

Soft Skills Development
Prof. D. Suar
Department of Humanities and Social Sciences
Indian Institute of Technology, Kharagpur

Lecture - 38
Resilience

(Refer Slide Time: 00:28)

- Resilience is the ability to positively adapt, grow, and thrive no matter what rides into your life. Why do some people respond to stress and hardship with a renewed vigor and forward thinking while others get stuck in a negative spin cycle?
- Ability to perform effectively under pressure
- Bounce back from adversities/difficulties
- Manage health and well-being
- Understand how to achieve optimum performance
- Balance the physical, emotional, and cognitive resources in extreme adversities
- Is it a trait or process?

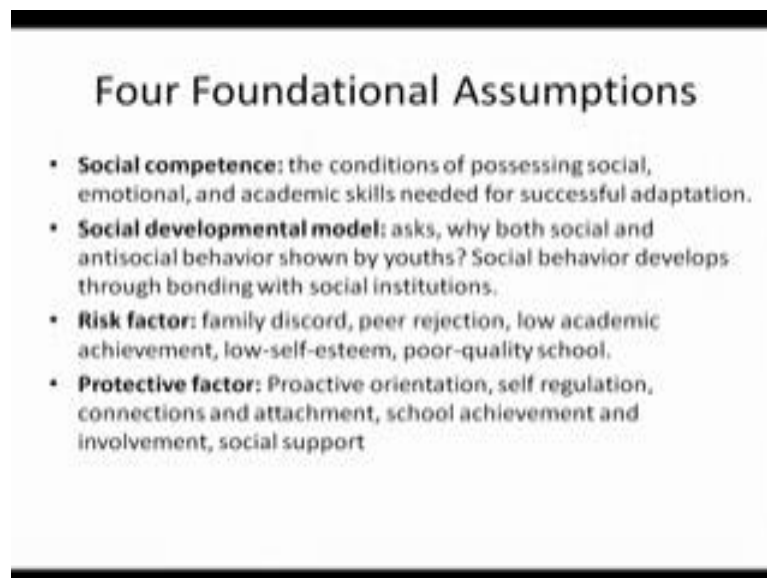
Friends, in this session we will be talking about resilience, and we will be discussing about, What is resilience, then Foundational assumptions of resilience, resilience score and the strategies to promote resilience as well as biological basis for resilience, resilience is the ability to positively adopt, grow and thrive no matter what rides into your life. And this resilience research came a long way from (Refer Time: 01:24). Present and children from war effected people to the disaster victims and sexual exploitation. So, in such type of situation, why do people why do some people respond to stress and hardship with renewed vigor and forward thinking, while others do not and there is a lot of differences, in defining resilience in the literature, but there are four markers, through which one can specify the resilience.

One is that, it is the ability in the part of the individual to perform effectively under pressure, and at the same time the individual can bounce back from adversities,

difficulties and stressful situations and he can manage health and well being and understand how to achieve optimum performance in such stressful situations and this resilience is also other words are used with it and the question frequently comes that, it is a trait or a process; when it is a trait at may be assumed there some people are resilient by birth, when it is a process pressing the adverse situations from the experience and through the child behave child rearing practices individual also develops certain ways and means to adjust with the stressful situations and even if the individual process the stressful stimuli, he can bounce back and he came bound back and maintain the balance, maintain the physical emotional and cognitive resources in optimal conditions even in adverse situations.

So, therefore, t is the ability on the part of the individual, to perform effectively under performance as well as bounce back from adversities and difficulties and maintain his optimum performance in adverse situations.

