



Showing

Resilience

in the Face of Adversity

Extreme or traumatic events, either locally or globally, can affect the ability of employees and organizations to function. How do employees and organizations continue to function during and following such events? **One way is to utilize resilience.** Resilience has been defined as the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress by the American Psychological Association (2014).

Most researchers agree that resilience is a common and natural phenomenon. Resilience does not imply that problems go away, but that individuals have the ability to see past them to a positive future outcome. Resilience in the workplace can lead to **increased leadership** ability, welcoming challenges, **increased effort** or belief to be successful and overall performance improvement (Morganson, Litano, O'Neill, 2014).

Because the USPS often has to resume operations either directly after a traumatic event, or even while the event is still occurring, resilience, inherent, acquired and supported **is crucial for organizations to complete their mission** during and after adverse or traumatic events.

If you would like to learn more about increasing resilience the EAP has counselors and coaching services available. For more resources and additional information, reach out or visit EAP4YOU.com. We are here for you.