



IN DISCUSSION: PERSPECTIVES ON CAREER RESILIENCE

4 May 2017

The concept of career resilience is increasing in importance. This interactive exercise presents an opportunity for you to explore resilience from a personal perspective. It provides a framework to share your insights and to identify meaningful actions to strengthen your capability following the programme.

ASPECTS OF RESILIENCE



ABOUT RESILIENCE

Resilience is often defined as our capacity to adjust to change, handle disruption and respond to stress. It is also characterised by the ability to adapt to and bounce back from difficult experiences in a positive way. It is receiving increasing attention as an important aspect of personal leadership, particularly in situations of complexity, volatility and ambiguity. Most importantly, there are several ways in which resilience attributes can be strengthened.

DIRECTIONS

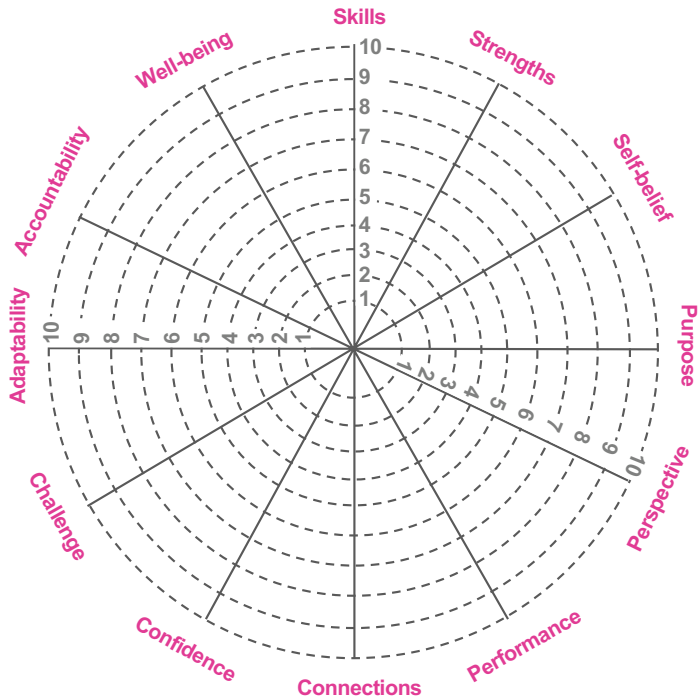
This exercise is designed to provide you with a high-level insight into how you navigate various aspects of resilience. It will also present a foundation for the forthcoming discussion. There are no right or wrong answers and it is for you to decide how much you share in your discussion group.

Each of the aspects of resilience in the figure above relates to a statement on the opposite page. With reference to your current situation, consider each statement and plot on the scorecard how you **rate yourself from 1 to 10 (10 being high)**.

Once you have plotted your scores for every question, join all the points to reveal the overall shape of the plot. Which aspects are your **top two strengths**, and which are your **two priority areas for greater attention** for development?

GROUP TASK

To the extent that you are comfortable, compare your areas for attention with the results of others' in your group who may be stronger in those areas. You will be asked to **nominate a spokesperson** and to report back on **one area** and what the group discussion revealed in terms of approaches and tactics that would be helpful for improving performance in that area.



1. I have a strong commitment to continuously developing my skills in keeping with my career aspirations.
2. I have a good understanding of my strengths so that I can play to them.
3. I have strong self-belief that helps me to handle uncertainty and ambiguity positively.
4. I have a clear sense of purpose from which I have developed goals that I work towards on a regular basis.
5. I have a positive, optimistic outlook about my future career opportunities.
6. I regularly review/reflect on my successes and areas to build on.
7. I have a focused approach to cultivating strong, supportive personal and professional relationships.
8. I have self-confidence in my ability to face any career challenge effectively.
9. I challenge myself to grow whilst also understanding what is realistic.
10. I generally respond to significant change as an opportunity for growth rather than an obstacle to be overcome.
11. When things don't go to plan, I quickly take accountability to empower and enable myself by making choices that move things forward.
12. I am disciplined about how I approach my self-care including for example, diet, exercise, sleep.

