



Career Development | 10 Minute Tools

# Investing in Your Resilience



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**Investing in  
your resilience  
before you  
need to rely  
on it is vital.**

Resilience is a key skill for squiggly careers. The ups, downs, twists and turns we all face in our career can feel hard and challenging. They can take us by surprise and squiggly doesn't always give us the certainty that we may feel we need.





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There are 5 areas that are important to reflect on to get a view of your 'resting resilience'.

- 1. Your Support Systems** Do you have people who are there for you when you need them, who understand your context and help to give you perspective?
- 2. Your Self-Esteem** Do you feel comfortable with who you are and the value you bring?
- 3. Your Confidence** Do you feel confident in your ability to deal with challenges?

**4. Your Openness** Are you able to share how you're feeling with people?

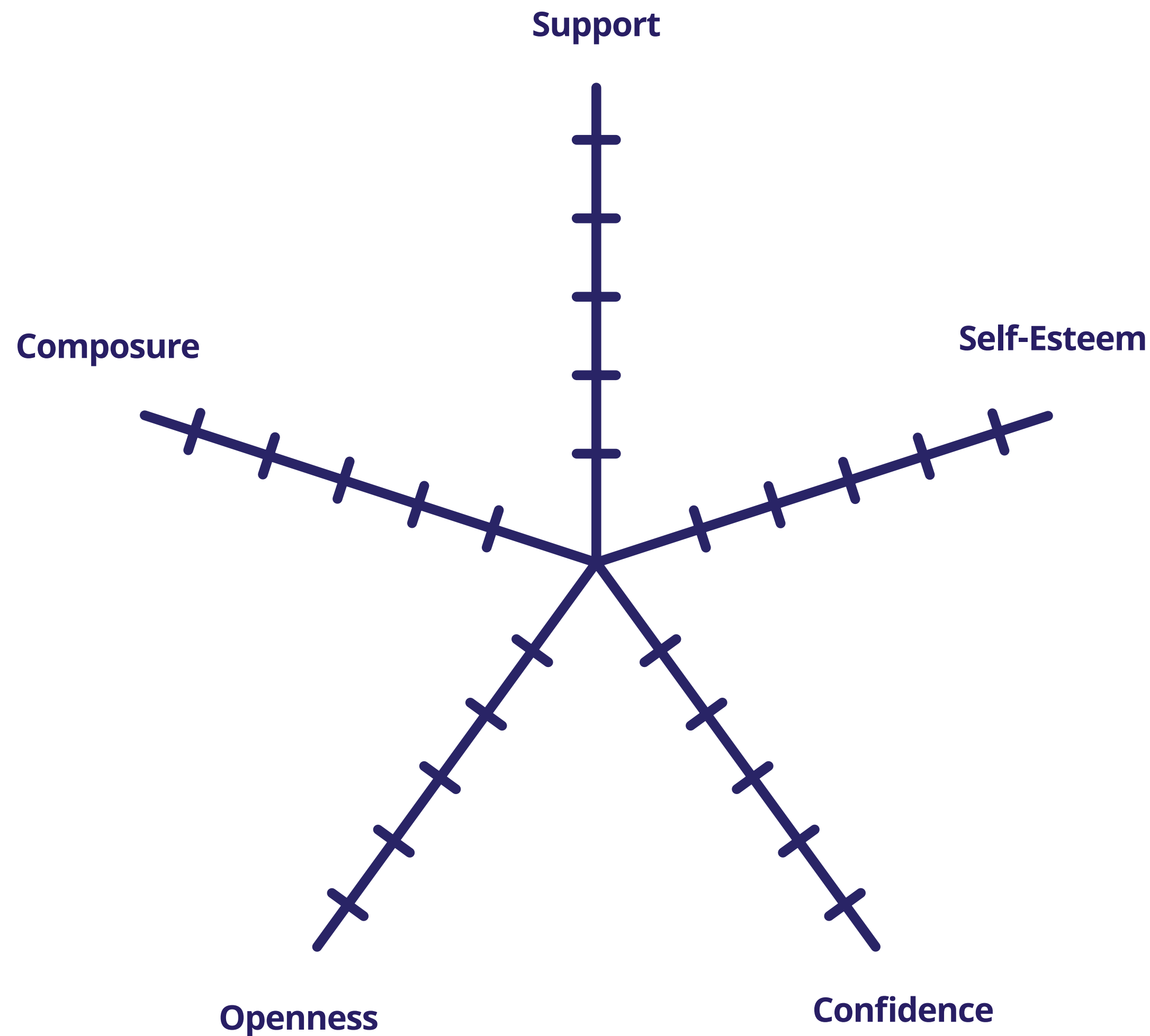
**5. Your Composure** Are you calm and controlled when experiencing challenge and difficulty?

Score these are areas from 1–5, where 1 equals low and 5 equal shigh.





## Resting resilience chart



**Prioritise your action on the areas where you have the lowest scores.**

### **If you need more support:**

- ▶ Think about what you're missing (a challenging voice? peer support? a mentor who has been there?)
- ▶ Ask for the help you need — or ask someone you trust to connect you to someone they think could offer you the support you need





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## **If you need to build your self-esteem:**

- ▶ Ask for strengths-based feedback (“when have you seen me at my best in the last month?” is a great question to ask)
- ▶ Listen to the *Squiggly Careers* Podcast, episode 107 “How to Grow Your Self Esteem”

## **If you need to build your confidence:**

- ▶ Reflect on your small successes (write down 3 successes you have had each day for 2 weeks)
- ▶ Reflect on your ‘Automatic Negative Thoughts’ and how these might be holding you back





## If you need to develop your openness:

- ▶ Build up your BMDs (brief moments of discomfort) where you might share slightly more than you ordinarily would. This could be as simple as saying 'I feel stressed by this situation' or 'today was hard'. It could also be asking for help
- ▶ Read Brene Brown's work on the power of vulnerability (or watch her Netflix documentary or TED Talk)

## If you need to build your composure:

- ▶ When you feel overwhelmed, separate facts (what you know to be true) from feelings (when the emotion feels like it is taking over)
- ▶ Write down what is in your control and out of your control
- ▶ Use reflection or meditation to create more mindfulness





## Learn more



### Watch



The Gift and Power of Emotional Courage, Susan David



### Read



Resilience: Harvard Business Review, Daniel Goleman, Jeffrey A. Sonnenfeld & Shawn Achor



### Listen



Squiggly Careers Podcast Episode #143: Resilience with Martha Lane-Fox CBE



