

# Insights into Resilience



## Why is it important to be resilient?

In today's turbulent, fast paced, volatile, uncertain world of change with the associated consequences for people of having to cope with higher levels of ambiguity, complexity, pressure and stress it is no surprise that there is an increased level of interest in Resilience. Given the need for people to cope with rapid change, pressure and adversity in their working lives there is a clear need to look at "How can we help our people be more Resilient?"

Human beings have always had a natural ability to be resilient and cope with pressure, stress and adversity throughout the ages so we should not underestimate how naturally resilient we all are. But there are days when it does not quite feel like that and we might welcome the opportunity to look for ways to review key resilience factors and make plans to strengthen our resilience.

## What is the Insights into Resilience programme?

Insights into Resilience addresses personal resilience and how each of us might build a better personal resilience strategy. This is an important contributor to increasing collective resilience in teams and organisations and this learning application focusses on resilience at the individual level.

This four-hour learning application takes us on a journey of self-insight to better understand our current level of resilience and how we might strengthen this. There are some key messages such as 'resilience can be learned', 'the resilience factors we use are a matter of choice' 'our preferences have an influence on our choices' 'learning plays a key role in becoming more resilient'.



Insights Discovery and self-awareness underpin the Insights into Resilience programme. It can be delivered as part of a follow-up workshop, or can be added to an Introduction to Insights Discovery workshop to hone in on resilience as a learning topic.

## What will participants learn?

The key learning objectives are:

- To increase knowledge of personal resilience and its key contributing factors.
- To understand differences impacting personal resilience within the context of colour energy preferences
- To identify your personal resilience resources and drains and begin to build a personal resilience strategy

In addition the session aims to dispel some misconceptions and myths about resilience and outlines eight separate factors that we can review and choose to work on to enhance resilience. After encountering these eight factors we invite participants to review and build their own personal resilience strategies and commit to put new actions into practice following the session.

## What are the business outcomes?

Building the resilience of each individual in your organisation will contribute to building the collective resilience of teams, departments and the whole organisation. In addition it will contribute to building a more positive feeling of well-being in your people and can impact metrics such as absence, sickness and engagement levels through reduced perceived levels of stress and pressure.

*Get in touch*

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