

# RESILIENCE—A SPECTRUM

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# WHAT WE RESEARCHED

## Goals

Consider the broad definition of resilience, seek to narrow it down

- Ask: What is Resilience?
- Discussion: How do we create a detailed definition?
  - By conducting Interviews

Effectively analyze and organize our findings

- Record common themes we noticed in our individual research
- Develop a shared theory based on our mutual findings
- Answer our research questions together

# HOW WE FRAMED OUR INQUIRY

## **1. Developing research questions**

What potential factors contribute towards building an individual's resilience?

Which of these factors are most significant in their contribution to one's resilience?

How do we effectively measure one's resilience?

## **2. Look to answer our research questions through our interviews**

# WHAT WE READ

- Overarching definition of resilience
  - What is resilience and is it multifaceted or straightforward?
- Innate or learned?
  - Can resilience be taught or is it down to core human physiology?
- Individual subsets of resilience based on interests
  - Does resilience reflect similar in all circumstances or can it be interpreted?

# WHAT WE FOUND IN RELATION

- Childhood Experiences
  - Resilience can be taught and will develop throughout early childhood exposure
- Support Systems
  - Development of new support systems can expand your ability in dealing with adversity
- Professional Resilience
  - Resilience will not only be practiced early in life but will translate into professional encounters

# INTERVIEW QUESTIONS

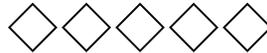
1. What does it mean to be resilient?
2. Why do you think some people are more resilient than others?
3. What was a childhood experience where you had to be resilient? How did that experience shape your perspective on resilience today?
4. Tell a story of a tough time when your resilience pulled you through. What did you achieve/accomplish as a result of your resilience, and what did that feel like?

# INTERVIEW QUESTIONS

5. Who is the most resilient person you know, and in what ways have they inspired you?
6. Who in your life would you consider to be your support system? Tell about a time that they helped you to stay resilient during a tough time.
7. How has resilience played a role in adjusting, both personally and professionally, to changes in your life throughout the pandemic?
8. What advice would you give to someone to help them overcome obstacles in their life based on your experiences?

# INTERVIEWEE SELECTION

- 25 individuals interviewed-5 conducted by each member of group
- **Family Members**
- **Friends**
- **Former Classmates**
- **Professional Colleagues**



- Sensitivity surrounding issues being discussed
  - Established sense of comfort would allow for the most “detailed” responses and thorough data collection

# OUR INTERVIEWS

- Our interviews were diverse, ranging in
  - Time spent talking (*25 mins-1 hour*)
  - Confidence in responses
  - Life experiences, personally and professionally
- Many individuals interpreted resilience as not giving up, especially when it comes to your goals
  - “To me, it means overcoming difficult situations/circumstances whilst achieving your goal; not taking no for an answer”
  - “Continuing to move forward in life even if you have been knocked down”

