

**Career Tips Thursday: Session 24**

# **Resilience from a Career Perspective (Session I)**

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UNOG/HRMS/CLM

IAEA/MTHR/L&D

UNV/HRS/CDT



# Agenda

- Moving from a fixed to a growth mindset
- Understand what you can and cannot control in your circle of influence
- Manage your emotions through mind-body connection and inner strengths

# Why Resilience?

Two sessions on Resilience from a career perspective:

- 1) Move from fixed to **growth mindset**
- 2) **Rebuild** with what you already have

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# Before we start...

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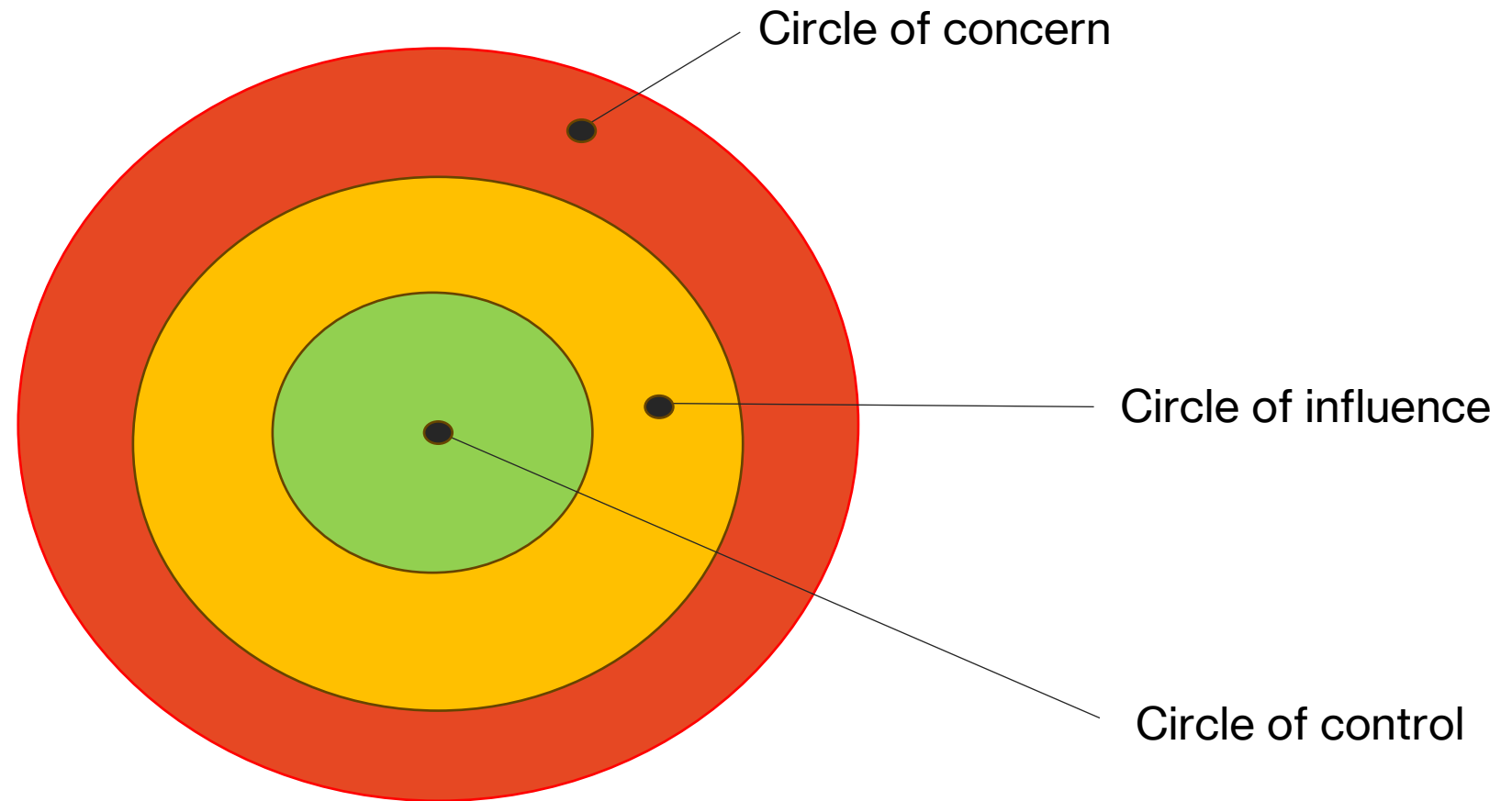




