

THE BENEFITS OF RESILIENCE TRAINING



WHAT IS RESILIENCE?

Resilience is growth as a whole person – a learned fitness for life, work and education. Through resilience skills we master bounce in adversity, connect with others, and discover flow in our life and work.



When resilience is developed at a personal, leadership and organisational level, strategic agility is enabled.

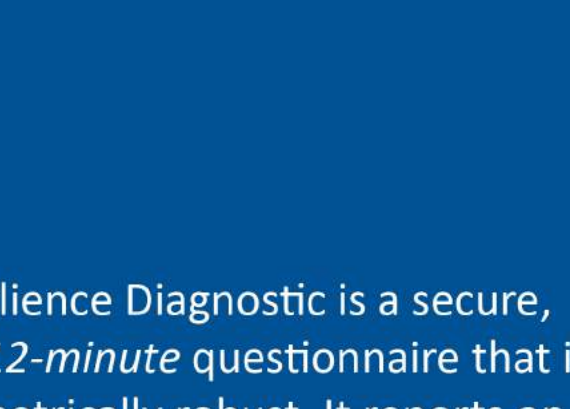
WHY RESILIENCE?



Resilience connects diversity. Awareness leads to understanding which supports practice and growth. Resilience programs deliver measurable benefits at all levels.

RESEARCH METHOD - MEASURING RESILIENCE

Resilience was measured using The Resilience Institute's Resilience Model, an evidence-based framework of an individual's key risk and performance factors.



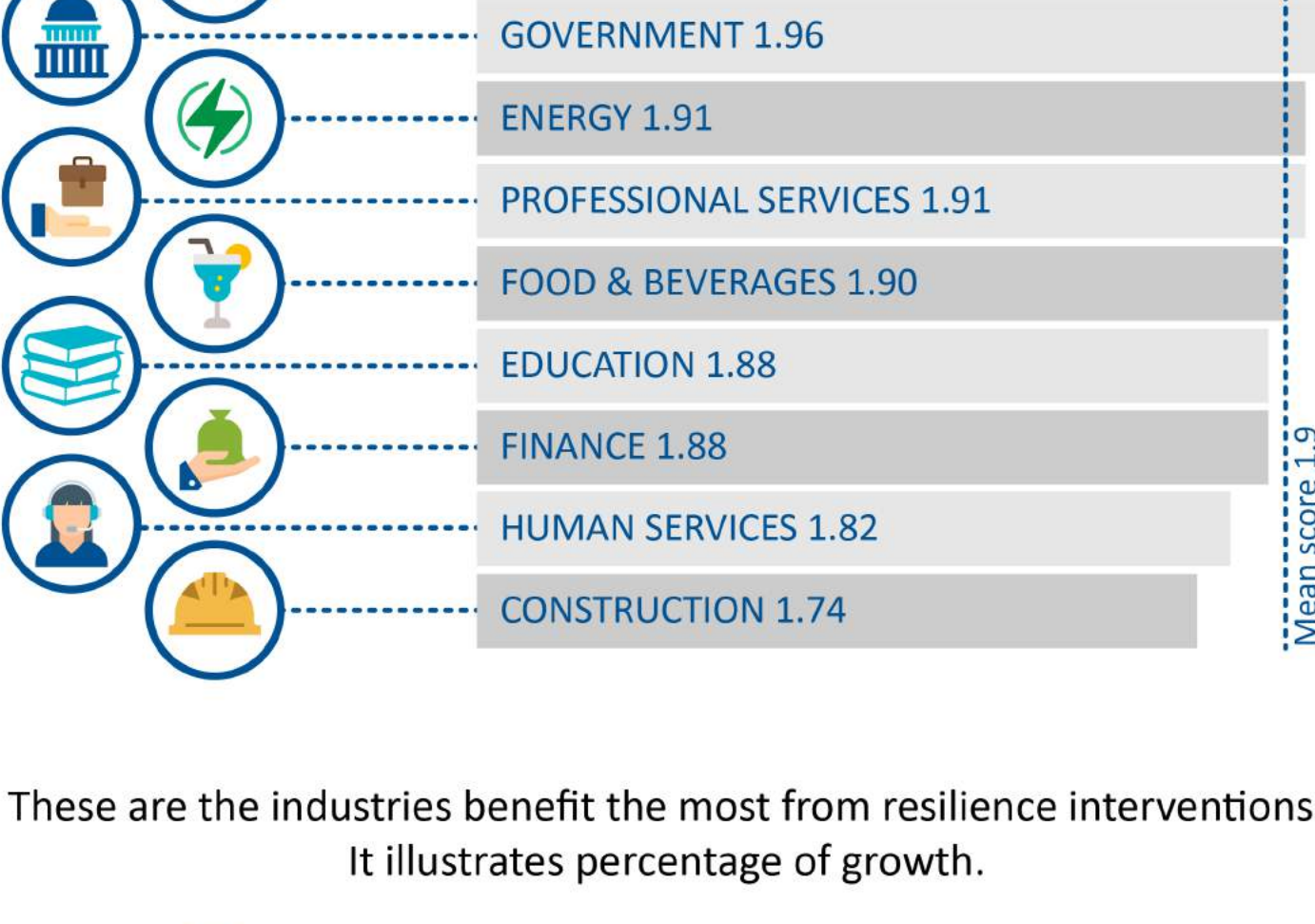
THE RESILIENCE DIAGNOSTIC



The Resilience Diagnostic is a secure, online, 12-minute questionnaire that is psychometrically robust. It reports on 60 discrete factors in 11 categories. These categories define a person's assets and liabilities.