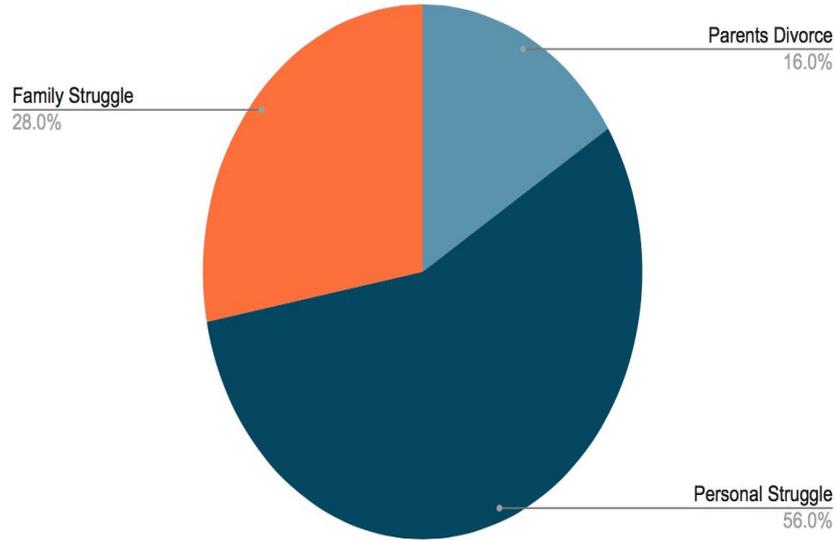


# OUTZ INTERVIEWS

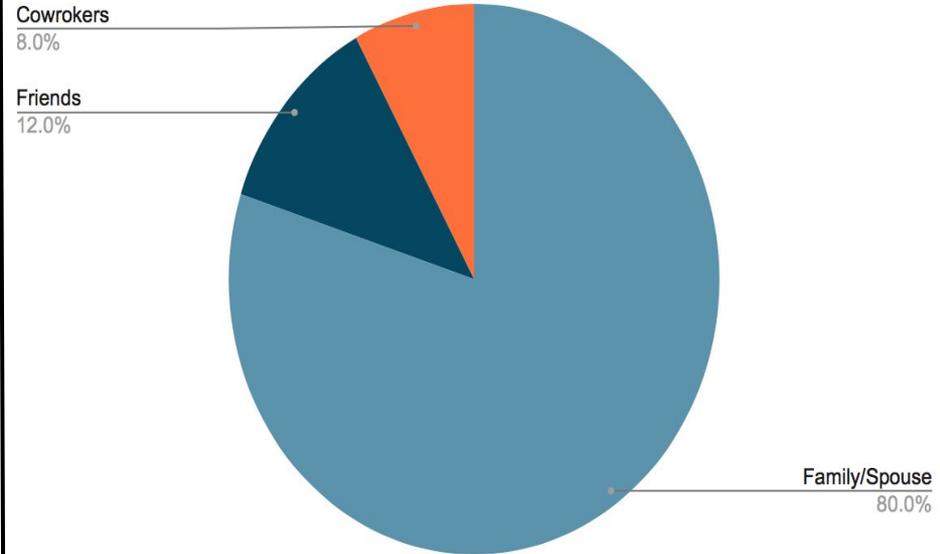
- Professional struggles due to the pandemic included:
  - Uncertainty with the future relating to their education or organization
  - Struggles with adapting to “virtual life”
  - Harder to make an impact on others when not in person
    - “Having to zoom and facetime during sales calls has had a negative impact on business”
  - Unemployment, especially after school
    - 5 out of 25 of our interviewees have been working for 1 year or less
- Personal struggles due to the pandemic included:
  - Connecting with individuals
  - Separating home and work life
    - “Working from home—lack of separation between personal and professional life; work days do not begin and end at “typical” times—learning compensation strategies, finding a healthy balance between work and personal life”

# ANALYSIS OF OUR DATA

## First Experience With Resilience



## Support Systems



# MAJOR THEMES

- *Theme 1: Resilience Rooted in Family Life*
  - Family dynamics, experiences, conflicts, and culture played a significant role in teaching our most resilient interviewees how to recover and grow from difficult times
- *Theme 2: Solid Support System*
  - Our interviewees were able to maintain resilience through the presence of their support system as a way to stay strong and motivated
- *Theme 3: Conviction and An Understanding of Your “Why”*
  - People who had this outstanding conviction around their purpose and their end goal in mind were naturally so much more capable when it came to adjusting to changes and challenges in life
- *Theme 4: Basic Safety and Physiological Needs at Stake*
  - When faced with obstacles in life involving basic physiological and safety needs, especially when people are dependent on you, you have no choice but to be resilient

# OUR CONCLUSION

- The definition of resilience is not necessarily as plain and clear-cut as we had presumed. Resilience is found & formed in a multitude of different ways and for a variety of unique reasons. Each person we spoke to had their own subtle variation on what resilience means to them in their life and what got them from where they were to where they are today.
  - This surprised us!
- We concluded that in order to truly assess how resilient an individual is, we must first seek to understand the main factors that contribute to building that person's resilience - including **how** and **why**.

# OUTZ THEORY OF RESILIENCE

**Resilience is most-effectively measured along a spectrum, with each relevant factor contributing to one's placement along that spectrum.**

- The four main relevant factors we identified are:
  - Resilience Rooted in Family Life
  - Solid Support System
  - Conviction and An Understanding of Your “Why”
  - Basic Safety and Physiological Needs at Stake

# OUR THEORY OF RESILIENCE (CONT.)

Although we believe that resilience is most-effectively measured on a spectrum, we also know that not all four relevant factors hold the same weight/significance in building an individual's resilience.

Of course, the more of these relevant factors an individual has, the further along the spectrum they tend to be. **However, all four factors are *not* required for a person to exhibit resilience.**

# THE IMPLICATIONS

- ✓ Know your “why.” Your conviction and understanding of this *alone* has the power to propel you from point A to point B.
  - Additionally, if your “why” isn’t clear or meaningful enough to you, you are most likely in the wrong place/the wrong career.
- ✓ Just because someone does not experience resilience in the same way that you do does not make them any more or less resilient. Resilience is felt and found in a multitude of unique ways across the lives of varying individuals.
  - The things that got you from point A to point B may not be the same things that got your friends/colleagues from point A to point B.
- ✓ Find a support system, and be a support system for those around you. We, as humans, benefit so greatly from positive human interaction and the assistance of perspective & hindsight from our trusted peers through tough times.

**QUESTIONS?**

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