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BUILDING RESILIENCE FOR SUCCESS

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Length of Presentation 90 minutes

Introduction

Building on over thirty years of study, researchers have pinpointed the characteristics that set apart highly successful individuals from their peers. These qualities have come to be known as resilience. Our team is currently working with federal agencies to improve performance and head off the mental health problems, including depression and stress. This workshop introduces how resilience can be learned and used to challenge thoughts and assumptions that affect decisions and ultimately performance. We draw on recent research suggesting that people can manage stress by thinking in terms of their psychological strengths. This session will summarize the key concepts of resilience and discuss how people can dispute negative thoughts, thrive through change, and reduce stress.

Objectives

As a result of attending this session, participants will be able to:

1. Discuss how resilience is being used in organizations to improve performance
2. Define the concept of resilience and identify the basic skills to building resilience
3. Define non-resilient thinking
4. Learn how organizations can integrate resilience into their culture

Main Ideas

Regardless of the challenge, research shows that it is the resilient individuals who perform most effectively. OPM has even added resilience as a core competency. According to OPM, a resilient employee "deals effectively with pressure; remains optimistic and persistent; and even under adversity, recovers quickly from setbacks." Resilience increases job satisfaction, employee retention, employee engagement, positive relationships, healthy living practices, problem solving and decision making ability, and positive risk taking behavior. Resilience also decreases stress, anxiety, depression, anger, and frustration. Among the key ingredients are:

- **Perspective and a "can-do" optimism.** An optimistic or resilient attitude is one of hopeful expectation for positive results. This optimism pulls resilient people through hard times and helps them keep their focus on success.
- **Goal setting and flexibility.** Resilient people are able to "bounce back" when faced with loss or failure because they adopt a certain flexibility toward their goals.
- **Holistic health.** The ability to manage stress makes individuals more efficient.

Methodologies

This presentation will combine lecture with interactive discussions and focused activities.

Conclusion

Regardless of the challenge, research shows that it is the resilient individuals who perform most effectively. OPM has added resilience as a core competency. According to OPM, a resilient employee "deals effectively with pressure; remains optimistic and persistent; and even under adversity, recovers quickly from setbacks." Resilience may seem to come "naturally" to some individuals but the good news is that it is a skill that can be practiced and learned.