



Career Development | 10 Minute Tools

# Shape of Your Resilience



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# Economists often look at market resilience through the 'shape' of the data.

In times of career turbulence, we can apply the same thinking to our own responses.



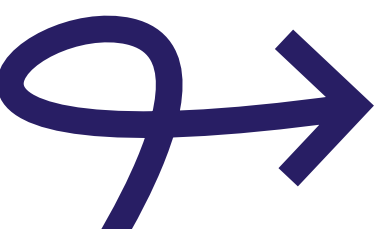


## The Shape of Data

### "V" Scenario

This is where we respond quickly and confidently to a career issue or challenge. We see opportunities and take action, creating the career momentum which pushes us through the hard times.

This effort might be more than you invested previously, but it's the energy you need to get back to where you want to be.





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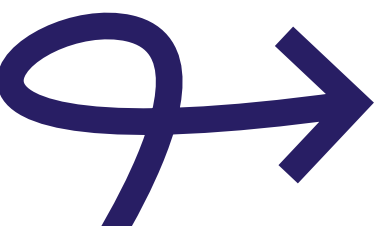
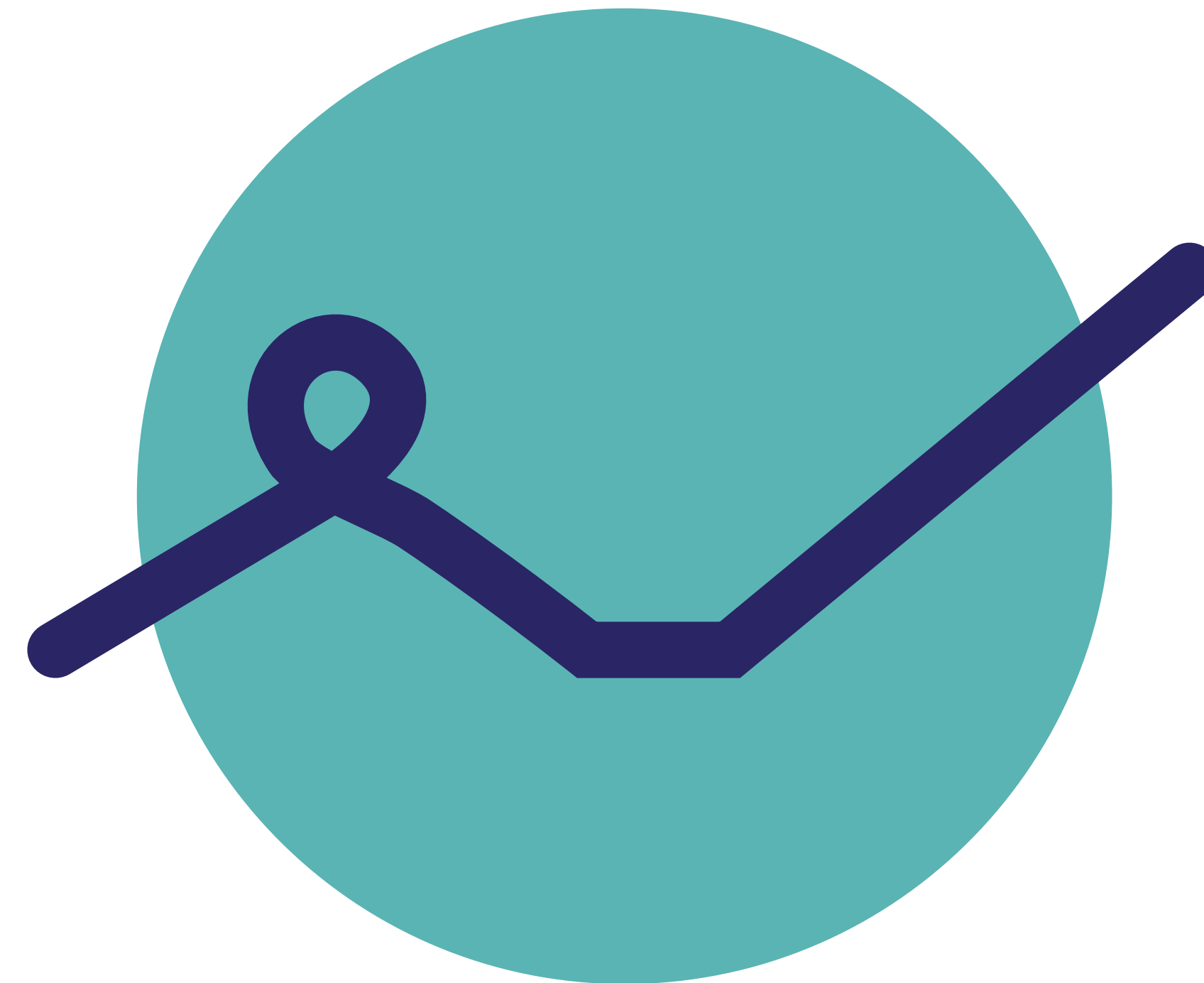
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## The Shape of Data

### "U" Scenario

This is where our response is slower. It may be that we are waiting for someone else to give us guidance or provide us with the blueprint. Or we may spend time looking back rather than focusing on moving forward.

