

# Four pillars of resilience

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People who are actively resilient need strong self-esteem, self-efficacy, motivation and mental control. These are the pillars of active resilience, called, simply, resilience - in this programme.



Everything about this programme is geared towards leaders and managers strengthening these four pillars in their team members.

**Self-esteem** is about how we see ourselves – our perceived self-worth. Do we see ourselves as worthy people, with confidence to engage with our worlds and explore other worlds around us? How do others respond to us? Is it positive?

We are very protective of our self-esteem. It has a direct connection to how confident we are, but, also, is central to our identity of ourselves. It plays a heavy role when deciding to address anything that is perceived as a potential threat or challenge. We decide whether or not to raise our head above the parapet when having to decide what to do in these types of situations. If we believe our self-esteem will be attacked, we will withdraw and cope with the situation rather than try to overcome it.

Our **self-efficacy** is, also, directly connected to our confidence. This is about self-belief that we can tackle anything (within our self defined boundaries). If we have a high self-regard for our self-efficacy, we will explore the world around us, and open ourselves to experiences. We will test the boundaries of our self-efficacy if we, also, have high self-esteem, and feel neither will be diminished or threatened.

**Motivation** is the marriage between us being open to being enticed by something, and something enticing us. If we feel our self-esteem and self-efficacy are high, our range of openness to enticement is broader, making us open to responding positively to a wider range of enticements. The limit on the enticements comes from the boundaries of our efficacy, which is why I (dm) am not an accountant despite the huge amount of income such an opportunity would generate! Nor would I climb a mountain, having tried it and discovering vertigo! My self-efficacy boundaries have been drawn to exclude these enticements. But I was motivated to try both because my self-esteem and self-efficacy are high and didn't feel threatened by either enticement at the time of trying them out.

The final pillar is **mental control**. This is about clarity of mind. Not being clouded by thinking of potential or actual threats most of the time, but being able, freely and willingly, to focus attention on those aspects and events in life we want to focus on.

We need mental control to be able to respond to potential adverse events, those that might threaten our survival (success and happiness).