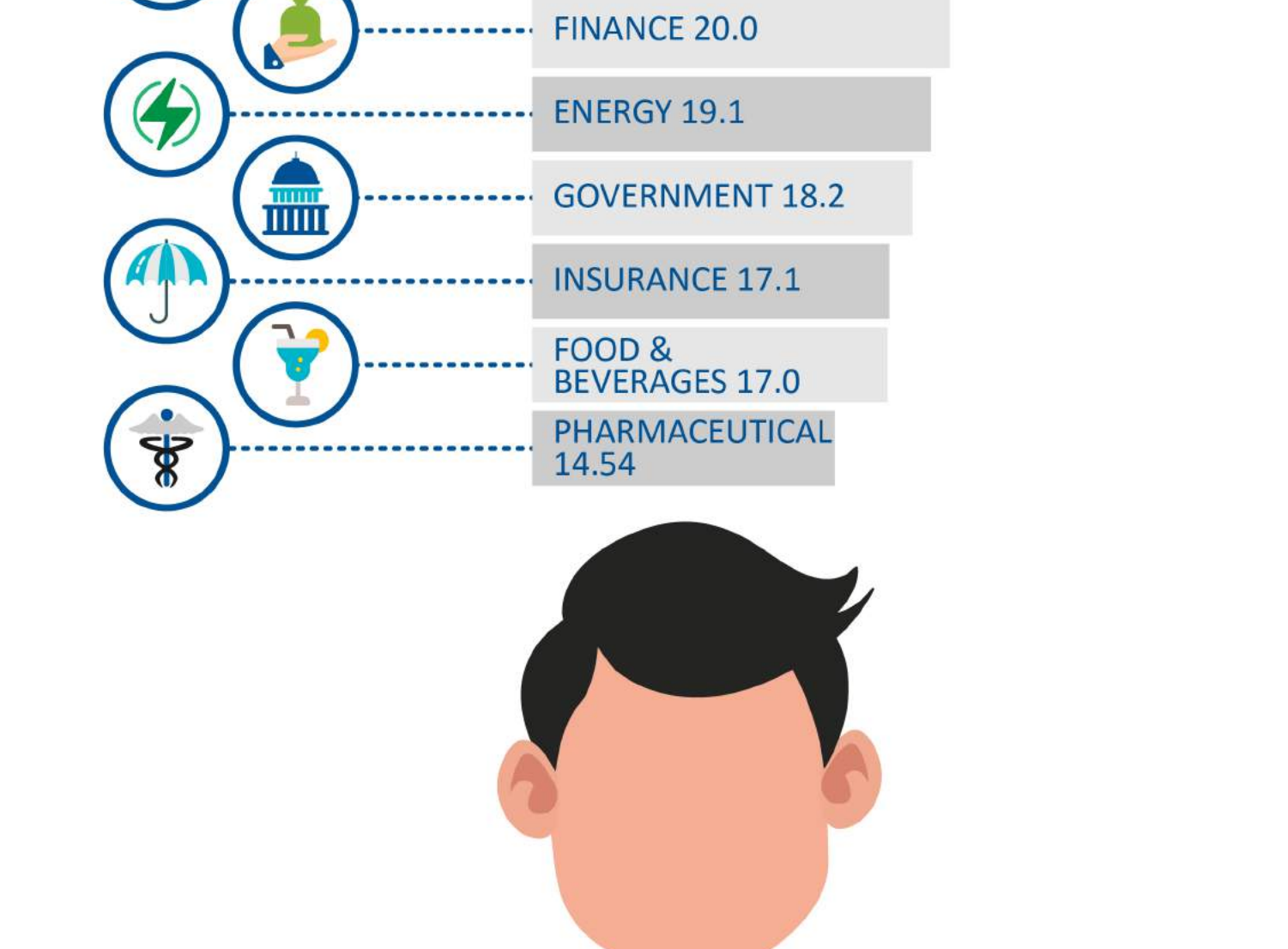
THE RESILIENCE RATIO

The diagnostic tool attributes a numerical value (between 1-5) to a person's assets and liabilities, which informs their overall level of resilience – what we call a 'resilience ratio'.



