

Building Resilience using the Smithfield Resilience Assessment

Our resilience profile affects just about everything we do in both our personal and our professional life. In our professional life it can quite literally be the difference between career success and failure. We may possess a high level of broad leadership capabilities that would potentially enable us to operate at senior levels within a business but if resilience is missing we will be unable to achieve this potential.

The SRA Resilience Assessment

The Smithfield Resilience Assessment is a diagnostic instrument which measures the resilience of individuals and of teams. It has been developed to help people to understand their resilience profile and to form the basis of resilience building. The factors were established using a strong scientific methodology by Dr. Joe Jordan of Smithfield Performance and Professor Sue Cartwright of Lancaster Business School.

The profile is benchmarked against the working population and provides personal profiles and amalgamated team and/or departmental profiles.

Building Resilient Performance Workshop

The Smithfield approach towards resilience is clear - resilience is a set of behaviours and competencies combined with an attitude of optimism and self-efficacy, all of which can be improved through knowledge acquisition, coaching and practice.

This workshop brings all of the elements of resilience together in a stimulating and thought provoking event. We explore the key concepts of resilient thinking and resilient behaviour using a range of exercises, tools and techniques which strengthens the delegate's capacities to deal resiliently with sustained work pressures.

Summary of SRA Factors

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- **Factor1: Resilient Thinking**
Causal flexibility, self confidence, optimism, outcome oriented, proactive, success accelerators

 - **Factor2: Resilient Behaviour**
Assertiveness, anticipatory management, optimum management of personal resources

 - **Factor3: Work Engagement**
Intrinsic motivation, energising atmosphere, culture fit, career fit, enjoyment, fulfillment

 - **Factor4: Rest & Recovery**
Work-life balance, hours of work, switching off from work, sleeping rhythms

 - **Factor5: Healthy Lifestyle**
Staying fit & healthy
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Building Resilient Performance ***Workshop***

We explore thinking, behaviour, internal motivation, and lifestyle factors that influence our levels of resilience. We all experience day to day pressure in our work and for some of us this can be prolonged and intense. This workshop is designed to help build the resilience profile of people to help strengthen them against such pressures.

Resilient thinking is a key element of resilience and during the workshop we look at how the delegates interpret situations, especially successes and failures that they have experienced. The most resilient people are those that have ***causal flexibility*** and can accurately identify the causes of their successes and their failures without being stuck in an inappropriately repetitive explanatory style. They are realists. When they meet with failure they accept the 'Me' element of a situation when there is

room for improvement. But they do not waste their time worrying about events and circumstances outside of their control.

We explore the solidity of our self confidence and the way in which it supports our sense of competence, capability and ability to win out in changing or adverse situations. We look at coping styles, coping with positive and negative events and how our coping style contributes to our ability to bounce back after failure. We also look at our work-life balance, the kind of lifestyle choices that we make, our attitude towards working life and asking questions about the impact that our lifestyle choices are having on our motivation, our job engagement and on our desire to acquire responsibility.

We help delegates develop a range of tools and techniques for building their resilience.

Contact us



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Smithfield Performance is a business psychology consultancy delivering services to clients across a broad range of people and leadership performance areas. We hold true to our consultancy values of Innovation and Good People Science

Innovation

We consistently deliver high quality and cost effective services that exceed expectations. We deliver original creative and thought provoking solutions. We are willing to try new ideas and differentiate ourselves from our competitors through our imaginative service

Good People Science

We apply scientific rigour to our solutions. All of our work is delivered within the context of well grounded and scientifically robust people management principles.

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