Feeling lost creates lethargy, which makes the hard times last longer.





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## The Shape of Data

### "L" Scenario

This is where the issue has a long-term impact on our career. Perhaps it's a bad manager who erodes our confidence or a redundancy that we struggle to recover from.

If helplessness creeps in, we struggle to see our possibilities or find the energy to take control of our future.





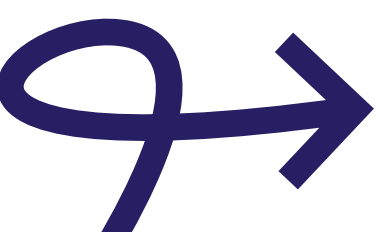
There are two things we need to do to help ourselves, regardless of the shape:



Realise and respond



Manage attitude and action





## Realise and respond

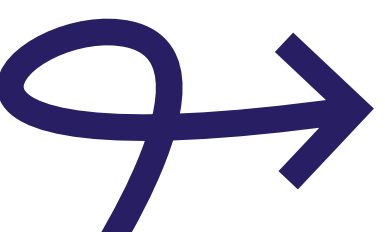
The shape you are personally experiencing will inform how you respond to it. Consider which of the three feels more like your reality right now.

- ▶ If you're V shaped — great. Keep your energy up! Recognise the effort you are making and find ways to reward your progress. Support others with their efforts too.



- ▶ If you're U shaped, write a list of the things that are in your control vs. out of your control. Identify small actions you can take on the areas in your control.

Make a commitment to care less about the things out of your control (or set a time limit for how much you will dwell on them each day). Think about the people you spend time with — you'll benefit from being with the radiators and not the drains!





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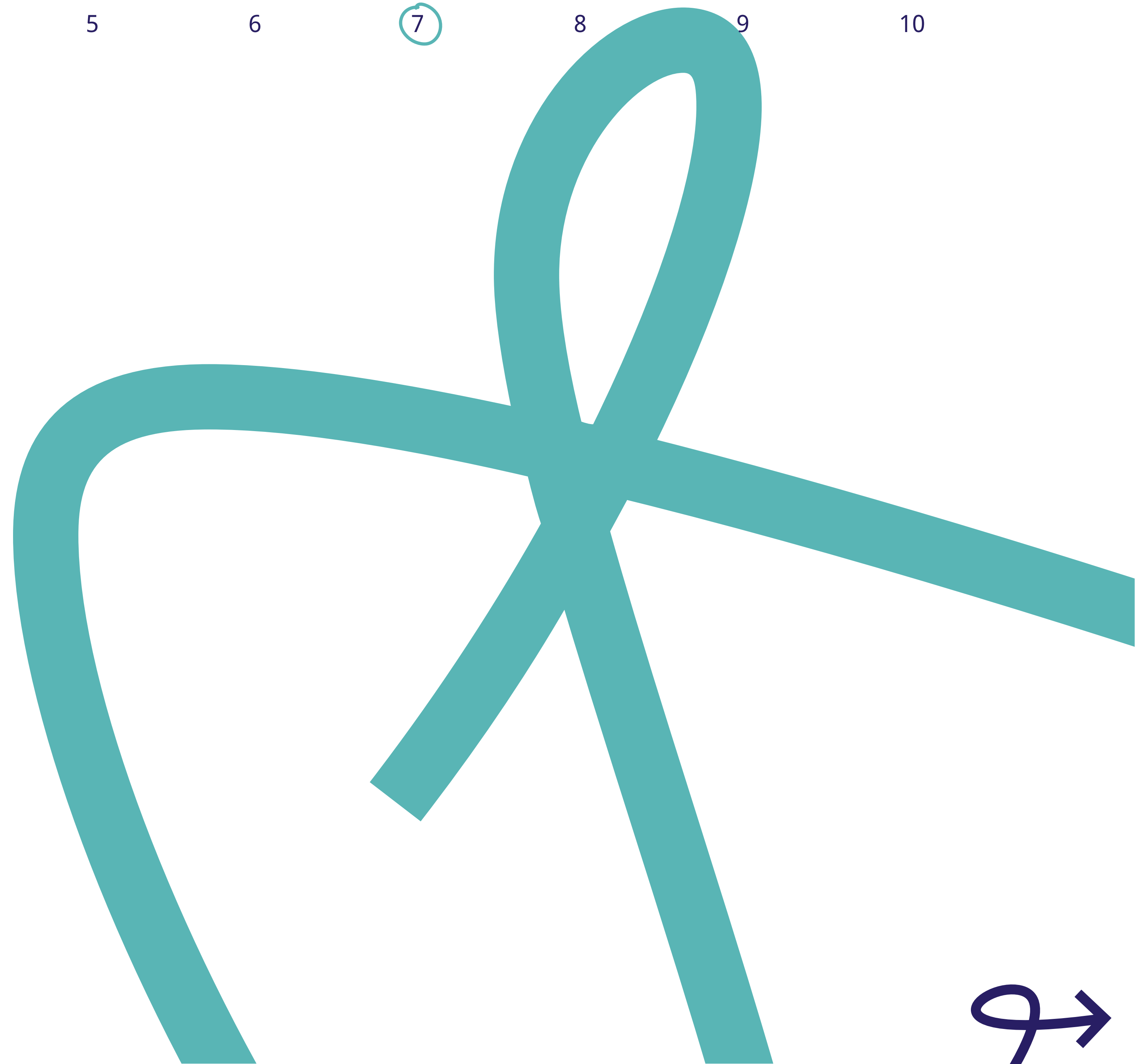
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- ▶ If you're L shaped, this is really hard. You can't just read an inspirational quote and 'fix' how you feel. You need some support and you may need to be vulnerable and admit that to yourself and others in order to get it.