ADAPT TO INDUSTRY BEST PRACTICE

These are the industries with the most resilient people, ranked by Resilience Ratio.



These are the industries benefit the most from resilience interventions. It illustrates percentage of growth.



When we look at gains made in different industries, we find those with lower scores get the most impressive gains post interventions. Economists lament the low productivity in construction. Might it be that resilience could improve productivity? Our construction clients get a massive positive impact. Consider your industry and the likely impact of your investment.

INTEGRAL SOLUTIONS AMPLIFY ROI

LIABILITY MITIGATION



PRESENTEEISM

Presenteeism costs the US economy \$225 billion, the UK economy £15.1 billion and the Australian economy \$6.1 billion per year (PwC workplace report 2014, Inc 2016, Centre for Mental Health 2011). Resilient workplaces experience lower levels of presenteeism on the whole as employees are more engaged, more motivated, and communicate openly.



BULLYING

Bullying in the workplace costs the US economy \$300 billion, the Australian economy \$36 billion and the New Zealand economy \$7 billion per year respectively (APA). Resilience in the workplace reduces bullying practices and culture.



SLEEP

Poor sleep compromises productivity at the cost of \$1,400 per person each year (Harvard, 2017).

Resilience training results : 25% improvement.



ACCIDENTS

Workplace accidents cost \$2.99 trillion (3.94% of GDP) and kill 2.4 million workers per year (Safety & Health, 2017). Resilience interventions aim to increase safety by improving focus, alertness and attentiveness in the workplace.



ANXIETY

Anxiety affects 18% of adults (ADDA, 2017).

Resilience training results : 32% reduction.



OVERLOAD

Where overload reduces productivity in the workplace by 50% (Bank of England, 2017), resilience delivers a 29% improvement, and shortens the time it takes to enter a state of flow after a break.

Resilience training results : 26% reduction



HOSTILITY

Where anger and failure of empathy sits behind most conflict and suffering in our world (J Attali, 2018).

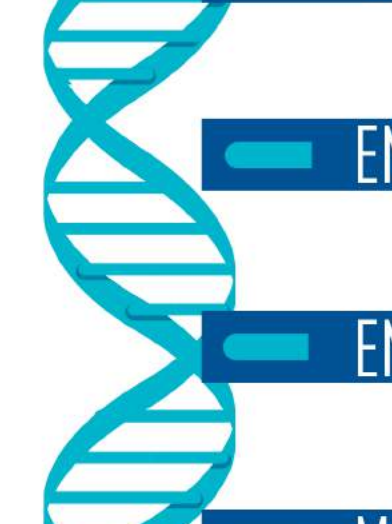
Resilience training results : 26% reduction

Social withdrawal: Our results: 30% reduction.



ABSENTEEISM

Absenteeism costs the US economy \$1,600 per person, the UK economy £8.4 billion and Australian economy \$4.7 billion per year respectively (PwC workplace report 2014, Inc. 2016, Centre for Mental Health 2011). Resilient workplaces experience lower levels of absenteeism on the whole, therefore helping to reduce this cost.



MENTAL DISTRESS

For each \$1 invested, there is a \$4 return on investment. Resilience training has 13 times the effect of medication such as anti-depressants (WHO, 2016).

Resilience training results : 30% reduction

ASSET GAINS

Flow:

People achieve 5 times more productivity when operating in a state of flow (McKinsey, 2013)

Our Results: 33% Improvement.

Emotional Intelligence:

Adds \$21,600 of value per executive. (IHHP, 2017).

Our Results: 25% Improvement.

Fitness:

The National Institute of Health projects that a fit workforce would save the economy US \$51.5 billion and increase productivity gains by US \$69 billion.

Our Results: 28% Improvement.

Focus:

20% increase in focus could increase productivity by 10% in the workplace (Davidson, Goleman, 2017).

Our Results: 21% Improvement.

Well-being:

The ROI of well-being in the workplace is \$3 for every \$1 spent (Forbes, 2018).

Our Results: 47% Improvement.

Relaxation:

The ROI of relaxation in the workplace is equivalent to one third of an executive salary.

Our Results: 26% Improvement.



THE RESILIENCE DIAGNOSTIC AND DEVELOPMENT FRAMEWORK

SUMMARY

Life in the modern workplace is fast paced, demanding and overwhelming. Leaders are confused as to where to start to enable strategic agility. Each problem requires ownership, planning, communication and monitoring of a different solution.

Where single focus initiatives fail to achieve results, our resilience development model measurable via our Resilience Diagnostic brings all of these disparate initiatives into one solution for a multi-factor, integral approach.

Resilience provides a framework for navigating a demanding world. By developing skills across a range of disciplines, employees can construct personal blueprints for safety, wellbeing and success. This integral approach creates a powerful web of competencies that protect an organisation and its people from distress and drives flow and the benefits that follow. The result is sustainable, successful organisations that are grounded in resilient, productive, mentally healthy people.