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Four Foundational Assumptions

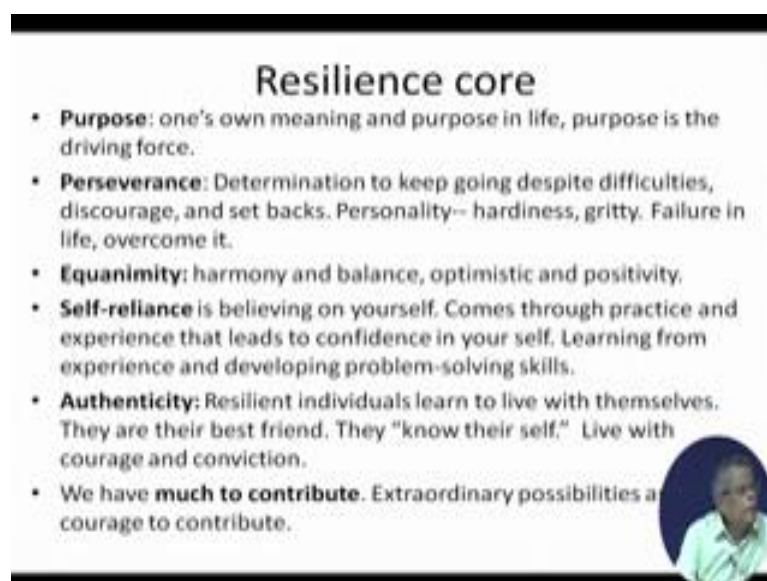
- **Social competence:** the conditions of possessing social, emotional, and academic skills needed for successful adaptation.
- **Social developmental model:** asks, why both social and antisocial behavior shown by youths? Social behavior develops through bonding with social institutions.
- **Risk factor:** family discord, peer rejection, low academic achievement, low-self-esteem, poor-quality school.
- **Protective factor:** Proactive orientation, self regulation, connections and attachment, school achievement and involvement, social support

There are four fundamental assumptions about resilience and it says, the social competency model speaks that the conditions of possessing, social, emotional and academic skills is needed; for successful adaptation, to adverse situations. The social developmental model asks, why both social and anti social behaviors are shown by

adults, because the social behavior adopts by bonding with social institutions, it may be a family, it may be the school, it may be the colleges, it may be the community where we live and the members of the class and show up that builds the bond with that and through the social bonding, we learn the different behaviors and if we learn the behaviors, then why this same, why this individuals going through this social institutions, why some people show the social while others show anti social behavior.

The risk factor speaks that, there are certain factors that increases the vulnerability of the individual to stressful situations, if it is a parents are quarreling, the spouses in the family are quarreling with one another or there is a divorce, if the individual does not accepted by its poor group and there is low academic achievement leading to low self esteem or the poor quality of the school, it will be honorable marker for the individual that he may not be resilient. Bur despite of these things, also if find the evidence that, even if these things are, there some people also come from that sort of families those who are resilient. The protective factors speaks that, with the self regulation, connections and the attachment in the family and social achievement and with social network and with personality traits, one can protect himself against the adversities or he or she will become resilient.

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Resilience core

- **Purpose:** one's own meaning and purpose in life, purpose is the driving force.
- **Perseverance:** Determination to keep going despite difficulties, discourage, and set backs. Personality-- hardiness, gritty. Failure in life, overcome it.
- **Equanimity:** harmony and balance, optimistic and positivity.
- **Self-reliance** is believing on yourself. Comes through practice and experience that leads to confidence in your self. Learning from experience and developing problem-solving skills.
- **Authenticity:** Resilient individuals learn to live with themselves. They are their best friend. They "know their self." Live with courage and conviction.
- We have **much to contribute.** Extraordinary possibilities a courage to contribute.

Having said that, the resilience core mentions; that having certain qualities - one person can be resilient, he can meet the adversities and at the same time he can deal effectively with it, keeping the mental, physical, keeping the optimum mental, physical and cognitive resources. In fact he person is more likely to be resilient, if the purpose and meaning in life purposing the driving force, if you have a purpose in life, you are less likely to be effected by the difficulties and adversities in life. Another is perseverance, determination to keep going, despite difficulties, discourage and setbacks and some of the personalities like that, they will not think much about the failure in life, and they will work on it.

