



HELPING HANDS



re·sil·ience

(excerpts from American Psychological Association Journal on line)

noun: resilience; plural noun: resiliences; noun: resiliency; plural noun: resiliencies

1. *the capacity to recover quickly from difficulties*; "the often remarkable resilience of so many British institutions"
2. *the ability of a substance or object to spring back into shape; elasticity*. "nylon is excellent in wearability and resilience"

Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means "bouncing back" from difficult experiences.

Research has shown that resilience is ordinary, not extraordinary. People commonly demonstrate resilience. One example is the response of many Americans to the September 11, 2001 terrorist attacks and individuals' efforts to rebuild their lives.

Being resilient does not mean that a person doesn't experience difficulty or distress. Emotional pain and sadness are common in people who have suffered major adversity or trauma in their lives. In fact, the road to resilience is likely to involve considerable emotional distress.

Resilience is not a trait that people either have or do not have. It involves behaviors, thoughts and actions that can be learned and developed in anyone.



Factors in Resilience

A combination of factors contributes to resilience. *Many studies show that the primary factor in resilience is having caring and supportive relationships within and outside the family.* Relationships that create love and trust, provide role models and offer encouragement and reassurance help bolster a person's resilience.

Several additional factors are associated with resilience, including:

- * *The capacity to make realistic plans and take steps to carry them out.*
- * *A positive view of yourself and confidence in your strengths and abilities.*
- * *Skills in communication and problem solving.*
- * *The capacity to manage strong feelings and impulses.*

All of these are factors that people can develop in themselves.



Strategies For Building Resilience

Developing resilience is a personal journey. People do not all react the same way to traumatic and stressful life events. An approach to building resilience that works for one person might not work for another. *People use varying strategies.*

Some variation may reflect cultural differences. A person's culture might have an impact on how he or she communicates feelings and deals with adversity — for example, whether and how a person connects with significant others, including extended family members and community resources. With growing cultural diversity, the public has greater access to a number of different approaches to building resilience.





Building Resilience

Make connections. Good relationships with close family members, friends or others are important. Accepting help and support from those who care about you and will listen to you strengthens resilience. Some people find that being active in civic groups, faith-based organizations, or other local groups provides social support and can help with reclaiming hope. Assisting others in their time of need also can benefit the helper.

Crises are NOT insurmountable problems. Highly stressful events happen, *you can change how you interpret and respond to these events*. Try looking beyond the present to how future circumstances may be better. Note subtle ways in which you might already feel somewhat better as you deal with difficult situations.

Change is a part of living. Certain goals may no longer be attainable as a result of adverse situations. *Accepting circumstances that cannot be changed can help you focus on circumstances that you can alter*.

Develop realistic goals. Focus on small accomplishments, that will enable you to move toward your goals. Instead of focusing on tasks that seem unachievable, ask yourself, "What do I know I can accomplish that helps me move in the direction I want to go?"

Take decisive actions. Act on adverse situations as you can. Take decisive actions, rather than detaching completely from problems and stresses and wishing they would just go away.

People who have experienced tragedies and hardship have reported better relationships, greater sense of strength even while feeling vulnerable, increased sense of self-worth, and a heightened appreciation for life. Developing confidence in your ability to solve problems and trusting your instincts helps build resilience.



IAM Peer Employee Assistance Program

The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

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IAM EAP Calendar

2017

EAP I

Oct 1-6

William W. Winpisinger Education
and Technology Center

Employee Assistance Professionals Association Conference

Westin Bonaventure
Los Angeles, California
October 1-3

EAP IV

NEW DATE

October 29 - Nov. 3

William W. Winpisinger Education
and Technology Center