

Synopsis

Resilience is associated with greater job satisfaction, work happiness, organizational commitment and employee engagement. Raising resilience contributes to improved self-esteem, sense of control over life events, sense of purpose in life and improved employee interpersonal relationships.

➤ Advantages of Stress Tolerance in the Workplace

- ◆ **Strong company culture:** Employees have a major role in a company's culture. Healthier employees operating under manageable levels of stress will be happier and more positive, helping to maintain a strong, healthy workplace culture that's conducive to creativity and productivity.
- ◆ **Less sick days:** Stress is one of the leading causes of absenteeism in the workplace. Not only will less stress in the workplace result in less "mental health days," but it will also reduce the number of sick days taken by employees due to a weakened immune system as a result of excessive stress.
- ◆ **Employee retention & talent acquisition:** Employees who aren't overly stressed are much more likely to stick around, and prospective employees are much more likely to work for an employer that promotes a low-stress work environment and takes the initiative to help keep their employees healthy.
- ◆ **It shows you care:** Actively working to reduce stress through measures like stress management programs and policy shows that you care about your employees and their health and happiness.



➤ How Resilience Impacts the Workplace

As employers build and improve workplace culture and resilience, they also seek ways to address workplace stress and mental health. When addressed, employers build a resilient workforce, employees handle work stress better, and develop protective factors against stress. There are other benefits too:

- ★ Resilience is associated with greater job satisfaction, work happiness, organizational commitment and employee engagement.
- ★ Raising resilience contributes to improved self-esteem, sense of control over life events, sense of purpose in life and improved employee interpersonal relationships.
- ★ Employers reap the rewards of increased productivity.



Introduction

Resilience means “the ability to withstand or recover quickly from difficult conditions”

Simply put, Stress Tolerance is withstanding life pressures, while its counterpart, Resiliency, is springing back after failure.

Two “stress buster” skills

Stress will always be a part of life—protecting and plaguing us in turn. The good news is that there are healthy, positive skills that you can develop to keep stress from getting the better of you.

➤ **Stress tolerance**

Stress Tolerance is the capacity to endure pressure or uncertainty without becoming negative (e.g. hopeless, bitter or hostile) toward self or others.

When you feel stressed by something, your body reacts by releasing “fight or flight” hormones, such as adrenaline, into your blood to produce more strength, energy or focus. This can be a good thing if the stress is caused by physical danger. But this can be harmful if it is a response to something emotional and there is no outlet for this extra energy and strength. Emotional stress that stays around for weeks or months can weaken the immune system and cause high blood pressure, fatigue, depression, anxiety, and even heart disease.



➤ **Resilience**

Resilience is the capacity to recover positivity toward self and others—to rebound—after setback, difficulty or unexpected change.

People more inclined toward Resilience can maintain (or regain) functionality and vitality despite trouble or setback. They effectively combine strength and adaptability.



How can you develop the optimal Stress Tolerance and Resilience?

- ★ Emotional Self-Awareness. Under pressure, when something difficult is occurring, emotions kick in.
- ★ Self-Assessment- Ask yourself following questions.
 1. What exactly is causing me distress?
 2. What does this situation mean? How will it affect me?
 3. What are my other options?
 4. How is my self-talk helping or hindering me?
 5. What reinforcements do I need? What don't I need?
 6. When will I need to seek help? From whom?
 7. Is it time to unload and rest? (see below)
- ★ Self-Alignment. Strive to maintain a separation between your identity and the cause of your temporary stress or trauma.
- ★ Self-Confidence. Build confidence in your ability to respond to stress or setback.
- ★ Self-Blame- Learn to celebrate what “is” (the good) more than belittle yourself for what is “not.”
- ★ Self-Restraint. Practice appropriate.

On the flipside, refrain from impulsive responses to stress. Don't excessively double down and over function; don't avoid, numb out or shut down and under function.

