CAREER RESILIENCE = Your ability to adapt to change and adversity throughout your career.

There are FOUR habits that you can develop to increase your resilience. Together, they are a powerful force.

CLARIFY = Being clear about yourself and what’s happening in the world around you.

CONNECT = Actively connecting to a diverse group of people and building relationships that allow you to grow and thrive.

CREATE = Creating structures and projects that empower you and allow you to build on your strengths and gifts.

COPE = Developing and practicing your skills in mindfulness, communication, empathy and self-support.

Set and act on goals daily in each area.

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Activities that Build Resilience

CLARIFY

• Each morning, before you start work, ask yourself what you want MORE of today. Plan your day to include these things.

• Know your signature strengths. Each day, try to find at least one activity or task you can do that plays to those strengths.

• On a weekly or monthly basis, schedule coffee with someone outside of your industry or occupation. Ask them about the trends in their work, what they are seeing. Consider how these might impact your work or provide you with new opportunities.

• Keep a One-Sentence Journal. At the end of the day, write one sentence about something you learned, a question that’s on your mind, or some small win you had during the day. Periodically review your entries to look for trends or patterns.

• Once a quarter, assess your situation. What is working? What isn’t working? What changes can you make?

CONNECT

• Analyze your network. Do you have people who can serve as mentors and peer supports? If not, reach out to find people who can play these roles.

• Diversify your network. Find ways to connect to people outside of your industry or occupation. Talk with them about their work and think about how it might intersect with yours.

• Each morning, send an email to someone in your network, recognizing them for something they’ve done that helped you or inspires you.

• Pay attention to the people who energize and inspire you. How can you deepen your relationship with these people? How can you add more of them to your life?

• Each day, plan to pay it forward to someone in your network. What connection could you make for them? What information could you share?
CREATE

• **Make a 3-month plan for yourself.** What do you want to learn and how do you want to grow? Who do you want to meet? What conversations do you want to have? What goals do you want to achieve? How will you accomplish this?

• **Look at how you spend the first hour of your day.** How can you arrange things so that you start with activities that energize you and set you up for success?

• **Create career experiments.** Find ways to try out new strategies or skills. Assess what you’re learning about yourself and your situation.

• **Take a risk.** Each day, find one thing you can do that feels “risky,” but that could pay great dividends. Then do it.

• **Each day, find one step you can take that brings you closer to a goal or dream.** Do it.

• **Learn from a mistake.** At the end of the day, consider some area where you feel like you could have done better. What will you try next time? Write it down and then try it. Learn again.

• **Do a weekly visioning session.** What do you want to create for yourself this week? How will you make that happen?

COPE

• **Create a list of things that nurture you and help you thrive.** Each day, do something from this list.

• **Do energy check-ins.** Regularly schedule check-ins with yourself throughout the day to see how you’re feeling. Look at what you’ve been doing and how you’re feeling. What can you learn from this?

• **Focus on small wins.** At the end of the day, record at least one area where you feel like you made progress. Regularly review your small wins to see how they create forward momentum.

• **Examine your thought patterns.** Look at areas where you’re experiencing persistent “pain” or resistance. How are you thinking of these experiences? How could you re-frame your thinking to move in a more positive direction?

• **Write a daily appreciation list.** Identify at least 3 things you appreciate or are grateful for. Then take 30 seconds to really focus on each item and feel your appreciation.