October 2015

Choosing the Path of Resiliency

When faced with situations such as changing financial environments, more pressure is put on supervisors, managers, and all employees to do more, quicker, better, faster and cheaper! You can choose to embrace the experience, or you can let it run you down and mire you in depression and self doubt. Resilience is defined as the ability to recover from or adjust to misfortune or change. In Daryl Conner's book, Managing at the Speed of Change, he lists five characteristics of resiliency:

1. **Be positive.** Your life is always changing, which offers many challenges and opportunities.
2. **Be focused.** Take a good look at where you are going and stick to it. Don't let barriers get in your way.
3. **Be flexible.** Keep an open mind about all the different possibilities that might await you.
4. **Be organized.** The unknown is scary. Develop structured approaches to help you manage the unknown.
5. **Be proactive.** Be ready to work with whatever the future holds for you.

To help foster resiliency and productive work environments for you and your employees, make sure your employees are aware of the programs available to assist them and their family members, such as the EAP.

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