

RESILIENCE; A KEY TO A HAPPY WORK

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People in our fast-paced world work hard, meet deadlines, manage relationships at work, and remain constantly connected via mobile devices. However, this speed may result in tension and exhaustion. The ability to navigate through these difficulties involves the development of certain abilities and tactics. Employees that are resilient are better able to deal with stress, a competitive job market, workplace conflicts, and other problems. It's critical to strengthen resilience because, according to employees, work is the biggest source of stress in their life. however, it is a necessity for us to know what reliance really mean is. According to Darley (2021), when someone can overcome significant obstacles and flourish, they have resilience. It is frequently put to the test when traumatic events or everyday stressors occur. Although there are other things that might put someone's resilience to the test, stress management is a good sign of how resilient a person is. Employers are becoming more aware of the need to offer benefits, services, and resources for health care that address mental health and wellbeing.

Pich (2018) described a detrimental workplace as a place that has negative culture where people aren't encouraged or supported; employees were stressed, overloaded and has unrealistic deadlines; there was no positive and good communication; there was uncertainty about job role and responsibility; discrimination; and employees experience mental health issues which didn't acknowledge and supported by the company. In this case not only the employee's performance may affect by these scenarios but also the performance of the whole institute itself.

As part of the institution we are responsible in planning how can we grow resilient and maintain motivation in the face of persistent negative stress and constantly rising demands, complexity, and change inside the institution. Fernadez (2016), offered five ways to enhance resilience at work; first, through Exercising mindfulness, professionals are becoming more interested in the mental exercises connected to mindfulness, and for good reason. The best chance for mindfulness to become a core competency within a business is through the implementation of multimodal learning and skill development solutions, which include a combination of mobile learning, onsite training, webinars, and peer-to-peer learning networks; second is compartmentalize your cognitive load, though we can't reduce the amount of information we receive (in our inboxes, for example), we can compartmentalize our cognitive tasks to improve how we process it. This is one approach to think about it practically. Be intentional about separating various professional activities, such as emailing, brainstorming or strategy sessions, and routine meetings. When you consider that transitioning from one sort of task to another makes it tough to tune out distractions and affects productivity by as much as 40%, compartmentalizing work is beneficial; third is take detachment breaks, a psychologist claims that combining work-related tasks with even a little period of time spent disengaging from them can foster higher energy, mental clarity, creativity, and attention, eventually increasing our capacity for resilience during the course of the workday. The benefit over the course of days, weeks, and months is that we maintain our energy and avoid burnout; fourth is Develop mental agility, In order to properly manage pressures, one must have the mental agility to "decenter" himself. "Decentering" stress is the process of being able to pause, to examine the experience from a neutral position, and then to attempt to fix the issue. It does not involve rejecting or hiding the fact that we feel stressed; lastly, Cultivate compassion. The capacity to develop compassion, both for oneself and for others, is one of the resilience skill set's most underappreciated components. Compassion boosts good feelings, builds good working relationships, and promotes cooperation and teamwork.

Although it takes time to develop resilience, you should strive to foster it at work. People who possess the mindset and skills associated with resilience may maintain their motivation, collaborate effectively, and weather times of struggle and change. Your company can achieve results with a resilient staff that are frequently out of reach for those who struggle with environmental obstacles.

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