# Circle of Influence and Control



# Where to focus?

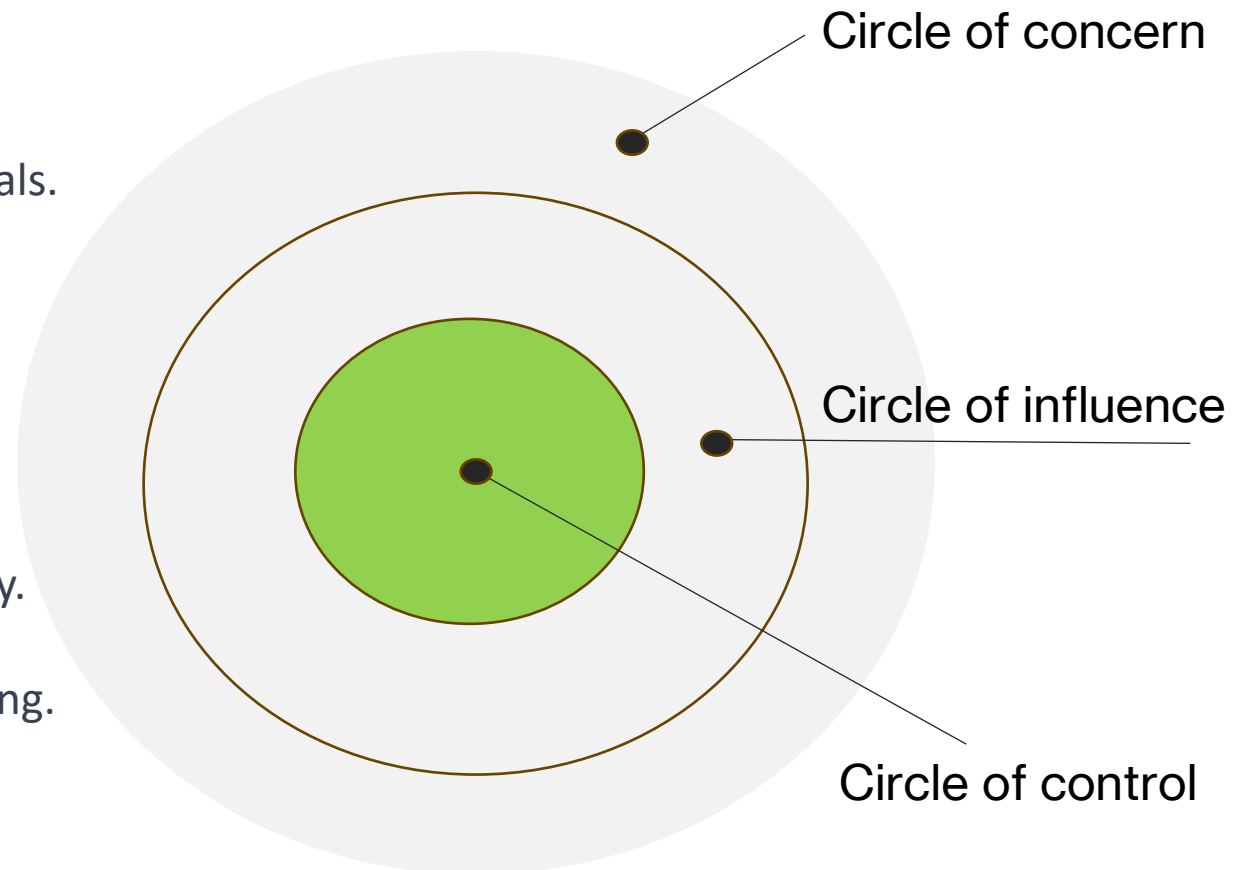




# Where to focus? Your circle of control

## Examples:

1. Your daily schedule and time management.
2. Setting and working towards personal career goals.
3. Learning and acquiring new skills or knowledge.
4. Your professional development, such as taking courses or attending workshops.
5. Your attitude and mindset in the workplace.
6. Choosing to network and build professional relationships.
7. Your job search strategies and application quality.
8. Making decisions about your career path.
9. Taking care of your physical and mental well-being.

