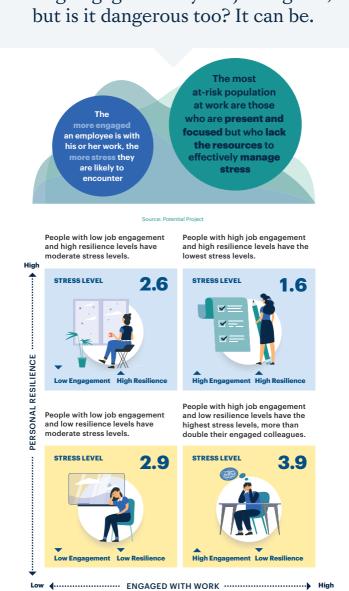
Stress triggers are all around us. They come with the job, whether we like it or not.



and enjoy our work. JOB SATISFACTION JOB ENGAGEMENT BURNOUT TURNOVER

but it helps us to recover from it





People with high resilience levels are able to experience a stress trigger and quickly return to their lives. After a peak in stress caused by the trigger, stress levels fall quickly back to normal, and the day goes on. People with low resilience levels who experience the same stress trigger take longer to recover from it. The peak in stress kicks off a long wave of stress that goes on and on. It's a long time before stress

levels fall back to normal.

HIGH

LOW

I'm often able to put in enough effort to finish w needs to be finished

ave an easy time findi neaningful purpose in at I'm doing

I don't tend to dwell too much on things. I take things in stride

things I have accomp I feel a sense of pride

TIME IN THE DAY

So, what is resilience really? Think about riding a wave.

Resilience is defined as the time it takes to recover after a stressful event, to return to your emotional baseline.

evels are able to experience a stress trigger



HIGH RESILIENCE

Everyone has an individual resilience curve. What is yours? Take a moment to reflect on the times during the past week when you experienced a strain or setback in your work day. Was it detrimental to your productivity? How long did it take you to get back to your emotional baseline? HIGH RESILIENCE How Resilient am I? DISAGREE AGREE

When you are resilient, you persist through adversity with openness

and acceptance. You find meaning and maintain your interest even through the setbacks. You move forward with the next right step. Ultimately, you shorten the wave of stress and return to your emotional baseline.

> How can I strengthen my resilience levels?

To strengthen your resilience during stressful or challenging situations, here are some tips: Tip #1 **EMBRACE WHAT IS** Acknowledge the situation by seeing things as they really are – as difficult as that may be. Often, we resist seeing things as they are because we don't want to experience uncomfortable emotions. When you feel an uncomfortable emotion, try taking 3 deep breaths to ground yourself!

Tip #3

STEP BACK AND MOVE FORWARD

Tip #2

MAKE MEANING Ilt situation arises, consider what

Try to see the big picture clearly so you can determine what actions to take. This takes focus and awareness.
Ask yourself "What's important right now?" and commit to one small step you could take to move forward. **Tip #4 LET GO OF FIXED**

qualities or capacities have emerged in you as a result. Ask yourself, "How am I emerging stronger because of the challenges I've faced?"

The Mind at Work is Potential Project's bi-annual study of how our minds work while we work. Using our proprietary digital diagnostic tool – Mindgrow – we assess employees' moods and mental states within the flow of a work week to reveal the true employee experience.



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