



The world of work is complex and unpredictable – individuals and teams are forced to continuously transform and adapt.

Only **19%** of employees are highly resilient. ^{*1}

81% are vulnerable to life's knocks

Luckily, resilience is a power skill that you can develop so that you always land on your feet. With resilience, teams do not only survive life's bumps, but they launch themselves to new heights.

WHAT WE KNOW ABOUT RESILIENCE:

1. Psychological safety in teams is better when members are resilient²
 - Social support plays an important role in workplace resilience
 - Resilience is higher when team members trust one another
 - Resilience improves when employees are allowed to talk about their stress
2. Resilience is dynamic – our resilience can go up and down:
 - Effective habits and strategies increase our resilience
 - Losing touch with ourselves and/or reality decreases our resilience

HOW TO BUILD RESILIENCE IN YOUR TEAM:

1. Use a strengths-based approach – focus on each team member's skills / gifts / talents
2. Build Emotional Intelligence – Emotional Intelligence increases Resilience; Resilience increases Emotional Intelligence
3. Consciously work towards a healthy work-life balance
4. Make values tangible – how does each employee live their personal values? How closely related are personal values to organisational values?
5. Cultivate mindfulness – be aware of stressors that may trigger specific emotional reactions

Remember, be pro-active: build resilience BEFORE challenges arise!

If you want to take your team's resilience to the NEXT LEVEL [BOOK A WORKSHOP](#) with us.

¹ Workplace Resilience Study – ADP Research Institute, 2020.
² Cooper, C. 2021 The link between Resilience and Psychological Safety: How resilient individuals create a psychologically safe environment