



Improving Adaptability, Grit, and Resiliency to Maximize Performance

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COMPONENTS OF RESILIENCY



**Optimistic/
Growth Mindset**



**Mental/
Emotional
Flexibility**



**Stress
Tolerance**



Grit



Support

Adaptability:

Ability to adapt to new conditions

Grit:

Ability to stay the course despite setbacks

Resiliency:

Process and outcome of successfully adapting to change or challenging situations

INDIVIDUAL DEVELOPMENT STRATEGIES



**Reframe
Mindset**



**Manage
Control**



**Manage
Stress**



**Set Goals/
Build
Commitment**



**Welcome
Failure**



**Be Mindful/
Reflect**



**Build
Support
Network**



**Build
Confidence**

EMPLOYEE DEVELOPMENT STRATEGIES

- ✓ Lead by example.
- ✓ Foster a sense of purpose.
- ✓ Encourage autonomy/avoid micromanaging.
- ✓ Build confidence.
- ✓ Foster and encourage connection.
- ✓ Encourage and embrace humor.
- ✓ Provide stress management resources.
- ✓ Manage change appropriately.
- ✓ Provide coaching for problem-solving.
- ✓ Demonstrate optimism and positive messaging.
- ✓ Create a failure-tolerant environment.