

Insight-led.
Interactive.
Outcome-driven.

Building Resilience in a COVID World of Work

Everyone will be faced with change, challenge and stress at some point in their lives. While some people manage stressful periods effectively, others struggle to cope and find stresses impact their performance at work and at home. Now more than ever, individuals are feeling the effects of stress, distraction and anxiety, which is why investing in resilience training and development is a smart business choice. People who demonstrate resilience bounce back from adversity, manage stress effectively, build trusting relationships, and show adaptability and agility to unpredictable or changing situations.



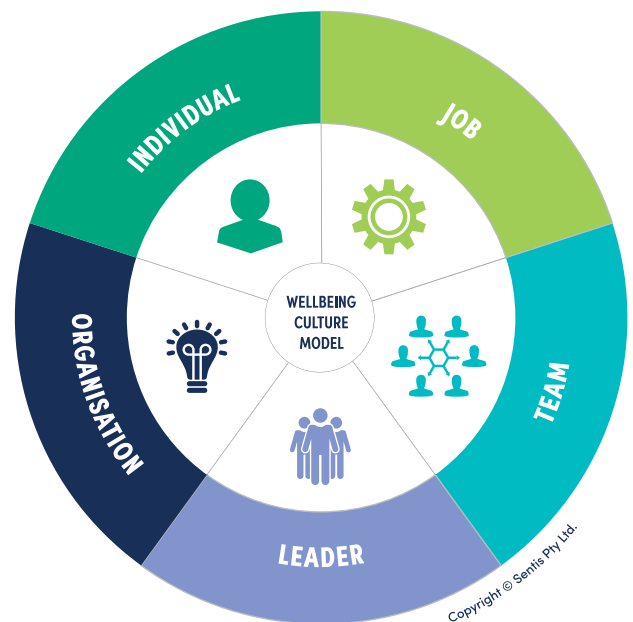
Building Resilience in a COVID World of Work

Why Resilience?

At some point in time, everyone will be faced with change, challenge and stress in their lives. While some people manage stressful periods effectively, others struggle to cope and may find that work stress impacts home life, or home stress impacts performance at work.

Change, uncertainty or setbacks can lead to high levels of stress, distraction and anxiety. If left unmanaged, this can significantly impact the mental and physical health of workers. Mental strain can impact a worker's ability to focus, operate safely, communicate effectively, build constructive workplace relationships, deliver quality output and meet production demands.

It makes business sense to support your people to thrive, particularly as many organisations are experiencing more uncertainty and change than ever before. But, for an organisation to truly invest in the wellbeing of its people, and to help them build their personal resilience, it needs to look at all aspects of its culture—including its practices, job design, individual experiences, team cohesion and leadership.





IMPACTS OF COVID-19 ON WORKPLACE SAFETY

In a recent Sentis survey, 76% of safety professionals reported that the stress associated with the impacts of COVID-19 had negatively affected employee safety in the workplace. But only 44% had discussed the possible implications and put in place a plan to support their people, beyond their already existing Employee Assistance Programs.

What strategies or initiatives could you invest in to better support your people during this time?



DEFINING RESILIENCE



THE FIVE PRACTICES OF RESILIENCE

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MY LEADERSHIP REFLECTION

STRENGTHS

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OPPORTUNITIES

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The Five Practices of Resilience

Resilience is a skill that can be trained. Specifically, there are five practices we can master to help us cope with stress, improve our mental agility and more effectively navigate challenge and change.



Active and engaged

Practicing health and wellbeing behaviours that build endurance and promote mental and emotional recovery.

Optimistic and solution-focused

Practicing cognitive flexibility strategies that promote an emotional capacity for resilience.

Living with purpose

Practicing the pursuit of meaningful goals that accentuate our strengths and values.

Connected and aware

Practicing self-awareness and social intelligence to build positive relationships and a sense of acceptance and belonging.

Social Citizen

Practicing kindness and contribution to foster community connectedness.



“A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be.”

Rosalynn Carter

About Sentis

Offering cultural assessments, training, coaching and consulting, Sentis helps organisations to break through their performance plateau and achieve positive culture change. As experts in applied psychology and neuroscience, we equip employees with the knowledge, skills and motivation to make safer, more helpful choices, each and every day. This leads to safer, more engaged workplaces, as well as increased productivity, leadership capability and transformational, sustainable culture change. Since the introduction of our pioneering ZIP program in 2003, Sentis has empowered more than 350 companies and 160,000 individuals to think differently about safety, wellbeing and leadership.

If you would like to learn more about Sentis diagnostic tools, our *ZIP Resilience Program* and how we can help you to create meaningful culture change in your organisation, contact us at [sentis.com.au](https://www.sentis.com.au) or by calling **1300 653 042**.