

EMPLOYEE ASSISTANCE PROGRAM

DEVELOPING RESILIENCY AND GRIT

Resilience and grit determine how we handle tough situations and grow from the lessons learned.

We all experience difficulties and disappointments in life, but how easily we bounce back is a measure of our resilience. Resilience and grit determine how we handle tough situations, persevere in spite of obstacles, and grow from the lessons learned. The good news is, resilience involves thoughts, behaviors, and actions that can be learned and developed by anyone. While we can't always choose the things that happen to us, we have the power to choose how we'll react in any situation.

When we're faced with adversity, maintaining a positive attitude and connecting with positive people can help us cope. Caring and supportive relationships within and outside the family give us encouragement and support. You may feel your resilience diminish depending on your level of stress, but there are ways to improve it. Some ways to boost resilience and grit include:

- **Maintaining perspective and not blowing things out of proportion.** In the context of a lifetime, events that seem overwhelming today may be nearly forgotten with the passage of time.
- **Taking decisive actions.** Look for solutions and come up with a plan. People develop trust and confidence in their own skills and abilities by taking action when they can toward their goals.
- **Prioritizing self-care.** Making time for daily exercise, eating healthy foods, getting adequate sleep, and participating in enjoyable hobbies and activities may take discipline and careful planning when you have a busy schedule. But good self-care is necessary and a hallmark of resilience.

People develop strategies to improve their resilience in different ways. What works for you may not work for someone else. Sometimes people find it helpful to talk with a professional to better understand the source of their stressors and learn more effective ways to cope.

