



Factors that Determine Resilience

Why do some people cope better, move forward more readily or even thrive after adverse events? Individuals can possess some or all of the varying degrees of factors at different times in their lives, and in various settings. Multiple factors determine resilience, some of which include:

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| • Positive social supports | • Optimism | • Hope |
| • Inherent potential | • Positive view of self | • Problem solving skills |
| • Ability to regulate emotions | • Communication skills | • Impulse control |
| • Flexibility | • Attention to physical health | • Altruism |
| • Learning from past experiences | • Positivity | • Realistic planning |
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Positive, supportive relationships, hope and optimism are the most frequently noted factors in determining resilience. Repeated exposure to stress that can be managed, can foster better modulated behavior and emotional response to future challenges (Lyons, Parker, Schatzberg, 2010). Many of these factors can be developed in individuals and as well as in organizations.

Would you like to learn how to develop, enhance and foster skills for resiliency? Reach out to your EAP, we're here to help! Call 800-327-4968 (800-EAP-4YOU) or explore more resources in our Health Resource Library through EAP4YOU.com