

Employee fact sheet:

Building Resilience



Most of us experience periods of stress, pressure, uncertainty or change. Work demands, personal responsibilities, health concerns, financial pressures and life events can all affect how well you cope.

Resilience is the ability to adapt and recover during difficult times. It does not mean coping perfectly, staying positive all the time or managing everything on your own.

Like physical fitness, resilience can strengthen and change over time. Small actions, healthy habits and supportive relationships can all help you navigate challenges more effectively.

What resilience feels stretched

When pressure builds over time, you may notice changes in how you think, feel and function.

You may notice changes in

What this can feel like

Mood

Feeling overwhelmed, anxious, irritable, frustrated or emotionally drained.

Connection

Withdrawing from others or feeling less interested in activities you would normally enjoy.

Energy

Feeling tired, mentally overloaded or unable to switch off.

Thinking

Difficulty concentrating, making decisions, remembering things or solving problems

Daily Life

Finding it harder to manage work, home responsibilities or everyday pressures

Tips for Building Resilience

1. Focus on what you can control

When things feel uncertain, focus on the small actions and decisions that are within your influence.

2. Take one step at a time

Break large challenges into smaller, more manageable tasks and focus on the next practical step.

3. Prioritise recovery

Sleep, regular meals, physical activity removed all help support resilience.

4. Stay connected

Talk with trusted friends, family members, colleagues or others who can provide support and perspective.

5. Prioritise recovery

Make time for sleep, physical activity, healthy meals and activities that help restore your energy.

6. Ask for help

Speak with your manager, HR, your EAP or your GP if your circumstances feel difficult to manage.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if stress, pressure or uncertainty is affecting your wellbeing, work or daily life.

Through your EAP with PeopleSense, you can speak confidentially with a qualified psychologist for support, practical strategies and guidance to help you manage challenges, strengthen coping skills and build resilience over time.



Reaching out early makes a real difference.
Contact **PeopleSense** to book a confidential
appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately. Call 000, Lifeline on 13 11 14.

peoplesense.altius.au
reception@peoplesense.com.au

AU: 1300 307 912
NZ: 0800 425 526