



# Help your staff develop resiliency to improve wellbeing and productivity

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You may have heard the term resiliency being used recently in relation to the workplace. What is resiliency, and how can you get more of it?

Put simply, resiliency is the ability to bounce back after a setback. Maybe a project didn't go as you planned. Or maybe it's working but could be made even better. Resiliency helps you re-envision the parts that can be improved and continue moving forward.

## Resiliency affects employee wellbeing and effectiveness

Supporting resiliency means modeling the behaviors you want to see in your team. You can do that in a number of ways, all of which can help you build a resilient culture. Some ways you can start to do that include:

- **Making allowances for mistakes.** A culture with zero tolerance for mistakes might encourage your team to sweep them under the rug. It can be better to hold them up to the light and examine them from all sides without blaming anyone.
- **Learning from failure.** Lessons learned today are the building blocks for tomorrow's successes.
- **Never giving up.** Having a vision to guide your way can be invaluable. In addition to serving your customers' immediate needs, think about how you and your team can transform their entire experience with your industry and services.

Resiliency can also help when someone on your team faces a mental health challenge. Did you know<sup>1</sup>:

- Untreated mental illness costs the U. S. a minimum of \$105 billion in lost productivity each year
- 60 percent of Americans with a mental disorder get no treatment
- Mental illness is estimated to result in 35 million work days lost each year
- Almost 50 percent of managers have no training in managing workers with mental health issues

## Help your employees with mental health awareness training

We don't always pay as much attention to our emotional wellbeing as we do to our physical health. Yet it's an important part of taking care of ourselves.

That's why we're excited to offer a customizable training program to fit your organization's culture. You wouldn't ask an employee with a broken leg to run. Mental Health First Aid is all about ways you can help when signs of emotional trouble or mental illness pose a challenge for a member of your team.

When you schedule a training, a Mental Health First Aid expert will:

- Assess your workplace training goals
- Align the presentation with your company's policies and procedures
- Ensure materials correspond to your industry
- Adapt the exercises and presenter language to the audience's job function and your company culture
- Provide a resource list that includes both community and company services

[You can click here or contact your account executive to find out more.](#)

Making resilience a top priority for your team and your culture can go a long way toward transforming your organization.

<sup>1</sup>[www.psychologytoday.com](http://www.psychologytoday.com)