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:

Immunity and Resilience Podcast:

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/

Resources for employee and local support services:
Acadia Health & Wellness page at https://hr.acadiau.ca/benefits/health-wellness.html
Employee Family Assistance Program at https://hr.acadiau.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

Complete List of Resources for Healthy Minds @ Work:
https://www.ccohs.ca/healthyminds/tools/
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https://www.bouncebackproject.org/resources/
https://www.everydayhealth.com/wellness/state-of-resilience/
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