

## Resilience And Change

Change is often neither easy nor straightforward. Resilience helps you pick yourself up when things go wrong and start again where you left off.

Carole Pemberton (2015) suggests considering the 4Ss when building resilience, yet that are equally valid for making changes:

- What **Skills** do you possess?
- What **Supports** are available (including family, friends, colleagues)?
- What **Strategies** can you adopt?
- What **Sagacity (wisdom and insight)** could be helpful?

Use the following questions to identify the psychological capital you have available to support you along your change journey.

**Think of a previous successful change, similar to the one you are considering:**

What was that change?

Complete the following template for that change (modified from Pemberton, 2015):

What <b>skills</b> did you draw on?	What <b>supports</b> kept you upright?
What <b>strategies</b> kept you moving?	What <b>sagacity (wisdom and insight)</b> gave you comfort?

Now, having reflected on the above, consider the change you would like to make:

What change would you like to make?

Complete the following template for the change you are considering:

<p>What <b>skills</b> can you draw on?</p>	<p>What <b>supports</b> can keep you upright?</p>
<p>What <b>strategies</b> can keep you moving?</p>	<p>What <b>sagacity (wisdom and insight)</b> can give you comfort?</p>

Learn from previous successful transformations and gain confidence in your abilities to make future changes.

## References

- Pemberton, C. (2015). *Resilience: A practical guide for coaches*. Maidenhead: Open University Press.

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