

# What is resilience and why does it matter?

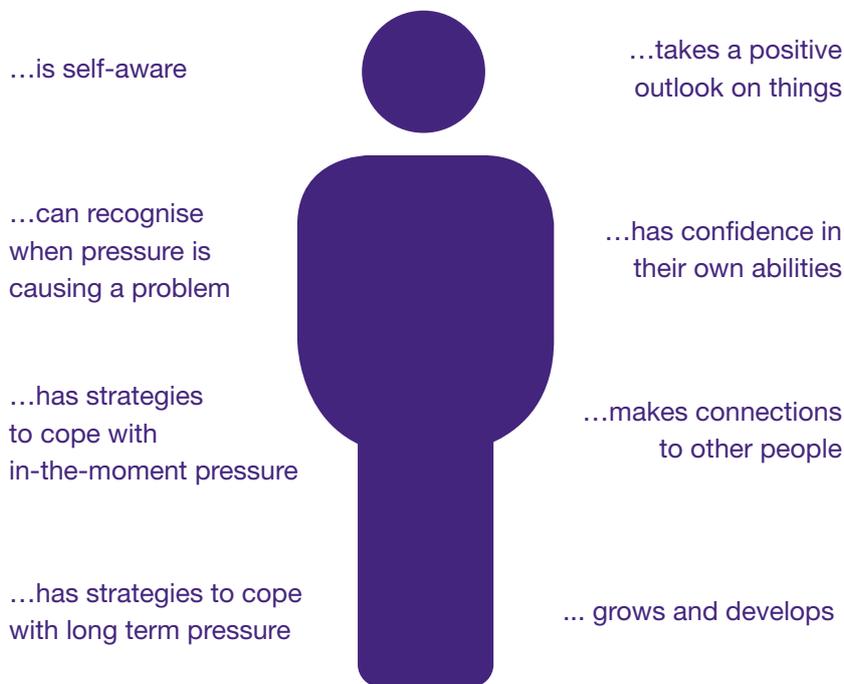
This bite size guide highlights some of the key areas from the full 'Building your own resilience, health and wellbeing' guide to provide you with some quick support on how to build your own resilience. You can download the full guide to read about these areas in more detail.

## What is resilience?

Resilience is the ability to cope under pressure and recover from difficulties. A person who has good resilience copes well under pressure and can bounce back more quickly than someone whose resilience is less developed.

### A resilient person

...has a sense of purpose and direction



## Why does resilience matter?

Being resilient will help you to manage stressful situations, protect you from mental ill-health and improve your health and wellbeing. At work, this ensures that you can continue to do your job well and deliver high quality care and support. It can also support you in your personal life.

Resilient people benefit from:

- better job satisfaction
- personal development, including:
  - greater self-awareness and understanding of others, leading to better personal and working relationships
  - good self-management skills, such as the ability to set limits and better coping skills
- enhanced physical and psychological wellbeing
- better decision making skills - stress impairs our thinking process which can undermine our professional judgement, often just when it's needed the most.

# Protection against stress

Stress is a significant cause of mental and physical ill-health. It's not possible to take the stress out of care work, which makes it all the more important to do what you can to become more resilient.

## Get the right work-life balance

Life outside work has its own pressures, which can lead to conflicts between your roles at and outside of work. Establishing a boundary between work and home is key to establishing a sustainable work-life balance, and helps you manage role conflicts. Try to dedicate some time every day to an activity that gives a you time to yourself.

**Task: Write down some activities that you enjoy and/or have been meaning to do.**  
Make an effort to do them in the next month.

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**Here are some tips to help you manage your work-life balance.**

### Know and stick to your limits

Care work is just as emotionally rewarding as it is demanding. To manage long term pressure you have to recognise and respect the limits of your time and energy.

### Set boundaries

Boundaries between work and home help you to protect your work-life balance. In practice, the unpredictability of work makes them fuzzy.

For example:

- a colleague has to go home early and asks you to cover
- a person you support needs help, so you stay on after regular hours
- emails arrive after work hours.

### Assertive communication

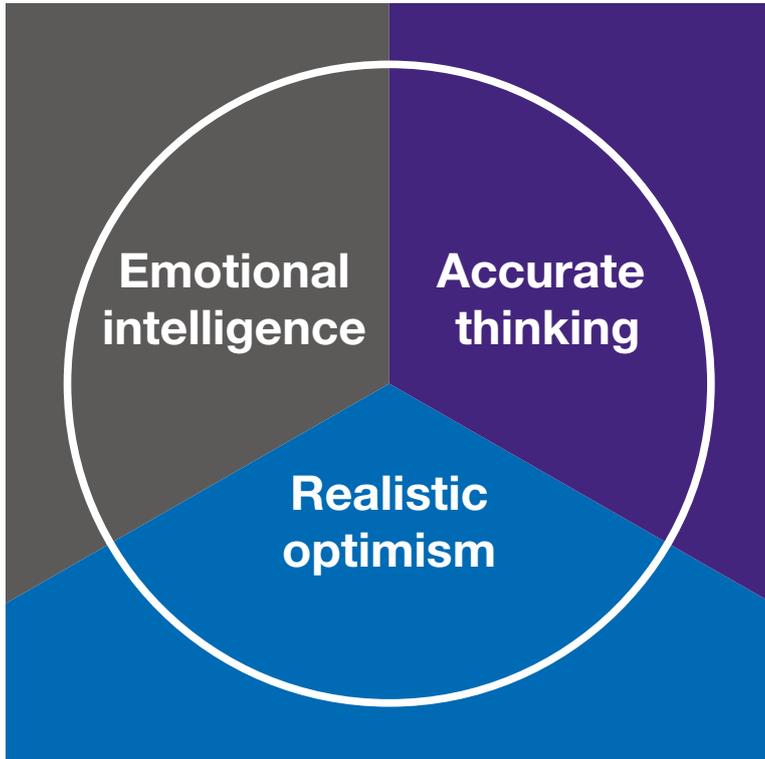
Being assertive means that you express yourself and stand up for your point of view, whilst also respecting the rights and beliefs of others.

### Time management

Effective time management helps you maintain boundaries and can extend the limits of your time and energy, which makes it easier to deal with the unpredictability and uncertainty of work.

# Building your own resilience

Everybody can develop their personal resilience. There are lots of things that you can do to develop your resilience, grouped under these three headings. Go the full guide for more information.



## Key learning points

You behave resiliently when you:

- manage your own thoughts and feelings
- assess a problem before you try to resolve it
- are realistically optimistic
- think accurately about things
- are sensitive to other people's emotions
- are confident in your own ability to solve problems
- are willing to embrace the new to grow.

Download the full guide '[Building your own resilience, health and wellbeing](#)' for more information, ideas and tips.