



# HR News

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## Benefits– Resilience Building Techniques

Do you find yourself piling on projects, working late hours and feeling anxiety because you let stress and worry consume you? Being successful isn't just working hard and giving everything you have. The true secret to being the best you can be is learning how to be resilient at work.

Balancing work and attending to your well being can be challenging, but it is possible. Create resilience techniques that will improve your career success and personal happiness. Learn how to improve your self-esteem, develop a strong social support system and take care of both your mental and physical health.

GuidanceResources has a few resilience techniques you can start using today to become more resilient at work, alleviate stress and boost your productivity. View the Resilience-building Techniques on the next page.

For further assistance you can contact GuidanceResources at:

Phone: 888-628-4809

TDD: 800-697-0353

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### Resilience-building Techniques

Stress takes a physical toll on the body. It causes fatigue, tension, nervousness and loss of appetite. The key to avoiding these tolls and keeping stress in check is resilience, which can be strengthened by improving self-esteem, developing a strong system of social support and taking care of your physical and mental health. Here's how:

**Maintain Strong Connections With Family and Friends.** Having strong, positive relationships with others provides a cushion of acceptance and support that can help you weather tough times.

**Avoid Viewing Problems as Insurmountable.** You have probably handled and survived difficult situations in the past. Learn from these past experiences and be confident that you will get through the current crisis, too.

**Accept That Change Is Part of Living.** The reality is that certain things cannot be controlled. What's important is how you respond to the situation. Accepting the change makes it easier to move forward with your life.

**Keep a Long-term Perspective and Hopeful Outlook.** Even though your feelings may be overwhelming at times, try to stay positive. Set goals for yourself so that you can feel productive and purposeful every day, and create longer-term goals so that you have a direction for your future.

**Take Care of Your Physical and Mental Health.** It's especially important when you are feeling stressed to continue to eat a healthy diet and get adequate sleep and regular exercise. Alcohol and caffeine can increase stress levels; avoid or reduce their consumption.

**Get Support and Resources From Your Employee Assistance Program.** If you need help dealing with a personal crisis, or would like additional resources and strategies for improving your resilience, contact your employee assistance program for confidential counseling and other services.

### Here when you need us.

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