# BUILDING CAREER RESILIENCY BUILDING CAREER RESILIENCY

Patricia E. Martel ICMA President Inspiring Women in PA July 15, 2016 "It's the hard days-the times that challenge you to your very core-that will determine who you are. You will be defined not just by what you achieve, but by how you survive."

-Sheryl Sandberg

### RESILIENCY AND LEADERSHIP

- What is resilience and why is it important for leaders to build career resiliency?
- Skills required to overcome adversity
- Strategies to develop resiliency in yourself and others
- Incorporating resiliency into your leadership



### WHAT IS RESILIENCY AND WHY IS IT IMPORTANT?

- Resiliency is the ability to adapt and bounce back in the face of adversity. It is emerging stronger than before.
- ➤ The ability to learn from difficult situations is a key trait of effective leadership.
- Embedded in every challenge, and even in every failure, is an opportunity to learn and grow.





# LEARNING FROM ADVERSITY REQUIRES SKILLS

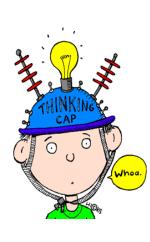
- Self-awareness
- Strong values and principles
- Optimism
- Adaptive capacity
- Perseverance
- Courage and strength
- > Integrity
- Strong social connections
- Skills required for extraordinary leaders





### STRATEGIES FOR DEVELOPING RESILIENCY

- Practice self awareness
- Seek feedback
- Know what you believe in and foster the right organizational values
- Establish and articulate specific goals
- Resilient leaders embrace calculated risks and are confident about their ability to rebound
- Taking risks associated with success because of having survived set-backs





### STRATEGIES FOR DEVELOPING RESILIENCY

- Balance optimism and realism
- Pay attention to relationships.
- Control what you can, and recognize what is beyond your control.
- Think positively.
- Learn and move on.





### RESILIENT LEADERS SHARE PERSPECTIVES

- Define yourself, don't allow others to do so.
- Give yourself one affirmation a day.
- Visualize where you want to go. If you can see yourself in the future you can get there.
- Declare what it is you want to do. Say it proudly Believe it.
- Be bold. Learn. Grow. Lead.
- Passion for your profession will carry you through the the roughest of times.
- Be open to listening: to yourself, your family and those around you at work



## PARTING THOUGHTS

- ➤ In every challenge there is an opportunity for growth.
- ➤ You have a choice to be trapped in the present "bad thing" that happened to a good person, or to learn from it and move on.
- > Resilient leaders and organizations take action, own what is theirs, learn from the rest.

"You may not control all the events that happen to you, but you can decide not to be reduced by them."

-Dr. Maya Angelou