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? Desired behavior can become automatic.

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.

Literature Cited


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WHAT THE PROCESSES OF SURVIVING AND THRIVING LOOK LIKE

HEDONIC TREADMILL WITH IMPROVED RESILIENCE
HIGHER SET POINT, LESS TIME BELOW SET POINT

GOOD THINGS HAPPEN

BAD THINGS HAPPEN

TIME

ORIGINAL HAPINESS SET POINT
NEW HAPINESS SET POINT

FOUR POSSIBLE RESPONSES TO A CHALLENGE

INDIVIDUAL 1: THRIVING (STEP UP)
INDIVIDUAL 2: RESILIENCE (SOURCE UP)
INDIVIDUAL 3: DIMINISHED (PUT UP)
INDIVIDUAL 4: SUCCELS (GIVE UP)

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