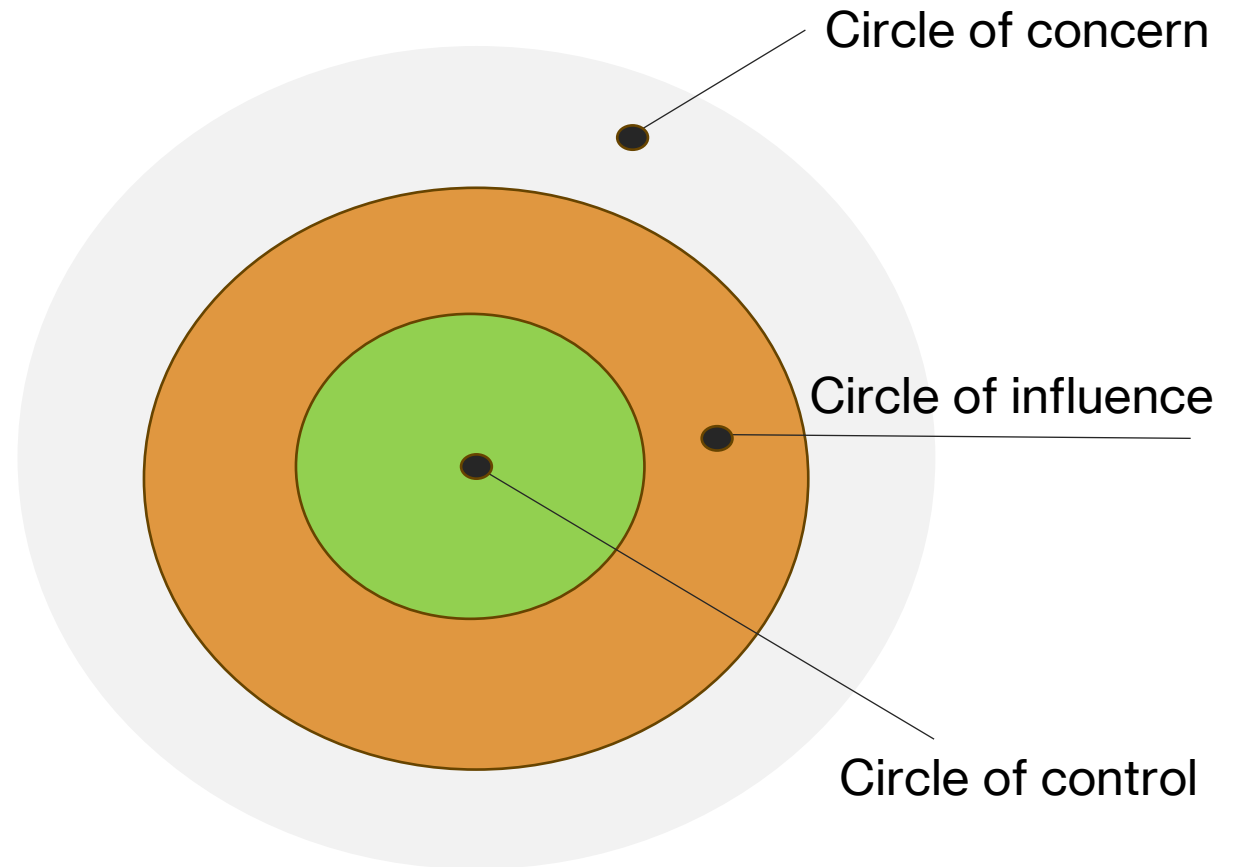


# Where to focus? Your circle of influence

## Examples:

### (Items you can indirectly influence):

1. Relationships with colleagues and team dynamics.
2. Workplace culture.
3. Referrals and recommendations from colleagues.
4. Mentorship and guidance from senior professionals.
5. Access to resources like online learning platforms.





# A story: Ayesha's Circle of Concern and Influence

- **Global Economic Uncertainty:**

Economic downturns were causing funding challenges for many UN agencies.

- **Government Funding Decisions:**

The agency's budget heavily relied on government contributions.

- **Workforce Reduction Discussions:**

Rumors of potential job cuts were circulating.

- **Global Political Tensions:**

Political instability was impacting international cooperation.

- **Lack of Jobs in Local UN Agencies:**

Local job opportunities within UN agencies were limited, adding to her career uncertainty.





# Managing your emotions



# Resilience from a Career Perspective



# Career Resilience, what is it and how can you build it

Career resilience means anticipating potential challenges and actively preparing for them

- Not taking rejection personally
- Being self-aware
- Looking for opportunities
- Never giving up on yourself
- Having the ability to reason
- Preparing for a range of situations
- Continuing to learn and grow
- Embracing change





# The Secret to Building Resilience

- Resilience is not purely an individual characteristic, it is also heavily enabled by strong relationships and networks