People will want to help you, so be really clear about the help you need. Think about your work and success more broadly, so you don't define it by one moment or one role.







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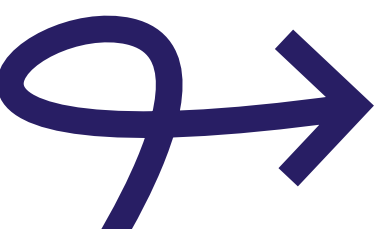
*'A bend in the road is not the end of the road unless you fail to make the turn.'*

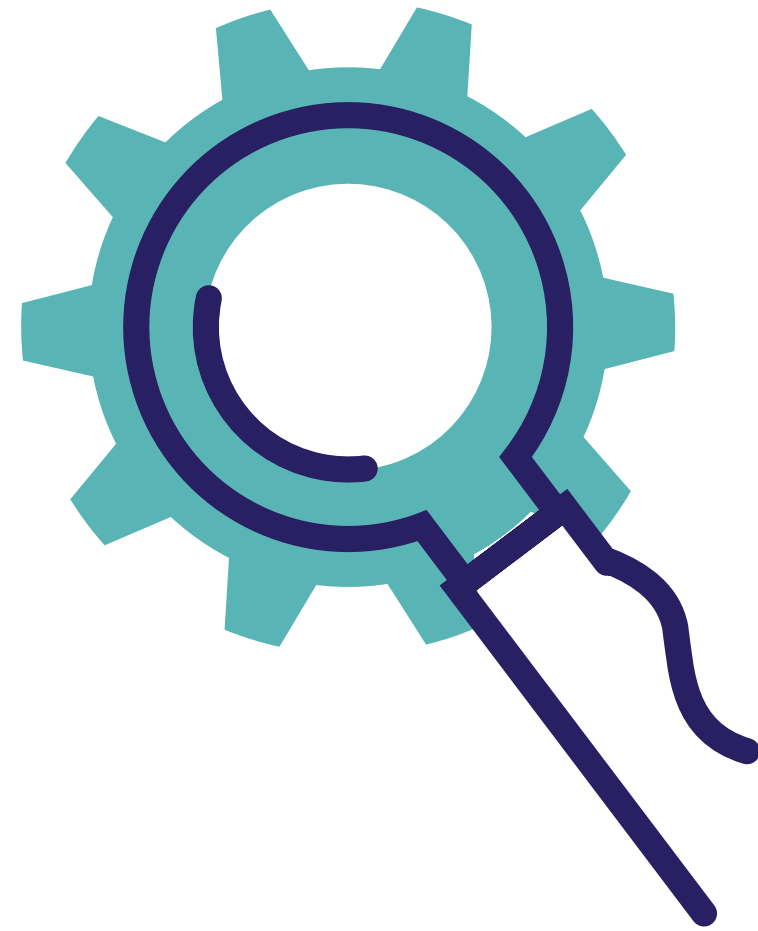
—Helen Keller

### **Manage Attitude and Action**

It's our mindset in times of challenge that will inform our response.

Maintaining growth mindset isn't always easy but there are actions you can take to keep yourself focused on being 'work in progress' and not fall into fixed mindset.





### Stay Curious

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Find ways to have interesting conversations with different people. Great resources include Tortoise and Lunchclub.ai.



### Keep Learning

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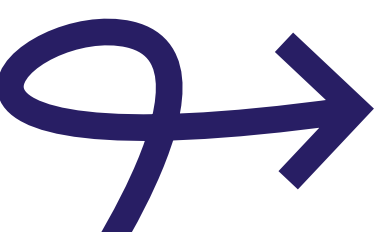
What are you intrigued by? Create your own learning plan, great virtual resources include Skillshare, Coursera, Udemy and Masterclass.



### Get Gritty

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Think about the purpose of your effort and your passion for the outcome. Look at Ikigai for more on this.





## Learn more



### Watch



What Open Water Swimming Taught Me About Resilience, Bhakti Sharma



### Read



Learned Optimism, Martin E.P. Seligman



### Listen



The Knowledge Project, Episode #72: Happy Habits



