

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows clear vein patterns. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Developing Personal Resilience

Personal resilience is arguably the most important resource for coping well during challenging times.

Overview

Resilience is the ability to recover quickly from setbacks and adversity. Resilient people stay committed and increase their efforts when the going gets tough.

It used to be thought that people were born with resilient attributes, we now know that anyone can improve their resilience through effective training and development.

This course introduces delegates to resilience skills that will increase their confidence in their ability to bounce back from the many pressures and adversities they encounter in today's workplace. They are reminded that a key aspect of being resilient is accepting that change always creates opportunities as well as problems to be solved.

Purpose of Course

Enable delegates to respond positively to the pressures and demands of modern working life and to help them identify opportunities to thrive.

Testimonial

The title, 'Developing Personal Resilience', created quite a stir within the University and this course filled up extremely quickly. The staff who attended found the course very informative, helpful and provided knowledge to use in future, in the workplace and at home. Providing the notebook and the CD means that the delegates can use these later to re-evaluate.

The Trainer is a very talented, interesting and outstanding facilitator and made the whole day pass very quickly. The group were so impressed with the course they have requested a follow-up in six months to measure how, as a group, they have addressed their plans and what they have achieved.

I would recommend In Equilibrium to anyone who provides training for their staff, as their approach to training is extremely professional, and I hope to be able to continue our association with them for my future training requirements for many years to come.

**Morag Pollard, Human Resources
University of Dundee**

Course Content

Understanding Resilience, Pressure, Stress and Adversity

- Resilience v Resistance
- Defining boundaries
- Internal v external locus of control

Your Resilience Quotient

- Measuring your own resilience levels
- The 7 resilience skills

Realistic Optimism

- Realistic Optimism and negative thinking
- The ABC exercise

Emotional Awareness & Regulation

- How to recognise and control your feelings
- The Stress Pot concept

Empathy

- Empathy is the basis for all communication
- The three core skills required to be empathetic

Reaching Out

- Reaching in – Reaching out
- Social Interaction Network Exercise

Problem Solving Causal Analysis

- Viewing problems from many different perspectives
- 7 Part Problem Solving Strategy

Self Efficacy

- Recognising your strengths and weaknesses
- The importance of self-belief and self-esteem

Impulse Control

- Importance of tolerating ambiguity
- Impulse Control Experiment

Building a Resilience Development Plan

Online Resilience Resources

The Resilience Resources include many of the tools and exercises introduced to delegates during the training course. If delegates want to improve one or more of their resilience skills they will find that at least one of the exercises below will help them to do so.

- Taking 'Control' of your Life
- Assertiveness
- Challenging Negative Thoughts
- Social Support
- The Feelgood Factor Exercise
- Simple Relaxation Exercises
- Balance your Brain to Solve Problems
- Breathing Exercises
- Meditation
- The Importance of Good Quality Sleep

Testimonial

Good mix of personal attention and group work; It's great the way the tutor relates to personal and individual examples; Very useful insight; Trainer, discussion-Group all took part, all were positive.

London School of Economics
(LSE) delegates

I've attended many management development workshops over the years and this was far and away the best. It was exceptionally well prepared, presented and facilitated but what really gave the added value was the consultant's in depth knowledge of theory and research relating to resilience and her skill in applying this to the context of the group and individuals.

West Lothian College
Nancy Cooper, Manager,
Workforce Development

Key benefits

With full participation the delegates will achieve the following:

- Reduced workplace/ home anxiety
- A more flexible/ adaptable approach to change
- Enhanced optimism and can-do attitude
- How to build and restore important relationships
- Greater commitment and enthusiasm
- Improved problem solving/ creativity skills
- Enhanced assertiveness and decisiveness
- Become more level-headed and calm under pressure
- Enhanced hardiness and self-esteem
- Improved understanding of personal boundaries

Course Details

Duration: 1 day

Optimum No. of delegates: 12

Further details

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