

# The Role of Organizations in Individual Resilience

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## How Can Individuals Develop Individual Resilience?

### 1. Assess Personality

What are your strengths?  
Conscientiousness and stability will help.

### 2. Seek Virtues

What comes naturally?  
Courage and integrity are key.

### 3. Focus Beliefs

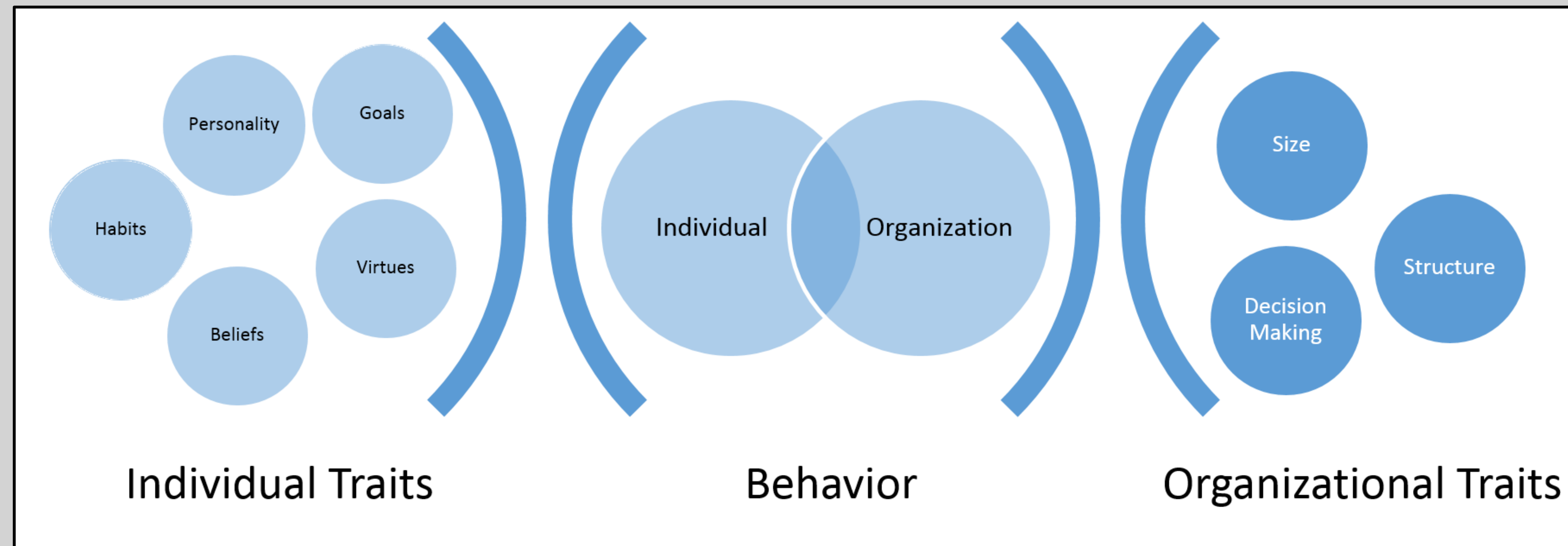
What ideas are important to you?  
Hope and optimism are foundations.

### 4. Establish Goals

What would you like to accomplish?  
Having a target is valuable.

### 5. Build Habits

What habits get in the way?  
What habits would help?  
Desired behavior can become automatic.



## Literature Cited

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## How Can Organizations Support Individual Resilience?

### 1. Design Size

Smaller groups provide more support.  
→ Create a sense of intimacy.

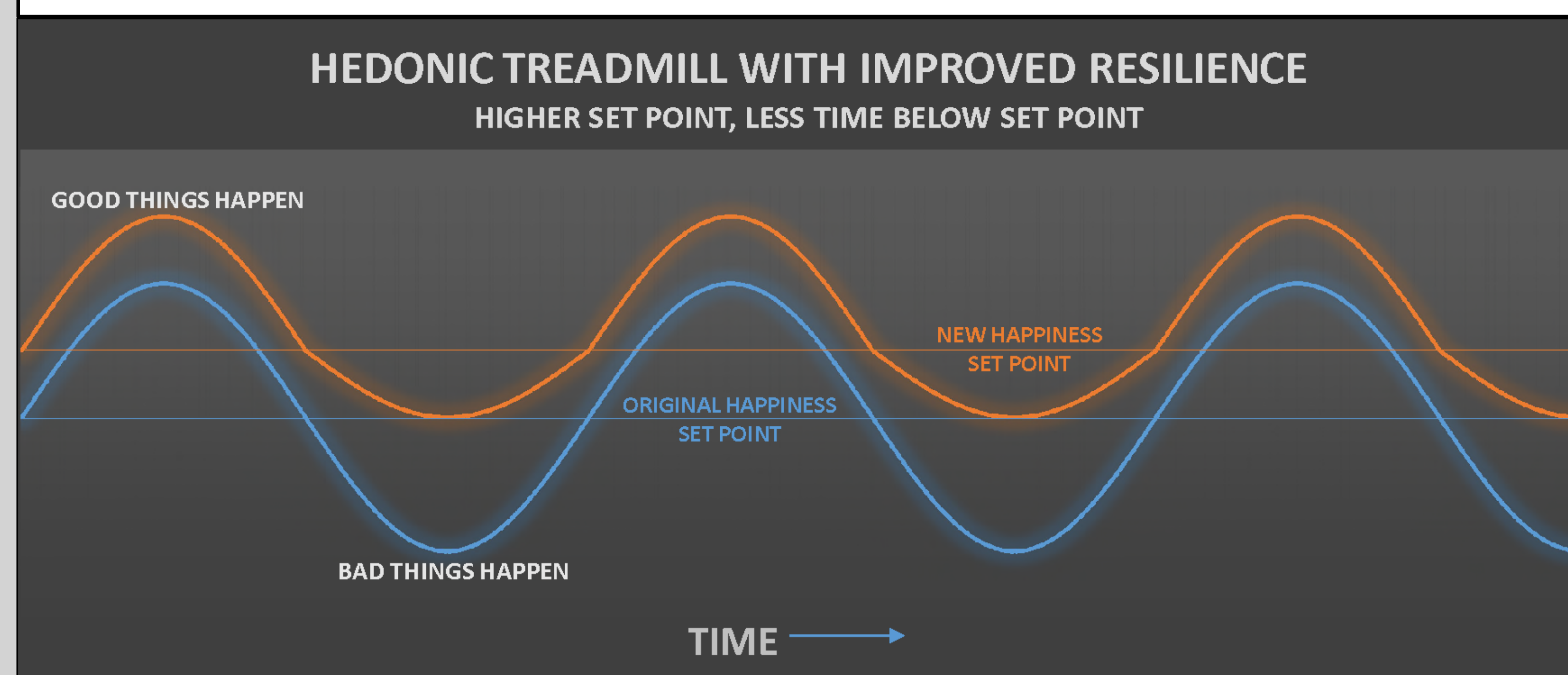
### 2. Design Structure

Networks provide more interaction than hierarchies.  
→ Create more relationships.

### 3. Choose Decision-Making Process

De-centralized instead of centralized.  
Horizontal instead of vertical.  
Informal instead of formal.  
→ Create a sense of ownership.

## WHAT THE PROCESSES OF SURVIVING AND THRIVING LOOK LIKE



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## FOUR POSSIBLE RESPONSES TO A CHALLENGE