# CREATING A SUPPORTIVE AND RESILIENCE-FRIENDLY ENVIRONMENT

## MANAGEMENT

- Healthy Workplace Practices
- Recognition Mngt
- Sensemaking
- Fail management
- Training & Development
- Change Management
- Conflict Management
- Situational leadership...



## HELPFUL TOOLS

- Emotional and social intelligence
- Appreciative inquiry
- Empathy Map
- SMART Goal-setting
- Problem Resolution tools & techniques
- Coaching & Mentoring
- ....

# 8 STEPS TO BUILD PROFESSIONAL RESILIENCE



1

## ACCEPT CHANGE

Find ways to become more comfortable with change



2 BECOME A

## CONTINUOUS LEARNER

Learn new skills, gain new understanding, and apply them in times of change



3

## TAKE CHARGE

Take charge of your own career and your own development



4 FIND YOUR SENSE OF PURPOSE

Helps you to assess setbacks within the framework of a broader perspective



8

## SKILL SHIFT

Reframe how you see your skills, talents and interests



7

## REFLECT

Reflection fosters learning, new perspectives, and self-awareness



6 CULTIVATE RELATIONSHIPS

Develop and nurture a broad network of personal and professional relationships



5 PAY ATTENTION TO SELF-IDENTITY

Form your identity apart from your job. Stay true to your values

Source : CCL



# THE RESILIENCE MATRIX



## COPING

Being able to tap into inner resources, ie skills and strengths to cope and recover from problems, setbacks and challenges, and to bounce back.

## GRIT

Resilient people never give up . They find in themselves the strength to tackle problems head on, overcome adversity, and move on with their lives.

