

FACING CAREER CHALLENGES WITH RESILIENCY

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**“The greatest glory in living
lies not in never falling,
but in rising every time
we fall.”**

-Nelson Mandela



UNDERSTANDING RESILIENCY AND LEADERSHIP

- **What is resilience and why is it important for leaders to build career resiliency?**
 - **Skills required to overcome adversity**
 - **Strategies to develop resiliency in yourself and others**
 - **Incorporating resiliency into your leadership**
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WHAT IS RESILIENCY AND WHY IS IT IMPORTANT?

- Resiliency is the ability to function at normal and healthy levels in the face of adversity. It's more than just “bouncing back.” It is emerging stronger than before.
- The ability to learn from difficult situations is a key trait of effective leadership.
- Embedded in every challenge, and even in every failure, is an opportunity to learn and grow.

I CAN DO IT

I WILL do it

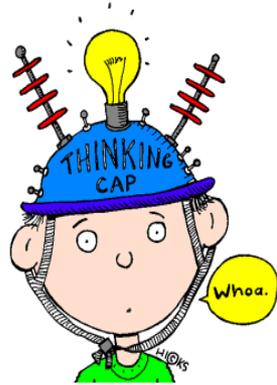
LEARNING FROM ADVERSITY REQUIRES SKILLS

- Ability to engage others in shared meaning
- Provide a compelling voice
- Adaptive capacity-the most critical
- Perseverance
- Remaining hopeful
- Integrity
- Same skills required for extraordinary leaders



STRATEGIES FOR DEVELOPING RESILIENCY

- Practice self awareness
- Seek feedback
- Know what you believe in and foster the right organizational values
- Establish and articulate specific goals
- Resilient leaders embrace calculated risks and are confident about their ability to rebound
- Taking risks associated with success because of having survived set-backs



STRATEGIES FOR DEVELOPING RESILIENCY

- Balance optimism and realism
- Pay attention to relationships
- Think positive
- Learn and move on



COACHING FOR RESILIENCE

- Resilience is a highly personal characteristic or quality that individuals can choose to develop
- Leadership coaching to develop resilient leaders is an ideal strategy to coax this quality to the surface
- Asking powerful questions during coaching sessions can help to foster resilience and inspire leaders toward resilient action



IN CONCLUSION

- In every challenge there is an opportunity
 - We have a choice to be trapped in the present bad thing that happened to a good person, or to learn from it and rebound
 - Resilient leaders and organizations take action, own what is theirs, and learn from the rest.
 - Choose to learn. Be resilient. Stay true to you and the people who believe in you.
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"Success is not final, failure is not fatal: it is the courage to continue that counts."

-Winston Churchill

