



RESILIENCE

Resilience: Definition

- **RESILIENCE**
- **1**The capacity to recover quickly from difficulties; toughness.
- *'the often-remarkable resilience of so many British institutions'*
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- **2**The ability of a substance or object to spring back into shape; elasticity.
- *'nylon is excellent in wear ability, abrasion resistance and resilience'*

Resilience: Francis Bacon

- *The word 'resilience' began life as a scientific term, taken from the Latin verb salire 'to jump'*
- *First used by Francis Bacon in the 17th century (not to be confused with the artist Francis Bacon) who was the guiding spirit in the creation of the Royal Society*
- *Resilience - a scientific term – invented by a science lover in Jacobean Britain - reinvented in the 21st century*

Why 'resilience' matters?

- **Coping mechanism to deal with rapid change**
- **Technology/ innovation**
- **Pace, capacity and scale of discovery = organisational and individual impact**
- **Global nature of change**
- **Resilience helps you and your organization cope with change in a world of unprecedented flux**

Global employment picture

- the most in-demand occupations or specialties did not exist 10 or even 5 years ago, and the pace of change is set to accelerate
- 65% of kids starting primary school today will work in completely new types of jobs that don't exist yet
- upcoming disruptions to the employment landscape are going to be a lot more complex and multi-faceted
- more than a third of the desired future skill sets will not even be currently considered
- **nearly 50% of subject knowledge acquired during the first year of a four-year technical degree is outdated by graduation**

How can you
build personal
'resilience'?

- **Diane Coutu** - three key areas which when brought together can help build the skill of resilience
- **Facing down reality**
- **The search for meaning**
- **Bricolage**

Anti- elite/Populist attacks

- Reality - rise of political populism both on left and right = new normal
- Meaning – importance of your research/work to society
- Bricolage - not meeting negativity with negativity but illustrating relevance and impact
- Inclusivity of research
- Outcome - evidencing the good it brings to society and reaching a global audience
- Optimistic realism, meaning combined with the ability to bounce back under change – can help you in the global employment landscape of today

Resilience - conclusion

- Uncertainty and change will require greater individual and organizational resilience than ever seen before
- The skill of resilience can be acquired
- Resilience = an essential skill for the 21st century global workplace

Last word –
Francis Bacon

- *If a man will begin with certainties, he shall end in doubts; but if he will be content to begin with doubts he shall end in certainties*