## EMOTIONAL INTELLIGENCE

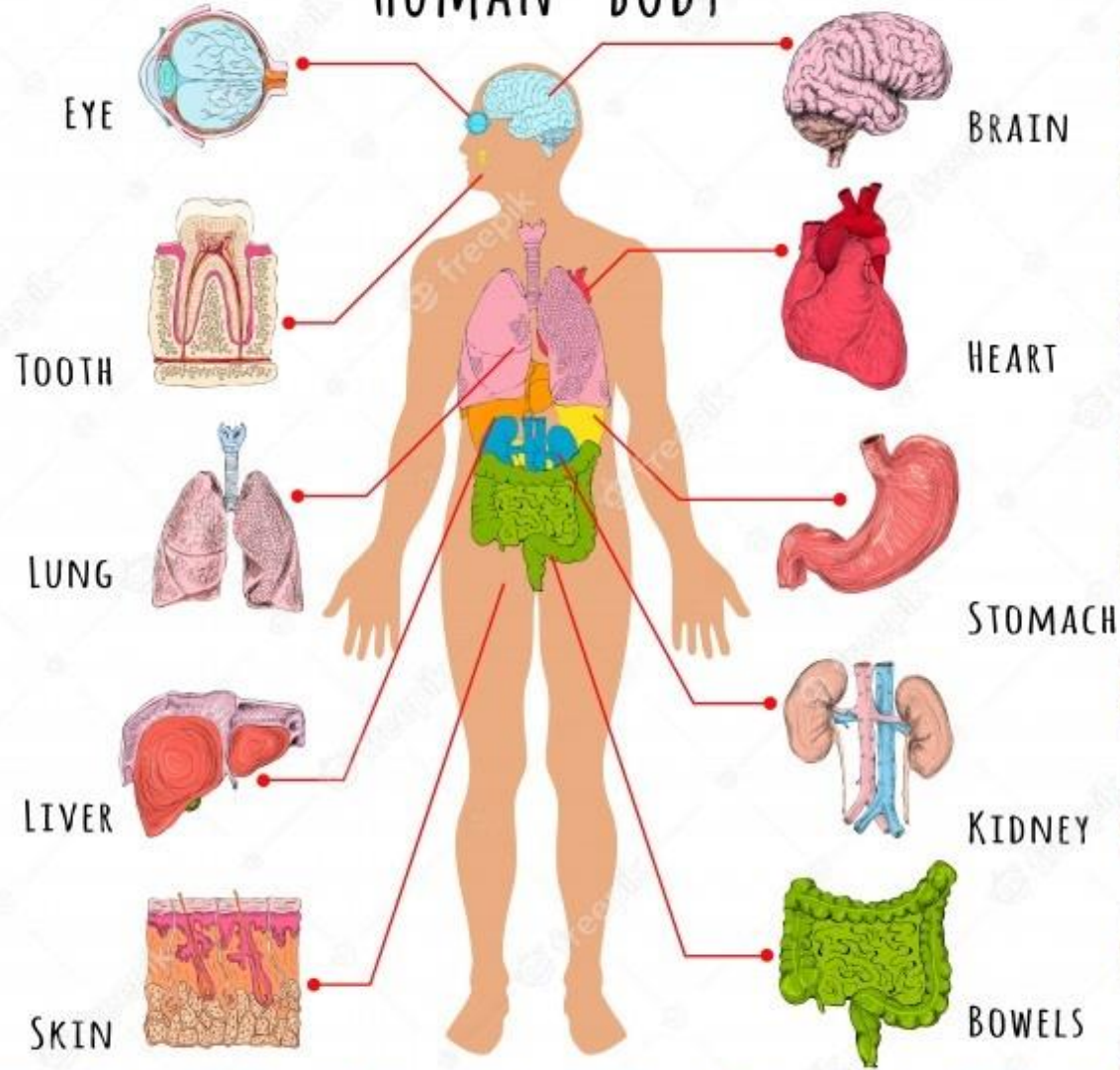
Being able to analyze and manage feelings and emotions is a key success factor to deal with difficult situations more positively.

## SENSE MAKING

Being able to make sense of past experiences and learn from them. Being able to make life meaningful by having a sense of purpose, and goals for the future.



