

10 Aptitudes for Developing Specific Resilience Skills and Practices in times of Adversity

1. **Situational realism**

This is the capacity of an individual or group to realistically assess the adversity and to understand its impact on the person or organisation. It is a cognitive process that disciplines reflection on the situation to facts and observations and does not catastrophise or minimise the situation.

2. **Cultivating a positive challenge mentality**

Having a challenge mentality allows an appropriate level of confidence along with a commitment to learn and respond to the adversity with hope. It engages a cautious and informed optimism.

3. **Self Awareness**

Leaders in particular need a healthy level of emotional and social intelligence in times of adversity. This needs to parallel self awareness of a leader's own thinking and self-talk processes. The movement from self-awareness to self-regulation can be quite critical in dealing well with adversity.

4. **Clear underlying values**

When adversity strikes, the elements in an organisation which 'carry' or 'embody' the values of the organisation may disappear. It is critical for the continuity of the organisation to re-affirm the core values and find way to re-embody them (if possible) in new maybe temporary practices.

5. **Flexibility and creativity**

The capacity for flexibility and creativity in response to adversity is important. Some aspects of organisational life can bend and shift under adversity without breaking. Some will have to be dropped and new responses designed.

6. **A focused and structured approach to planning and action**

In times of adversity, research indicates that structured planning, action and organisation is essential to an effective response. The capacity to focus in the midst of chaos, to organise and prioritise enables resilience.

7. **Grit**

A little bit of 'old fashioned' toughness, endurance, or perseverance is required in adversity. This is referred to in the literature on resilience as mental and physical 'grit'. It is the commitment to see things through. Grit can be trained.

8. **Supportive Relationships**

One of the highest ranking elements of resilience is not an individual capacity but the ability to draw on supportive relationships, particularly from people outside the adversity or with experience of having already dealt with the adversity. There are a range of types of

supportive relationships all with unique elements including professionals, family members, peers and personal friends.

9. **Access to external resources**

Resources in times of adversity may include information, education around processes and skills, financial resources and access to equipment.

10. **Spirituality**

Finally and most importantly, research indicates meaningful spirituality is critical in times of adversity. This includes practices of prayer, finding meaning and purpose in what is occurring and enabling hope and faith.

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The Johnmark Extension 2020