



BSS Psychology

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building resilience

There is increasing concern about mental health issues, particularly the alarming increase in the rates of anxiety and depression in recent years. As a result, many organisations are putting a lot of effort into developing “mentally healthy” workplaces with programs to address issues such as diversity, work stress, bullying and harassment. These are important as an organisation has a duty of care to protect the psychological safety as well as the physical safety of its employees.

However, when we think about ourselves and those we love (especially our children), we need to consider not just protecting but also strengthening them. How do we help them develop the attitudes and skills required not only to cope with adversity but persevere, adapt and thrive even when life is difficult?

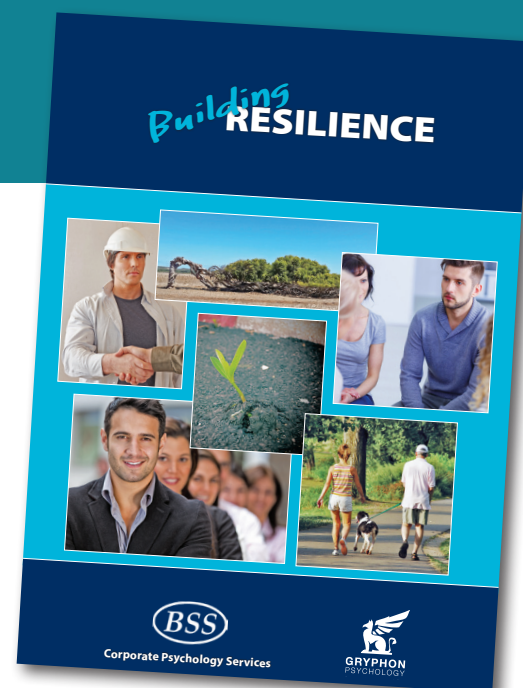
The answer is to develop their psychological resilience.

Resilience is more than just managing stress. It is a set of characteristics and skills that includes:

- an optimistic and realistic outlook on life;
- the capacity to manage your emotions and stay calm under pressure;
- the ability to challenge your own assumptions and beliefs;
- the capacity to see others' point of view; and
- the ability to accurately assess the cause of problems and find effective solutions.

This program can be run in two formats:

- a 1.5 to 2 hour interactive presentation for larger groups to increase awareness
- a 4 hour training program for smaller groups that includes the development and application of more advanced skills such as conflict management and negotiation



This program will provide participants with the knowledge and strategies to develop resilience in themselves and others. This includes information on:

- the key building blocks of mental health;
- practical strategies to manage and control emotions under pressure;
- developing an internal “locus of control” to frame problems in a constructive manner; and
- key skills such as effective listening, conflict management and negotiation.

For further information contact either BSS or Gryphon on the above numbers