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**Where can I find out more
about resilience?**

Greater resilience better care

A resource to support the mental health of adult social care workers

Overview

This resource offers practical guidance to adult social care employers on how to develop resilience within their workforce.

Resilience, the ability to cope with pressure, underpins safe, high-quality, person-centred care and support. Developing the resilience of the people who work for you is one of the keys to retaining workers with the right values and behaviours. It protects the mental and physical health and wellbeing of the people who work for you. It helps them deliver quality services, consistently.

Resilience matters - it is an essential skill for all who work in adult social care.

Use this resource to understand what you and your workforce can do to develop resilience.

The resource has five parts. Each part addresses a question:

1. What is resilience and why does it matter?
2. Who is responsible for resilience?
3. What can I do as an employer to develop the resilience of the people who work for me?
4. What can individuals do to develop their own resilience?*
5. Where can I find out more about resilience?

Look out for these icons which point out key information, questions and activities:



Information to look at



A question to ask yourself



An exercise or activity

*Section 4 is for individuals so they can consider their own mental health resilience.

Note: Resilience is a well-researched area and evidence shows how resilience can be developed. This resource is based on that evidence.

5. Where can I find out more about resilience?

This part of the resource points you toward sources of further information.

Investigating resilience online

Resilience is an area where practice and research are developing quickly. Internet searches offer an easy way of keeping up to date with trends and approaches.

Put any of the questions below into your search engine for some interesting results:

- what is resilience?
- what is resilience at work?
- resilience and stress at work
- what are resilient behaviours/attitudes/skills?
- how can I become more resilient?
- how can I help my workforce become resilient?
- resilience training UK.

Resources from Skills for Care

Resilience connects to many other important agendas in adult social care. For information, guidance and resources on them from Skills for Care, click on the links in the diagram below.

Figure 8.



Resources to help you understand and address stress at work

Health and Safety Executive website section on stress <http://www.hse.gov.uk/stress/>

CIPD Preventing stress website <http://preventingstress.cipd.co.uk/index.aspx>

NHS resources

- Help with stress <http://www.nhs.uk/Conditions/stress-anxiety-depression/Pages/low-mood-stress-anxiety.aspx>
- Exercise to relieve stress <http://www.nhs.uk/Conditions/stress-anxiety-depression/Pages/stress-relief-exercise.aspx>
- Beat stress at work <http://www.nhs.uk/conditions/stress-anxiety-depression/pages/workplace-stress.aspx>
- Be a mindful employer <http://www.mindfulemployer.net/>
- Fit for work <http://fitforwork.org/employee/>

ACAS guidance on stress <http://www.acas.org.uk/index.aspx?articleid=782>

Business Balls guidance on stress management

<http://www.businessballs.com/stressmanagement.htm>

Business Balls guidance on time management

<http://www.businessballs.com/timemanagement.htm>

UK National Work Stress Network <http://www.workstress.net/home.htm>

International Stress Management Association (UK-based) <http://www.isma.org.uk/>

Resources to help you understand and foster resilience

Boingboing, resilience research centre <http://www.boingboing.org.uk/>

Business in the Community toolkit on emotional resilience http://www.bitc.org.uk/sites/default/files/emotional_resilience_toolkit_0.pdf

CIPD Guide on developing resilience http://www.cipd.co.uk/binaries/developing-resilience_2011-evidence-based.pdf

CIPD Research report on developing resilience <http://www.cipd.co.uk/hr-resources/research/developing-resilience.aspx>

WfD Organizational Resilience Scorecard: a quick online assessment to measure how well your organization is managing resilience <http://www.surveymonkey.com/s.asp?u=83146511579>

Roberson Cooper i-resilience: a quick online assessment to measure your own resilience

<http://www.robertsoncooper.com/improve-your-resilience/i-resilience-free-report-preview>

CBT for Mental Health Professionals <http://padesky.com>

COPE's Sphere of Wellbeing <http://www.cope.co.uk/our-services/health-and-wellbeing/>

Emotional Intelligence Consortium <http://eiconsortium.org>

In Equilibrium resources <http://www.in-equilibrium.co.uk/resources>

Organisation Health resources <http://www.orghealth.co.uk>

Saki F Santorelli - Mindfulness and Mastery in the Workplace <http://www.bemindful.org/mindmastery.pdf>



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