# HUMAN BODY



# 3 PRACTICES TO STRENGTHEN RESILIENCE



**MANAGE**  
your personal energy.



**SHIFT**  
your lenses.



**FIND**  
your sense of purpose.



Center for Creative Leadership®

Exercise –  
write a journal  
to help  
understand  
your emotions  
and thoughts

Write about...

- The event or experience
- Your reaction
- The lessons you learned



# 8 RESILIENCE PRACTICES



# Career resilience, what can you do...

Managing your emotions

Being flexible

Believing in yourself

Making use of what you have

Embracing or accepting change

Viewing criticism as a learning opportunity

# Mindfulness and Meditation

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# Contact details for Staff Counselling and Coaching

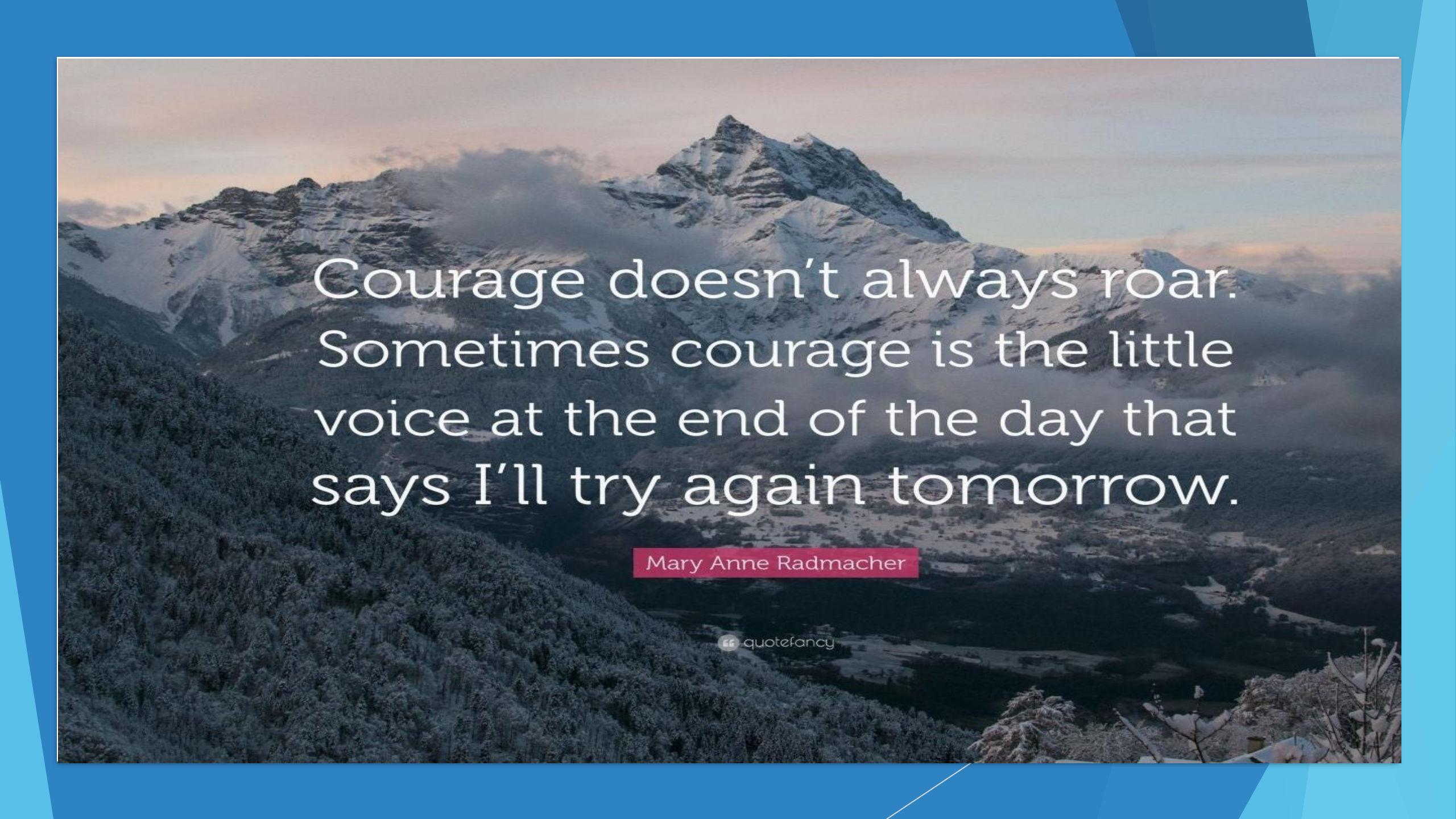
- UNOG Staff Counselling Office  
[staffcounsellor@un.org](mailto:staffcounsellor@un.org)

