RESILIENCE
Resilience: Definition

- **RESILIENCE**
  - 1. The capacity to recover quickly from difficulties; toughness.
  - ‘the often-remarkable resilience of so many British institutions’
  - 2. The ability of a substance or object to spring back into shape; elasticity.
  - ‘nylon is excellent in wear ability, abrasion resistance and resilience’
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
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nearly 50% of subject knowledge acquired during the first year of a four-year technical degree is outdated by graduation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
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

Last word – Francis Bacon