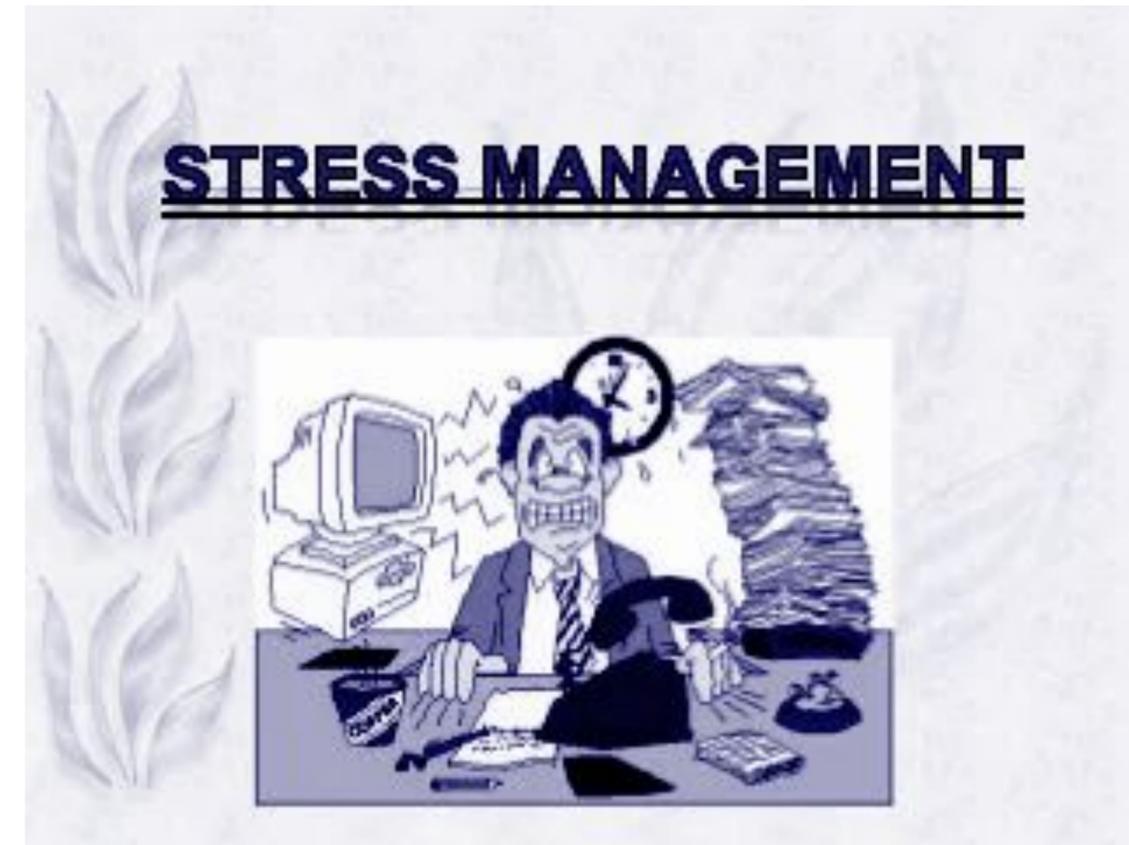




vs



**Building Resilience vs Stress Management.**

## THE DIFFERENCE

Our sense of wellbeing in life and at work can come from several factors. The more long-lasting might be a sense of meaning, purpose, and growth, and the more fleeting could be simple pleasures like a sunny day, a good meal or feeling calm. It can be helpful to consider how satisfied we are with our social connections, mental health and physical health, as well as our work and working environment, to **'Thrive'**

**Thriving** means a lot more than the absence of stress or mental ill-health. **It is about having energy, passion, self-esteem, improved physical health, supportive relationships, and success in our endeavors.** **Building Resilience** in the workplace has an important part to play, contributing to many of the essential elements of our wellbeing, including our ability to use our strengths and skills, develop, and fulfill our potential. This provides long-term benefits for the engaged and sustainable performance of both individuals and organizations. There are skills and behaviors that we can all adopt to improve our overall well being, help manage stress and develop resilience, and these form the basis to understand the difference between **Building Resilience training and Managing Stress**

## PROACTIVE OR REACTIVE



Organizations would rarely look for resources and training in stress management when all was well so management tended to be **REACTIVE** and used when an issue occurred or already existed. It considered strategies to identify the sources of stress and how the same could be avoided and managed to reduce the negative impact they could have within an organization on both individuals and teams.

Resilience on the other hand is more **PROACTIVE** and helps individuals understand how they can both learn and develop skills in preparation for whatever life has in store. For long enough it was considered as something you either did or didn't have but it is now known that this isn't the case and resilience skills can be learnt and developed by everyone with far-reaching benefits for the individual, their team and the organization.

## Today's Workplace

So, as far as training in stress management and resilience goes, they both have their part to play in today's workplace. Some have said they consider stress management negative and 'old hat' but that is far from the case as stress continues to be a very real issue for many. Training in the subject looks at reducing the pressures which result in stress and the impact those pressures have on us. It therefore covers not only how to deactivate the stress response but also includes tools for self-care and communication for use in situations we find difficult. Many practical tips are discussed including those which can be used for assertiveness, nutrition and time management.

## Thriving in Adversity

Resilience training looks at how we can recover and return to normal after experiencing an adversity. It shows us how to take control of our work and life so they are more aligned with what we want and, with practice, can be prepared to react to whatever may come our way in the future. Training encourages participants to acknowledge the resilient skills they have and accept they can increase their resilience in other aspects too. For individuals, the results include feeling stronger, thriving and getting the most from themselves. For organizations, the benefits of employees and managers strengthening their minds, emotions and bodies leads to a workforce which can withstand and thrive when experiencing pressure, setbacks and/or difficulties.

## To Summarize

**Stress management** can be equated to balancing one's checking account, managing the day-to-day transactions ensuring there are enough funds and staying afloat.

**Resiliency** is the savings account or even one's investment portfolio. It is where we put aside a reserve fund, for some time to come. This takes planning, discipline and decision-making skills. It speaks of responsibility and accountability. Resiliency building gives us the assurance that we are not just taking care of ourselves now but that we are putting in place measures to keep us well should the unthinkable happen!

Those who are concerned about losing a few pounds or managing temporary stressors are motivated to take action towards those results for a short duration; but those who want to be resilient invest in building a healthy future. They have life planning strategies, they set healthy boundaries, they understand the merits of living in alignment with their values. They are not just content with the now, they plan for future happiness and they invest in their future well-being. They also create structures or work with professionals to help them put in place structures to sustain their future happiness.

**Resiliency building** calls to question how well you are doing in all life dimensions. It asks you to plan your life well and to live well while conserving energy. It reminds you to take care of the small things that may cause you to lose vital energy. Resiliency building means looking into the minor of your life to examine what's holding you back from living with vitality, so you may conserve energy and strength to see you through life storms.

*happy  
future*

