

THE 3 MOST IMPORTANT RESILIENCE SKILLS FOR CAREER WOMEN



By Mari J. Perez

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Resilience is the ability to adapt to and bounce back from life's changes, adversities and setbacks. In a way, being resilient will not make our problems go away, but resilience gives us the attitude and determination of not letting the problems having us....

Many of us work in demanding jobs. The boundaries of the workplace had softened in a way that we are constantly connected, always-on. Stress and burnout are widespread in an ever-changing organizational landscape.

In addition to the challenges of managing career demands, women are generally more involved in raising a family and experience a higher level of responsibility attached to this life context. As such, work-life balance remains one of the top struggle's women face.

For career women it is more important than ever to build resilience skills to effectively navigate the conflicting demands of family and the workplace. In my bibliographical research about career development for women, I found there are three attitudes that will boost your resilience: 1) Using all of your Resources; 2) Creating a Vision for Success and 3) Reframing Failure.

1. Use all your Resources

You will become more resilient when making use of inner and outer resources. As the words imply, inner resources are those that are inside of you and as such are under your control. Some examples are your optimism, your level of self-confidence and the way you think. These are all skills that you can develop in order to strengthen from inside out.

Learn to be optimistic. Research shows that people who don't give up and are resilient are able to interpret setbacks as temporary and changeable. The good news is that we can practice and improve our level of optimism over time.

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Reframe your thinking to see the good in everything. One of the thinking tools that will serve you is to realize that it is not the situation but what we think about the situation that determines how we feel.

Self-Confidence will increase your resilience. Trust yourself and your capacity to make it through difficult times. Self-confidence can be learned, practiced and mastered, just like any other skill. Small shifts in the way you talk, stand and interact with others can make a difference. Just the simple act of pulling your shoulders back gives others the impression that you are a confident person. Smiling will not only make you feel better, but will make others feel more comfortable around you.

Outer resources are outside of you. Examples of those are community resources, your support system, including your relationships with significant people on your life. For career women it is very important to have access to resources to handle difficult situations when they arise. What do you do when a child is sick and you have to attend an important meeting or have to travel for business? Creating scenarios and having a plan on how to handle situations will give you a sense of control and will help you in dealing with stressful situations.

It is important you surround yourself with positive and trustworthy people who can walk through your triumphs and struggles with you. You will benefit from receiving their encouragement, care about your life goals and have your best interests at heart. When you have a strong support system you'll be more likely to reach your goals and persevere through hardship.

Having a healthy lifestyle is very important to reduce the stress and burnout created for long hours and work demands. Eating wholesome foods, hydrating your body and supplementing with vitamins and minerals are all very important healthy habits that will impact your resilience in many positive ways.

Mindfulness is the ability to train your mind to be in the present moment. It has been demonstrated that taking short breaks during the day are very beneficial to maintain mental balance, focus and attention. A 5-minute meditation or a brief walk in nature can help you rest your mind and boost

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your energy. Writing in a journal can also help you organizing your thoughts, clearing your mind and help you in processing your life experiences.

2. Create a Vision for Success

A personal vision is a statement containing a desirable state of being that guides a person providing direction and intentionality. It serves as the light that guides you and charts your course.

Success is subjective and personal. What is success for you may not be for me. When you create a vision for success, you are describing your personalized version embedding your values, priorities and desires based on what it matters to you.

What would you love to achieve in your life and career? If you think that everything will work out and it would be easy, what would you be doing, feeling, owning? Since clarity is power, the more details you add to your vision, the more powerful this one will become in creating a pole of energy toward co-creating a new reality for you.

Connect frequently with your vision adding feelings and emotions. When you feel excited about your future, you are more willing to deal with the difficulties that you may face in your daily life. You can tell yourself: "this will pass" ...or..."this is how it looks while I get there" "I am on my way to my dream life"

Having a Personal Vision means that you become the 'captain' of your life. When you know your destination, you can chart your course with purpose. Even when you get caught up in a bad storm, when you know your destination, you can reroute and keep steering toward your destination. That is what resilience is all about.

3. Reframe Failure

How we view failure and deal with it, to a large extent, determines how successful we will be in life. Failure helps building resiliency and persistence. Since your ability to bounce back from defeat is crucial to eventual success, failure gives you the opportunity to build your resiliency. Also, failures will make you to rethink, reconsider and find new resources and means to achieve your ends.

When we fail we will feel an emotional low. That is natural and inevitable. For the people who will succeed, this is temporary. They do not take their failures personally, seeing them as short-term setbacks. The people that give up, take it personally and see their failures as permanent. A great way to motivate yourself and get back on track after a setback is to remember all of the people who struggled through adversity and failures to eventually achieve their dream.

Looking back upon our failures after achieving our goals adds a satisfaction and sweetness to our lives that those who never risk and get beyond failures will never know.

It is important to remain grounded in the present in order to defuse your fears that are always projected toward the future. Your body is always in the present moment, so it makes sense your mind occupy the same space.

Don't be consumed by future worries or concerns. Don't waste valuable resources imagining a future which never arrives as you expect. When you love what you do fear of failure becomes an illusion, since you are no longer attached to certain outcomes. The future always arrives at the right time when you practice infinite patience. All your needs are met, so there is never a need to rush the process.

Conclusion

As we had discussed, resilience is the ability to bounce back in the face of adversities, failures and difficulties.

Career women face additional demands related to raising a family and juggling their various roles. Being resilient can make the difference between being successful and not.

I encourage you to practice these three tips to increase your resilience. 1) Use All Your Resources, both inner and outer to strengthen internally and get help externally. 2) Create a vision for your success, based on what matters to you. How would you like your life and career evolve when everything had worked out? 3) Reframe failure, understanding that when you fail you develop more resistance and resilience.

If you are a career woman motivated to succeed, you may be the one to take the steps necessary to build more resiliency in your life. Knowing where you are heading, getting a support system and embracing both your successes and failures will bring you far. You have what it takes to become stronger at overcoming difficult times. You are more powerful and contain more potential than any circumstance, situation or condition.

Click the link below to schedule a time in my calendar for a complementary assessment.

About Mari

Life Mastery Consultant, Trainer and Professional Speaker.

As a Life Mastery Consultant, Mari can help you design and manifest a life that's in harmony with your soul's purpose.



With more than 22 years of experience in talent development for global organizations, Mari has assisted hundreds of individuals and teams to develop their skills and talents for better careers.

She is thrilled to live her purpose of empowering professional women to reconnect with their internal power - so that they can dream big and accomplish more in their lives and careers-. Mari's wealth of experience achieving a rewarding career as a Latin woman in the United States is an immense asset because she can relate to the challenges and opportunities they face. As a natural storyteller Mari enriches her lessons with relevant stories that she has turned into lessons for more meaningful learning.

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