

## Employee Health Hurdles

### Resilience February 2021

#### Overview:

- A 2017 study on resilience stated that resilience strategies may improve blood sugar management in type 2 diabetics.

#### You may be resilient if:

- You have an awareness of yourself and the environment around you.
- Manage your feelings effectively and remain calm under pressure.
- Keep a handle on your thoughts, emotions, and behaviours.
- Understand that life has inevitable ups and downs.
- You are able to make realistic plans and take the appropriate steps to carry them out.
- You have a positive view of yourself and have confidence in your strengths and abilities.
- You have effective communication skills and problem-solving abilities.
- You have meaning and purpose.
- You possess a sense of humour.
- You are altruistic (unselfish concern for the welfare of others) and have love and compassion for yourself and others.

#### You may lack resilience skills if:

- You dwell on problems.
- You routinely feel victimized.
- You become overwhelmed easily.
- You turn to unhealthy coping mechanisms such as substance abuse or excessive drinking.

#### Take the Quiz on Resilience:

<https://resiliencyquiz.com/index.shtml>

<https://testyourself.psychtests.com/testid/2121>

<https://www.everydayhealth.com/wellness/resilience/get-your-resilience-score/>

#### Quiz to Identify your Character Strengths:

<https://www.viacharacter.org/survey/account/register>

### **Contributing Factors to your Individual Resilience:**

- Your resourcefulness and problem-solving skills.
- Your current level of self-esteem.
- Your attitude (optimism and hope or negativity).
- Your ability to adapt to life and situations.
- Your level of self-regulation of feelings, thoughts, and behaviours.
- Your personality type.
- Your ability to endure difficult or changing situations.
- Your ability to appraise situations and react accordingly (problem-solving skills).
- Your current level of skills and talents that you value and possess.
- Your general acceptance of others.
- Your current support system.
- Your capacity to make realistic plans that are attainable.
- Your ability to communicate.

### **Contributing Factors for your Community's Resilience:**

- Public safety of the neighbourhood.
- Access to healthcare.
- Access to healthy environments such as green spaces.

### **Ways to Build Your Resilience:**

- Allow yourself to feel a wide range of emotions.
- Identify your support system and let them be there for you.
- Process your emotions (with the help of a professional if necessary).
- Be mindful of your wellness and self-care.
- Get some rest and maintain routine sleeping habits with adequate sleep.
- Try your best to maintain routine in your life.
- Find a sense of purpose in life.
- Build positive beliefs in your abilities to help increase your self-esteem.
- Embrace change as the inevitable and be ready for it.
- Be optimistic (do not ignore your problems, understand that your circumstances are temporary and that you have what it takes to overcome your challenge).
- Develop your problem-solving skills (make a list to help solve current problems).
- Take action to solve problems as opposed to waiting for the problem to solve itself.
- Recognize your signs of stress and identify any bad habits as a result of the noted stress.
- Identify and use your strengths.
- Engage in meaningful acts.
- Develop a positive view of the future.

- Create a caring community by connecting with others, identifying your source of support, and exercising good communication.

### **Good Practices to Improve Resilience:**

- Change the narrative by not dwelling on the situation, as you need to move forward to heal and grow.
- Face your fears by starting in small doses.
- Practice self-compassion and remember you are not alone so be mindful and kind.
- Meditate and focus on the present to see the big picture.
- Cultivate forgiveness.

### **Resilient Leaders:**

- Communicate powerfully by communicating intentions so others leave meetings knowing and understanding what is expected.
- Be willing to accept feedback which is used to improve their skills.
- Build positive, trusting relationships which are an excellent source of resilience with a strong cohesive team.
- Take bold risks.
- Provide feedback to elevate and develop skills in others.
- Champion change and be willing to provide leadership during the process.
- Be decisive, which is vital to success.

### **Resilience in the Workplace:**

The workplace is constantly evolving, therefore developing, and sustaining resiliency strategies are necessary to support individuals and their teams. Resilience at work means that workers can:

- Embrace change and uncertainty as opportunities to improve and grow.
- Stay engaged and promote innovation.
- Maintain physical and emotional well-being.

### **Workplace Realities that Threaten Worker Resilience:**

- Being hyperconnected (ex: no time away from email).
- Technological disruptions such as constant emails and prompts.
- Lack of motivation, poor use of skills, or not working to the worker's full potential.
- Scope, scale, and speed of demanding tasks placed on the workers.
- Schedules, time limits, and information flow are difficult to balance and manage.
- Work-life balance becomes unmanageable.

**Resources to help with understanding and developing resilience:**

**Covid-19 and Resilience Webinar:**

<https://ca.ctrinstitute.com/mental-health-and-resilience-during-covid-19/>

**Immunity and Resilience Podcast:**

- <https://newsnetwork.mayoclinic.org/discussion/mayo-clinic-qa-podcast-resiliency-during-covid-19-pandemic-flu-season/>

*Nothing ever goes away  
until it teaches us what  
we need to know*

- Quote by; Pema Chodron

**Resources:**

<https://food-guide.canada.ca/en/>

<https://novascotia.ca/mental-health-and-wellbeing/>

<https://www.canada.ca/en/health-canada/services/food-nutrition/healthy-eating/covid-19.html>

<https://www.canada.ca/en/public-health/services/mental-health-wellness-all-ages.html>

**Resources for employee and local support services:**

Acadia Health & Wellness page at <https://hr.acadiiau.ca/benefits/health-wellness.html>

Employee Family Assistance Program at <https://hr.acadiiau.ca/10261.html>

Nova Scotia Mental Health Supports at <https://www.mentalhealthns.ca/find-support> and

[Nova Scotia Health Authority: Mental Health and Addictions \(NSHA MHA\)](#)

Nova Scotia Government Resources [novascotia.ca/help](https://novascotia.ca/help)

**Complete List of Resources for Healthy Minds @ Work:**

<https://www.ccohs.ca/healthyminds/tools/>

## **References**

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<https://www.mayoclinic.org/tests-procedures/resilience-training/in-depth/resilience/art-20046311>

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