other (21%)

Source: HSE 2018
Pressure, Stress and Performance

- Boredom
- Frustrated
- Apathetic
- Underwork
- Focused
- Fatigued
- Anxious
- Irritable
- Overwork
- Exhaustion

**Risks**
- Change
- Control
- Role
- Demands
- Relationships
- Support
- Health

Peak Performance
Coping with Pressure

- Thinking
- Behaviour
- Health and Lifestyle Choices

YSM Solutions
HEALTHIER PEOPLE - HEALTHIER RESULTS
ABC Model

Activating event

Belief about event

Consequences
Decrease Your Pressures

- Thinking patterns – should or ought statement
- Learning to say NO!
- Working out your priorities
- Organisational skills
- Be realistic of what you can cope with
What is Resilience?

- The ability to cope under pressure.
- Resilience is a competency for stress management.
- Resilience helps you to see threats and problems as opportunities or challenges.
Resilience

“Do not judge me by my success, judge me by how many times I fell down and got back up again.”
Resilient People

- Look for opportunities, challenges and solutions instead of problems
- Have a positive attitude
- Aim to overcome difficulties
- Build a success list
3 C’s to Building Resilience

**Control**
- Sense of control over events in life

**Commitment**
- Very committed to an outcome

**Challenge**
- Challenges – not problems, change is seen as an opportunity
Strengthening Personal Resilience

Professor Derek Mowbray model
Personal Resilience Development

- Aim to manage your pressures effectively
- Staying focused and bouncing back under adversity
- Communicate well
- Have a support network
- Focus on what you can change
- Tackle one thing at a time
- Sustaining wellbeing
- 5 steps to mental wellbeing