

Department of Management Studies
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CAREER RESILIENCE



“Resilience” in psychology is the positive capacity of people to cope with stress and adversity. It is the ability to adapt well to new situations as well as adversity, and encompasses both strength and flexibility. It is emerging as a necessary ability in the workplace. In general, resilience is the ability to cope and persevere in times of stress and change. It is a skill that can be learned and developed.

Career resilience, by extension, refers to one’s ability to adjust and adapt to career changes as they occur. Developing career resilience means taking charge of your own career path and continuously developing new skills to remain in-demand. Professionals can adopt behaviors, attitudes, and processes to help facilitate ongoing growth, despite any setbacks or challenges that may occur.

Developing career resilience means anticipating potential challenges and actively preparing for them. By doing so, you can reduce your risk, strengthen your mental fortitude, and position yourself effectively for future opportunities.

IMPORTANCE OF RESILIENCY IN A CHANGING WORKPLACE

As technological, social, and business model changes occur, professionals' skills must change, too. More and more, organizations are seeking flexible employees who are able to learn new skills and can readily adapt to change. Beyond just sharpening your skills to keep pace in the job market, developing personal and professional resilience helps to provide a sense of security in an unpredictable world.

STRATEGIES FOR BUILDING CAREER RESILIENCE

Leverage these four tips to help you weather unexpected challenges throughout your career.

1. Embrace Lifelong Learning

Staying up-to-date on emerging technologies and industry trends is a key component of career resilience. By taking online courses, enrolling in professional development workshops, and attending industry conferences, you can keep your skills sharp and remain in-demand. Furthermore, you'll increase your self-confidence and appear more competitive to employers along the way.

2. Cultivate a Robust Professional Network

Having a strong professional network can help stem the tide against changes in your career that may extend beyond your control. But don't wait until there's trouble to start fostering relationships. Start looking for opportunities today to connect with like-minded individuals in your industry and beyond.

Leverage your alma mater, participate in online discussions, utilize social media, and attend industry events to help build and strengthen your circle. Additionally, take the time to mentor others and to be mentored yourself. Focusing on building relationships with professionals in your industry can go a long way toward helping you advance your career, even amidst uncertainty.

3. Actively Manage Your Career

No one else is better prepared to manage your career than *you*. Take charge of your career trajectory by first reflecting on your strengths, development opportunities, past experiences, and current role. Next, determine (and write down) your short- and long-term professional goals. Revisit these goals over time, regularly assessing and revising them as needed.

From an external perspective, develop a personal brand to give others a clear sense of the value you can bring to organizations. In your current organization, keep looking for new ways to add value, be sure to creatively communicate your ongoing value to others.

4. Look toward the Future

The most resilient professionals don't get mired in the past; rather, they look forward to the future. Try to view each change you face as an opportunity for growth and improvement. Stay optimistic, tuned in, and ready to embrace potential opportunities as they arise.

STEPS TO BUILDING CAREER RESILIENCE

➤ Develop resilient characteristics

Psychologists tend to agree that three core characteristics of resilient individuals are those that demonstrate the Three Cs - control, commitment and challenge. Understand what is in your locus of control at work – what influence do you have to change your current circumstances? Make sure you are committed, present and give your full attention when at work – this will allow you to gauge your strengths. Resilient individuals also like to be challenged. The more challenges you seek out at work, the greater the chances of being able to have the inner strength in dealing with adversity.

➤ Assess your current role

Are you clear that your role is something that you truly want to do? Do your values align with the values of the organisation you work for? How does your role fit in with other aspects of your life? Does it have any meaning for you? Taking some time to reflect on these questions will allow you to gain a clearer idea of how happy you are at work, and whether small or large changes are needed to be made.

➤ Creating a supportive work environment

We spend a significant amount of lives at work and the relationships that we develop with our colleagues make a substantial impact on our well being. Make sure you actively seek supporting relationships at work, especially from those outside of your immediate department. Seeking out a mentor within your organisation is also a good idea.

➤ Find a balance

Most good employers will invest in making sure that their employees are taken care of at work. Make sure you take advantage of all the flexible working conditions and employee benefits that

your company offers. Doing this will help you manage your other life goals in a more balanced way. It's also important to think of creative way in how you can incorporate aspects of your hobbies and interests into your work environment.

➤ **Accept that change is constant**

Once you truly accept that change is constant in organisations, you will find it easier to adapt. Security and stability at work is not something you should take for granted. Focusing on your strengths and investing in personal development activities will provide you with more options in managing your future career.

TIPS FOR DEVELOPING CAREER RESILIENCE

- Demonstrate a commitment to personal excellence
 - Accept change as an opportunity for growth and challenge
 - Maintain positive outlook even in times of uncertainty
 - Take charge of your development
 - Become a lifelong learner
 - Find your sense of purpose: Visualize your future, define your goals
 - Develop emotional intelligence: Think creatively and flexibly, focus on the future
 - Cultivate personal and professional relationships
 - Reflect often: Reflection fosters learning, new perspectives and self-awareness
- Practice self-care: Exercise, eat healthy, and spend time with supportive friends