



Building Personal Resilience

The definition of a resilient person is one who is not only able to handle stressful and challenging life events, but also to bounce back afterward (American Psychological Association (APA)). The good news is that leaders can develop resilience by managing their thoughts, behaviours and actions. The Road to Resilience, the APA's guide to developing individual resilience, sets out 10 steps which every leader should take time to study:

1. Develop supportive and caring relationships at home, among friends and colleagues. Accept help and support for yourself and help others when they need it.
2. Remember that some crises are beyond your control. You can't change events but you can change the way you interpret and react to them. Try to accept this and look ahead.
3. Accept that change is part of life and that you will have to adapt to changing circumstances. Try to think back to a time before you had a computer or a mobile phone. You may not have seen the point in having the new technology then, but probably couldn't do without it now!
4. Set some realistic goals and take regular small steps towards achieving them. Ask yourself, "What's the one thing I can accomplish today?" rather than focusing on the overarching goal.
5. Be decisive. Do as much as you can rather than avoiding problems and hoping they will go away.
6. Try to understand your own experiences of dealing with loss, hardship or emotional problems. Appreciate what you have learned from these events. Also think about the things that helped you at the time.
7. Develop a positive view about yourself and be confident in your strengths and abilities.
8. Try to take a longer-term perspective and don't blow the significance of the event out of proportion.
9. Stay hopeful and optimistic. Visualise what you want, rather than worrying about what you fear.
10. Look after yourself - your health, fitness and need for relaxation and peace. This will give you the strength and balance to deal with difficult situations.