



EAP Newsletter OCTOBER 24

In this month's newsletter, we explore resilience, and how it has become a common buzzword that is often misunderstood.

The myth of resilience

In the workplace, resilience may often be perceived as a “get over it” concept, as brushing off a time of hardship or a moment in time that can be completely healed from. This is a myth!

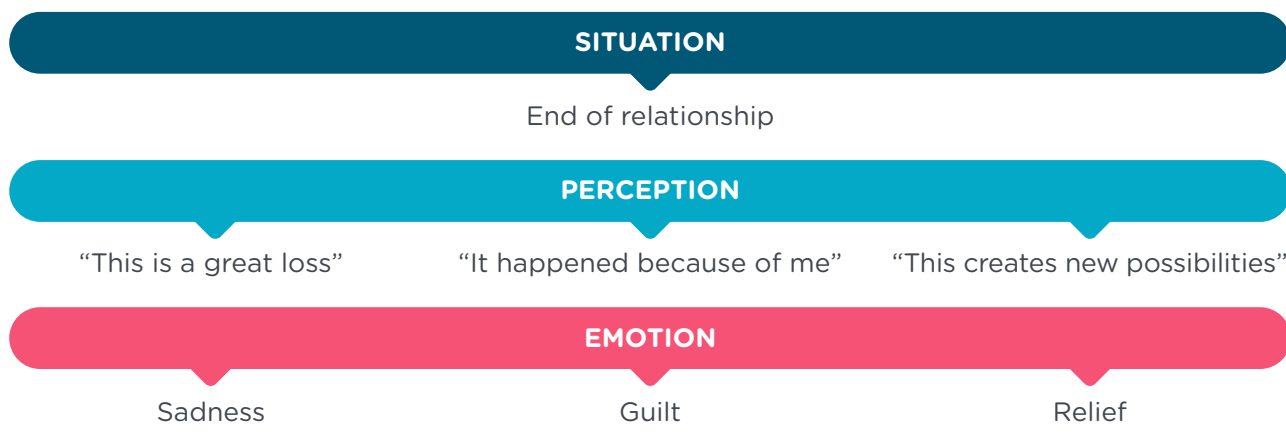
Resilience is best understood as a process not an outcome. The generally accepted definition of resilience is the ability to bounce back or return to an original level of psychological functioning after a stressful event. Developing resilience means you have the ability to make a comeback after a setback.



i **Psychological elasticity** - the ability to adapt your thinking and behaviours to the circumstances of the moment. It requires being open and letting go of rigid expectations and beliefs about yourself, others, and the world.

We may have little control over the positive and negative events happening in our lives, however we can assert some control or **psychological elasticity** on how much attention we devote to these events.

Here is a diagram to simplify the concept:



The effects of events depend largely on how we perceive these events.

Applying resilience means you apply **psychological elasticity** to a stressful event, whereas coping refers to the strategies used in response to your perception of an event.

Below are three different coping styles that serve as indicators of resilience or **psychological elasticity** levels.

Over-control: Low Resilience

Overcontrol is also often characterised by rigid thinking. In an attempt to control the uncontrollable, the individual finds themselves solving problems in their head and is plagued by thoughts and images of disastrous outcomes that may never be.

Over-control is an unhelpful response and limits resilience.

Example: insomniacs have been found to try to control their pre-sleep thoughts more than good sleepers, hoping to control their quality of sleep.

Under-control: Low Resilience

Under-control has also been referred to as passive coping. A person may adopt passive coping behaviours when they feel overwhelmed or powerless, leading to avoidance of problem-solving.

Practising less control than what you have does not develop resilience.

Examples: Complaining to others to cope with difficult feelings or get sympathy or relying on self-medication (i.e., illicit drugs or over-indulging in alcohol) to cope with the situation.

Balanced-control: High Resilience

A healthy sense of personal control can come from being flexible in applying control when control is productive and applying alternatives when control is counterproductive.

Knowing when to control and when to adjust your expectations results in higher levels of resilience.

It is important to note that surrendering IS NOT giving up and losing hope. Surrender means letting go of unproductive efforts to control the uncontrollable while focusing on what is within one's control.

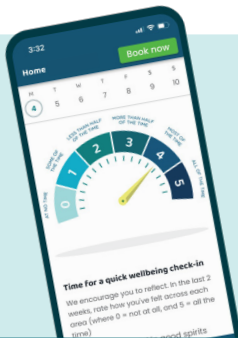


If you are a team leader and feel your team could benefit from a deeper understanding of resilience and what that would look like for them, please reach out for a chat by emailing us here: learning@eapservices.co.nz



Access our free complimentary E-Learning Module on **resilience** and develop your own Resilience Action Plan

[E-Learning](#)



Mindset

The digital journey on the **habithealth+** app could assist in creating a positive perception about events in your life.

Download it now!



Our team are here to help

Book an appointment if you feel you need more support to build your resilience, **book online** at eapservices.co.nz, by calling **0800 327 669** or by scanning the **QR code**



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