



Workplace Safety

Workplace safety isn't all about falling pallets, collapsing mines, and heavy machinery. Psychological injury, including stress arising from work, accounts for one in ten of all workplace injuries. Unlike many injuries which are industry specific, psychological injury can occur in any workplace, at any time.

Resilience is a key factor in helping someone to deal with workplace stressors. Resilience is best understood as the ability to "bounce back" from difficult circumstances. While some people may be more resilient than others for a variety of reasons, resilience isn't some innate personality trait – everyone can learn to become more resilient.

People become more resilient in many ways. One of the most important factors in building resilience is to develop good and reliable support networks. People who are more resilient realise that they don't

necessarily have all the resources they need to face a situation, but are quick to seek out these resources when they are struggling. In many ways, highly resilient people realise their own limits, but expand these by drawing on the strengths and resources of those around them.

Very few difficult situations are permanent. A difficult situation may take a long time to work through, but there are almost always ways in which the situation can be improved given time. Resilience is a way of seeing difficult situations as temporary and being able to see past the situation to understand how things may become a little better.

If you find that workplace stresses are getting on top of you, you might find it useful to speak with one of Converge International's experienced consultants. Call 1300 687 327 to arrange an appointment.