

What do resilient people have in common?

1. They commit to compelling career goals, believe they will succeed and don't quit until they do.
2. They give themselves permission to fail as many times as it takes to master a new skill. They do their best to learn and to keep improving, but they are not derailed by failure or imperfection.
3. They view career setbacks as temporary, and look for the learning in any challenging situation.
4. They take risks and move mountains to achieve their goals. They go out of their way to learn and actively seek out mentors, teachers, resources and new ideas that will help them move forward. They find the learning in any criticism or rejection, and they keep adapting their strategy or approach until they succeed.
5. They use empowering language and positive beliefs to shape their reality. You will never hear a resilient person say something negative about themselves or others.
6. They give themselves permission to feel, but they don't get stuck in depression, anger, helplessness or victimisation. They also don't blame themselves or others for any failures.
7. They build strong relationships and support networks with friends and colleagues who listen, encourage, inspire and/or challenge them during both good and tough times.
8. They see things clearly. Resilient jobseekers recognize when a workplace is no longer a good fit and are proactive in applying for new jobs. By the time a department is decimated by stress leaves or large-scale layoffs, they have probably already started a new job.
9. They realize that sometimes the goal has to change, as their lives and priorities change.
10. Resilient people manage their stress with self-care – including plenty of sleep, exercise, yoga, meditation, good nutrition, relaxation, good friends and regular vacations.

Developing resiliency in yourself

1. Find or accept a project that will build upon and stretch your skills, capabilities and confidence.
2. Find mentors, resources and supports to help with this project.
3. Try wearing a rubber band on one wrist and snapping it every time a negative thought comes to mind. With every snap, challenge yourself to think of a more empowering thought. Be patient. Some thoughts may take a while (and multiple snaps) to disappear.
4. Find ways to inspire yourself to strive for excellence, break big projects down into smaller chunks and keep going until each goal has been reached.
5. List your three biggest accomplishments and explore the ideas and beliefs that helped you to succeed.
6. Name three things that are preventing you from achieving your goal and three ways to overcome these obstacles.
7. Name three things you could do differently the next time you attempt something that failed before.
8. Try some of your new ideas to improve your success at work, in learning, or in finding a new job.
9. Recognise good work, and celebrate the successes.
10. Create opportunities self-care.