Like when the when the person is having or the perseverance people are having grit and the individual have being gritty, he can put effort, in the in the things in which you are engaged and it will do it interest to achieve the goal. So, effort and interest are two parameters and consistently you will put an effort till achieves the goal, despite the setbacks and hardships is a unique personality trait.

So, therefore, psychological force or a personality you will call it hardiness, psychological hardiness like gritty. If such persons even the fail in life, they will overcome it because their temperament is like that. Third is the equanimity, harmony and balance. If you are optimistic and if you have the positivist, then you will never purse then you will find the courage in the adverse situations, you will become calm and composed; it will not disturb you much because you optimist as a tendency, if you give a glass of water he will all the time say that it is half filled or a pessimist will say that it is half empty.

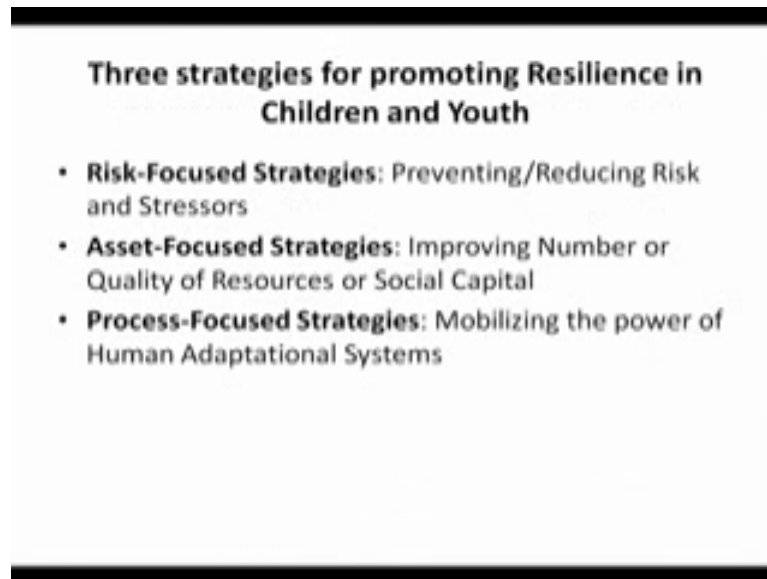
Similarly you will all the time look to the positive side and if the optimism, if you have the bigger, if you has the hope, these are the some of the positive attributes. And that positivity will help you to overcome the setbacks and difficulties; and you will bounce back from difficulties, and come out with success. In adverse situations; similarly another is the self reliance, that is believing in yourself and he say that, it comes through practice and experience, that leads to confident in yourself and the self reliance coming through experience, teach you how deal with the difficult situations and adversities in life. May be a divorce, may be a death of the close relatives or having an accident or

facing new stressful situations in a new environment, putting yourself in a new environment.

So, from the experience gradually you learn how to deal with such adverse situations and gradually develop the problem solving skills, to adopt with that situation. If the person is sexually assaulted, if you have the self reliance skills, if you know the tricks, how to fight and take the karate classes; you will not fear, the other people, you can handle the goons and through learning and experience teach you that, way how you will deal it. Deal with it say for example, being the young if a failure occurs, you will feel frustrated, but with going age, person like me will hardly feel for a failures because with a failure I can find out the different ways and means how I can succeed in a particular task, I will bounce back to deal with a problem; I will not feel frustrated. So, therefore, practice and experience teach you the new the problem solving skills and your existence to adversities and failures. Next is authenticity, resilient individuals learn to live with themselves. They are a different type of brand, they are their best friends, they know their self, they continuously try to improve their self and their ability, they live with courage and conviction.

