

Resilience & Character



Character

*The function of Education is to teach one to think intensively and to think critically.
Intelligence plus character-that is the goal of true education*

Martin Luther King Jr

Character

- Who am I?
- What do I stand for?
- What are my values?
- How do I behave?

***Only a man's character is the real criterion
of worth***

Eleanor Roosevelt

What is Resilience?

Resilience, also called Mental Toughness, describes the quality which determines, in large part, how we respond to stressors, pressure and challenge

... irrespective of the prevailing circumstances

... Differences in mental toughness can lead to differences in performance , positive behaviour, wellbeing and aspirations

... Helps understand why some people succeed and others struggle when the pressure is on

... It can be developed and improved

Related Concepts

Resilience is also

- The ability to recover from change, setback or misfortune
- The ability to control responses and meet and deal with challenges

Hardiness

- The ability to bear difficult conditions
- To transform stressors into less threatening issues

Self Efficacy

- Belief in ability to succeed in certain things
- Willingness to take action/put in effort
- Persistence in the face of obstacles
- Work with facts not opinions
- Is optimistic, but deals with reality

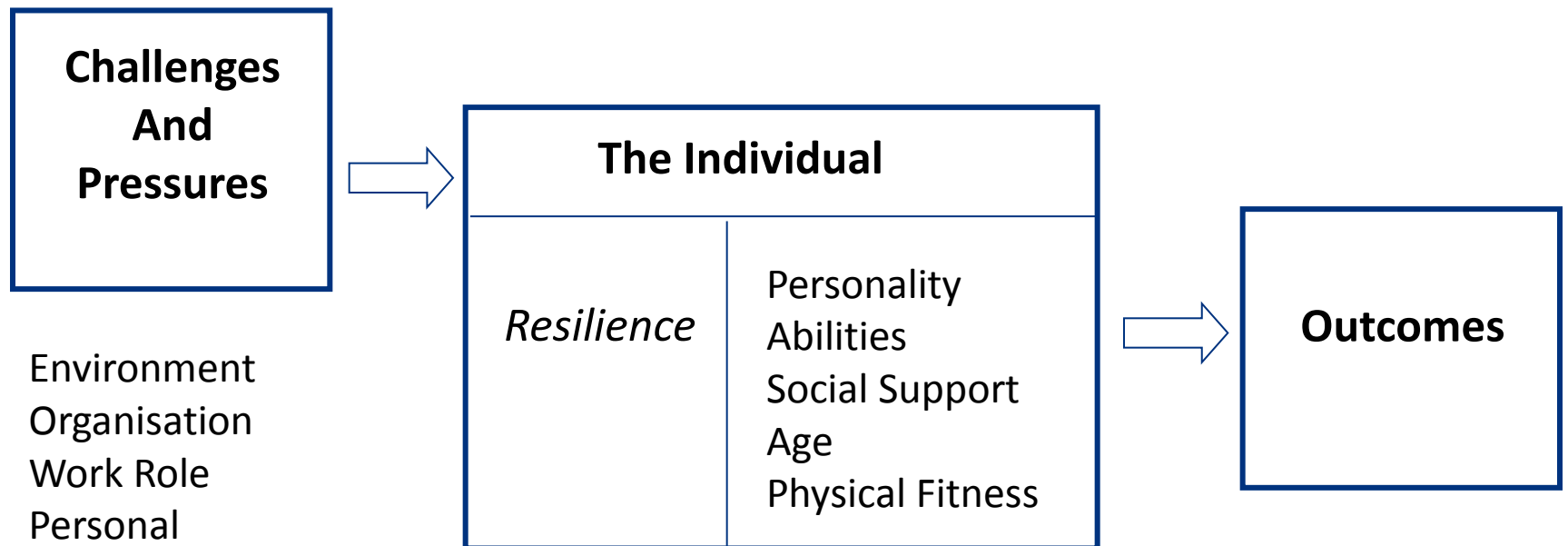
Discussion Item

***How important do you think
resilience/mental toughness is in
building character?***

Why these have become important

- **Unprecedented challenges in the world of work**
 - Increased workloads
 - Tighter resources
 - More uncertainty & ambiguity (VUCA world)
 - Higher demands on performance
- **Mental toughness provides opportunities**
 - To increase people's confidence and resourcefulness
 - To help people to 'take control' – and shape their own future
 - To improve wellbeing and performance
 - To build their own sense of character & identity

A Model of Resilience



Developing mental toughness improves outcomes under pressure

Mental Toughness Range

**Mentally
Sensitive**

**Mentally
Tough**

1

2

3

4

5

6

7

8

9

10

Tend to be 'worriers'
Self critical
Lack self confidence
Concerned about getting things wrong
Don't feel they are in control
Don't like goals and targets
Prefer to do one thing at a time
Don't speak out in groups
Put off by setbacks and failures
Don't like change or sudden shocks

Can cope with significant pressure
Shrug off criticism
Have faith in own abilities
Believe they will succeed
Don't lose their cool
Welcome a challenge
Able to multitask
Happy to speak their mind
Persistent in the face of difficulties
Treat change as an opportunity not threat

Key components of Mental Toughness

Commitment

Challenge

Control

Confidence

Which together produce an overall measure of
Mental Toughness on MTQ48+

Your MTQ48 + Scores

Summary



OVERALL MENTAL TOUGHNESS



CONTROL



EMOTIONAL CONTROL



LIFE CONTROL



COMMITMENT



CHALLENGE



CONFIDENCE



CONFIDENCE IN ABILITIES



INTERPERSONAL CONFIDENCE

How to Develop Mental Toughness

- Exposure to stretching challenge/stressors can build Mental Toughness (... but too much can damage)
- Counteract the “snowflake”

Snowflake

- SAFE PLACES
- NO DEBATE
- POINT OF VIEW
- STAND UP FOR ONESELF
- CHARACTER BUILDING

Focus

- Anxiety Control
 - Self talk: is the balance – or +
 - Controlled distraction
 - Thought stopping
- Attentional Control
 - Minimise unwanted interruptions
 - Develop focus and concentration

Positive thinking

Most folks are about as happy as they make up their minds to be

- Turn negatives into positives
- Use affirmations
 - In the present tense “I can”
 - Phrase positively
 - That have an emotional reward “I enjoy”

Visualisation

- Guided imagery
- See yourself successful
 - Research from world of sport indicates that performance can be enhanced by visualising the outcome
 - The more realistic the more effective it will be

Fatigue Management

- Understand own fatigue patterns: listen to self
 - Avoiding time wasters
 - Avoiding procrastination
 - Taking Breaks
- Relaxation techniques
- Controlled breathing
- Imagery
- Fitness
- Diet
- Biofeedback

Concluding remarks

- Building character an important feature today
- This can be done through building sense of identity & resilience
- Need for more opportunities to do this through challenges and calculated risk taking
- Are we building the next generation to be resilient?

Additional Resource:

- Bandura A. (2016) *Moral Disengagement: How People Do Harm and Live With Themselves*. NY, Macmillan.