- IAEA Johanna Schubert  
[j.schubert@iaea.org](mailto:j.schubert@iaea.org)

- UNV staff counsellor

- [Coaching | Centre for Learning and Multilingualism \(unog.ch\)](https://unog.ch/learning-centre/coaching)

Coaching helps clients to define and take action toward the realization of their visions, goals or desires. It uses a process of inquiry and personal discovery to build the client's level of awareness and responsibility and provides the client with structure, support and feedback.



Courage doesn't always roar.  
Sometimes courage is the little  
voice at the end of the day that  
says I'll try again tomorrow.

Mary Anne Radmacher

 quotefancy

# References

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- ▶ Bourbeau, P. (2018). **A Genealogy of Resilience**. International Political Sociology, Volume 12 (1), 19–35. Available at: <https://doi.org/10.1093/ips/olx026>.
- ▶ Esther Perel. Articles available at: <https://www.estherperel.com/>
- ▶ [Career Resilience: What It Is And Why It's Important \(northeastern.edu\)](#)
- ▶ Harvard Business Review – Emotional Intelligence: The secret to building Resilience
- ▶ Lydia Hartland-Rowe and Angela Bagum (2021). **The Resilient Workplace**. Tavistock and Portman NHS trust.
- ▶ McAslan, A. (2010). **The Concept of Resilience**. Understanding its origins, meaning and utility. Adelaide, Australia: Torrens Resilience Institute, 2010. Available at: <https://www.flinders.edu.au/content/dam/documents/research/torrens-resilience-institute/resilience-origins-and-utility.pdf>
- ▶ [Self-Compassion – Dr. Kristin Neff](#)
- ▶ WHO (2017). **Strengthening resilience**: a priority shared by Health 2020 and the Sustainable Development Goals. Available at: [https://www.euro.who.int/\\_\\_data/assets/pdf\\_file/0005/351284/resilience-report-20171004-h1635.pdf](https://www.euro.who.int/__data/assets/pdf_file/0005/351284/resilience-report-20171004-h1635.pdf)



# Exercise



# Exercise (1/2)

minutes

- **Group - Use exercise 1 in the worksheet:**
  - Complete the Emotional Intelligence Self-Assessment
  - Rank each statement as follows:
    - **0** (Never), **1** (Rarely), **2** (Sometimes), **3** (often), **4** (Always)
  - The assessment is divided into 4 parts
    - **Self-Awareness**
    - **Self-Management**
    - **Social Awareness**
    - **Relationship Management**
  - Calculate your results
  - Mark your **strongest** and **weakest EQ skills**

# Exercise (2/2)

- **Self-Reflection - Use exercise 2 in the worksheet:**
  - Write down **steps** you can take to **strengthen** yourself in your **weakest EQ domain**
  - List **3 strategies** you will practice based on the tips you received
  - Name a **person** who you know is gifted in your chosen EQ skills who would be willing to provide feedback on your progress

# Upcoming CTT sessions

**30 November 2023** Resilience from a career perspective (Session II)

## Christmas Break

**25 January 2024** Finding you «Ikigai» - Aligning motivators for your career

**22 February 2024** **Special Session for General Service staff** - Getting into the international professional category – Moving to a different Agency