So, if you think in all these things, all these active words, these are the core of resilience you are more likely to bounce back; when you face the adversities, or the difficult situations in life and this resilient individual, the persons having the attributes or the resilient individuals they think that we have much to contribute, they find many possibilities in life and they have the courage to contribute and they will walk in a path while others not dare to walk in that path. They are a brand for themselves and they will be image creator, they will be the image for others and they also do the things and set the examples for others and they think that life in life of ordinary man; they do many of the extraordinary things, not extraordinary people do extraordinary things we have much to contribute and the people having the resilience, they can strive hard, they have a purpose they may perseverance, they have the harmony and balance, they believe in them themselves and they know themselves and they thereby they can surprise the (Refer Time: 16:03).

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Three strategies for promoting Resilience in Children and Youth

- **Risk-Focused Strategies:** Preventing/Reducing Risk and Stressors
- **Asset-Focused Strategies:** Improving Number or Quality of Resources or Social Capital
- **Process-Focused Strategies:** Mobilizing the power of Human Adaptational Systems

However there are three strategies will be discussing for promoting resilience, in children and youth. One is risk focus strategy, that preventing or reducing risk and stressors. Another is asset focus strategy, improving the number or quality of resources or the social capital in the social setting. Third is process focused strategy or mobilizing the power of human adaptational systems.

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Risk-Focused Strategies: Preventing/Reducing Risk and Stressors

- Prevent or reduce the likelihood of low birth weight or prematurity through prenatal care
- Prevent child abuse or neglect through parent education
- Reduce teenage drinking, smoking, or drug use through community programs
- Prevent homelessness through housing policy or emergency assistance
- Reduce neighborhood crime or violence through community policing



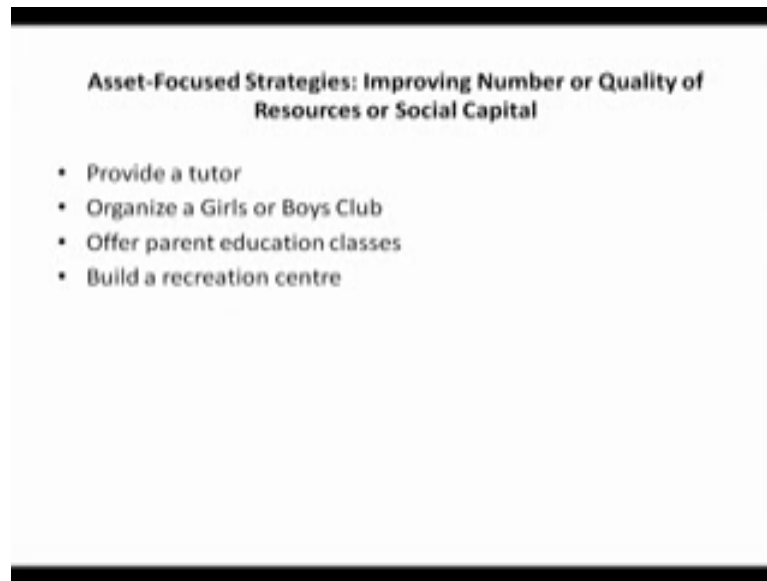
In these three strategies, in this focused strategy, prevent or reduce for children. Prevent or reduce the life likelihood of low birth weight or prematurity through parental care, prevent the child abuse or neglect through parent education, reduce teenage drinking, smoking and drug use, through community programs. Prevent the homelessness by providing the emergency assistance or making a housing policy for all. Reduce the neighborhood crime or violence through community policing.

So, even if there are the risks to the children and adults some of the ways are there where, we can prepare which to reduce the risk. (Refer Time: 17:48). Means to reduce the risk or prevent the stressors and these are called the “risk focus strategy” and it is context specific, these are some of the examples. Then any case it can be thought of and it can be contextualized, what can be a risk for strategy to reduce the risk or reduce the stressors or prevent the risk. Like in disasters, in post disaster people suffer from a trauma. First disaster trauma there is anxiety, depression, post matrix disorder and. So, on this (Refer Time: 18:44) on strategy that, you mobilize the resources through international donors through NGOs through government help.

