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## Resiliency: a toolkit for ~~surviving~~ THRIVING!

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appentra  
make code parallel

# What is resilience?

## Coping & Adapting

- Coping: our resources balance out, or are greater than, the stresses and challenges we face.
- Adapting: the ability to adapting the changing world around us.

## Aims of this session

- Develop your resilience and support others
  - Identify what drains your resilience.
- Practical advice to maintain your wellbeing.
- THIS IS NOT an expert session in advice on mental health.

# Why Resilience is important

- Mental-health issues affect one in four of us during our lives.
- Modern working life is placing an increasing demand on our ability to be 'resilient'





# What drains my resiliency?

I'm worried I won't get a good job after my degree

I don't have any help

I'm not sleeping

I make lots of mistakes

I'm expected to do too much, all at once

I can't keep up with my workload

I feel tired all the time

I'm always been criticised

I'm poorly managed

My contract runs out soon and I don't have another

I don't know what I'm going to do after my degree

There's no clarity about what I should be doing

There's no one I can talk to about how I feel

I'm not good enough at programming to do well in HPC

I'm worried I won't get a good job after my degree

All I ever do is work or study

I don't know how to solve the problems in my research

I haven't done what I thought I could achieve in this time

Competition for funding means my proposal keep getting rejected

I don't know how well I'm doing and never get any useful feedback

# How do I improve my wellbeing: strategies

- **Move towards your goals**
  - Have motivating goals:
    - Don't forget the long-term
    - What is the end point of what you are currently doing?
  - Have realistic goals:
    - Don't take on more than is realistic
    - Learn to say no! Try pausing!
    - Keep track of current projects and responsibilities
  - Accept that change is part of living
    - Adverse situations may mean your goals are unattainable, focus on what can be changed.
- **Ask for help**
  - Don't be afraid to ask!
- **Take decisive actions**
  - Act on adverse situations as much as you can.
  - Accept that many things won't just go away!

# How do I improve my wellbeing: strategies

- **Build a community and make connections**
  - Reduce your isolation
  - Work collaboratively
  - Virtual networks (including WHPC!)
- **Awareness of imposter syndrome**
  - Feeling like you've only got to your current position through luck
  - Try to think objectively about the likelihood that your situation is luck/pure change/mistakes by others!
  - Talk to someone about why you were suited to the opportunity
- **Take proper breaks**
  - Walk away from your work to build your productivity
  - Set alarm if necessary to take regular breaks.
  - Switch off technology!
  - Take your holidays!
  - Avoid taking work home – go home, refresh and come back with a clear head

# How do I improve my wellbeing: strategies

- **Find perspective**
  - Be objective about your situation.
  - Put feelings into context
  - Avoid comparing yourself unfavourably to others
  - Remind yourself of successes
  - Write down your concerns and look at them 1 week later.
- **Work to your strengths**
  - Be realistic; set sensible deadlines; figure out when you are most productive
- **Develop coping strategies**
  - Figure out your triggers to prepare your reaction
  - E.g. checklist for dealing with rejection of job/funding/paper; plan a trip/reward at the end of a difficult project.



# How do I improve my wellbeing: strategies

- Focus on what you can do
  - Avoid focusing on things out of your control.
  - Review the situation: what can you change about your approach?
  - Skill development: can you be taught the skill you need (e.g. review grants/papers to understand why yours are being rejected)?
- Look at failure differently
  - You don't have to come up with the perfect solution everytime!
  - Accept that failure is part of working life
  - Factor in plans for failure: build a habit of being ready with an alternative plan
  - Reflect and ask for feedback

# How do I improve my wellbeing?



# What can I do if other people undermine my resilience?

- **Unintentional behaviours**
  - Different approaches to communication and work
  - Explain the problem
    - Gather some examples (what happens and the effect on you)
    - Approach them or ask a mediator to help
    - Be open to feedback
- **Poor behaviour**
  - Have the confidence to act.
  - Explain the problem and give them a chance to respond
  - Employee support:
    - Don't suffer in silence
    - Many employers will take complaints seriously: they may not take your view immediately (such an accusation is serious and action must be justified), but procedures should be in place



# Questions?

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# Thank you

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