Link people or the survivor of the disaster of to this resources, give them the economic assistance, give them the economic assistance, give them the informational support, connect them with the service providers, empower them and self develop them, so that they can do something to earn a living make their house. So, in the process when they are involving in the each and every step, they are they will develop the resilience.

So, therefore, resilience can be made, by providing economic support, by providing social networks, by providing the revenues for earnings, by providing the different ways. So, that people can deal with the stress and strain in post disasters. Even collective prayers, empowerment of people and skill development of people, to engage in new jobs and are in a living. So, these are the means through which the resilience of the people can be developed, these are the risk focused strategies, how you can in stressonalised certain mechanisms, so, that the stressor can be reduced or the risk can be mitigated.

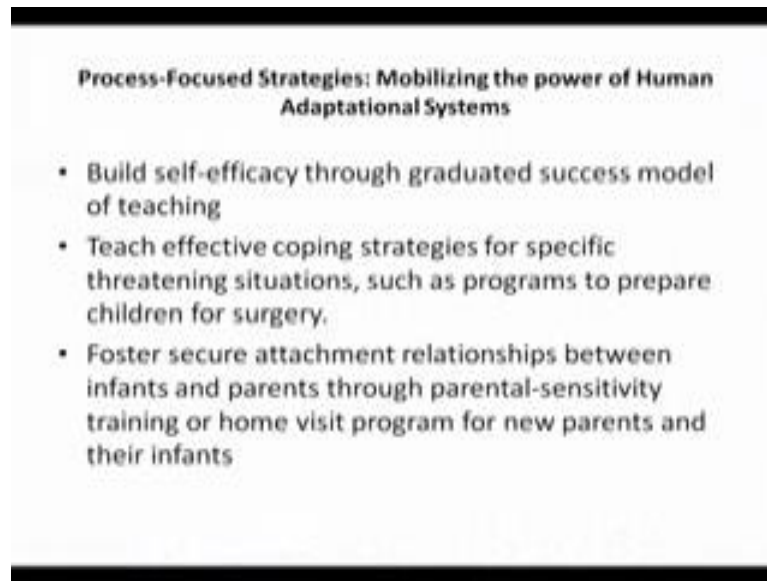
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Risk is ask asset focused strategies, or improving the number or quality of resources or the social capital; for a children if you want provide a tutor, who can guide the child and who can be a good tutor to cheat to teach in the life skills so that he can sustain in adverse situations and in the asset focus strategy, create the asset, organize the girls and the boys class, offer the parent education classes.

So, that if the parents are provided education, they can teach to their child, how to deal with the stress and other things. Built a recreation center in the community, these are the strategies where the assets can be created, and though through the asset the social capital can be improved, the connection of the people with others can improve as well as the distorts reciprocity KR effects among the community members can be improved. So, that if a person is facing the adversity that can be observed in the community itself through these social capital assets.

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Process-Focused Strategies: Mobilizing the power of Human Adaptational Systems

- Build self-efficacy through graduated success model of teaching
- Teach effective coping strategies for specific threatening situations, such as programs to prepare children for surgery.
- Foster secure attachment relationships between infants and parents through parental-sensitivity training or home visit program for new parents and their infants

And the processes focus strategy; that means, there is a process mobilizing the power of human adaptational systems. Psychological term we call it, built the self efficacy by providing the training. So, that the individual feel that, he is compute and enough to handle the crisis and teach the effective coping strategy, because in any situation when you face there are 2 permanent strategy you use; either it can be problem focus strategy who are will directly hit in the problem and at the same time how he can handle the problem will think of it and find out find out the ways and means to handle the problem is a problem focus strategy or you can go for emotion focused coping; that means, you will try other somebody else is there to take care of me, the right strategy it will deal with a crisis is the problem focused strategy.

Analyze the problem, find out the way out and execute the way out is a problem focused strategy, rather than many people what they do, they think that others will take care of me in crisis, and if you do that, then the individual in our feel computed to handle the crisis and face the crisis, and come out successfully. Maintaining the emotional, cognitive and the physical resources intact, physical balance intact and teach effective coping strategy for specific threatening situation such as program to prepare children for surgery, how they will go with a surgery, before a surgery if you council the child; then the child is more likely to be cured in lesser days, compared to its a compared to a child

which not council the before a surgery.

So, therefore, teach effective coping strategy and foster the secure attachment, there are two types of attachment we have with our parents, one is called the “secure attachment” another is called the “insecure attachment”. The secure attachment the parents and community will tell you that, you can trust on the people. You can seek their resources when you are in crisis. But in insecure attachment which you will feel that the community members cannot be trusted, the friends and relatives cannot be trusted and Insecure attachment leads to your fear, anxiety, stress, where is the Secure attachment, which develops through parenting, family relations, community relations, will teach you and you can also develop the trust faith and cooperation from others, when you are in crisis. So, therefore, foster the secure attachment, where the children will feel secure with the family, with the school, and with the community, and that why when they are in crisis, they can draw the resources from their and come out with success, when there are difficulties.

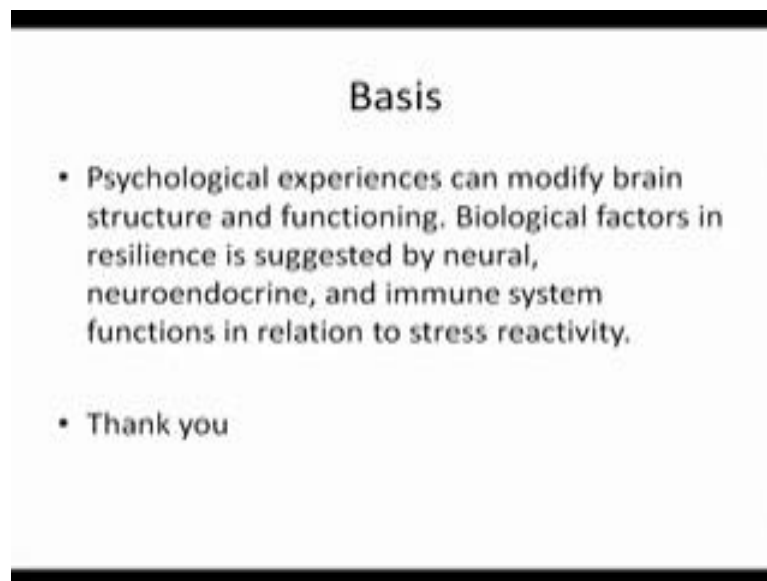
So, therefore, training, sensitivity training and home visit program for new parents and their infants can be provided for these.

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- Nurture mentoring relationships for children through a program to match children with potential mentors
- Encourage friendships of children with prosocial peers in healthy activities, such a extracurricular activities.
- Support culture traditions that provides children with adaptive rituals and opportunities for bonds with prosocial adults.

And nurture maintaining relationship for children through a program to match children with potential mentors and encourage friendship of children, with prosocial, peers in healthy activities such extracurricular activities, the children can where involved support, cultural tradition that provides children with adaptation, with adaptive rituals and opportunities for bonds with prosocial adults.

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And there is for the basis of behavior you show; the resilience, it is a psychological behavior. And in the basis of behavior we know that, a biological factor of resilience is suggested by neural, neuroendocrine and immune system functions relation to stress activity. That means, whatever biological system is working to manage stress, is same biological factors can be accountable or the system can work to be resilience, but one lesson is there psychological experiences can modify brain structure, brain functioning, as well as brain wearing also. So, therefore, even if these psychological factors are strong like the core qualities of the individual are there for resilience, then in that case the brain wearing can be changed accordingly, so that you can be more resilient too.

Thank you.