



BUILDING RESILIENCE TODAY FOR TOMORROW'S TRANSITIONS: FROM THEORY TO PRACTICE

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AGENDA

- Resilience (Personal & Career)
- Resilience in Times of Transition - Schlossberg
- Your 4-S Scan – Transition Theory
- Building Habits of Mind to Ignite, Empower, & Thrive in Your Career Journey – Krumboltz
- Imagine More...
- Questions, Thoughts, Ideas



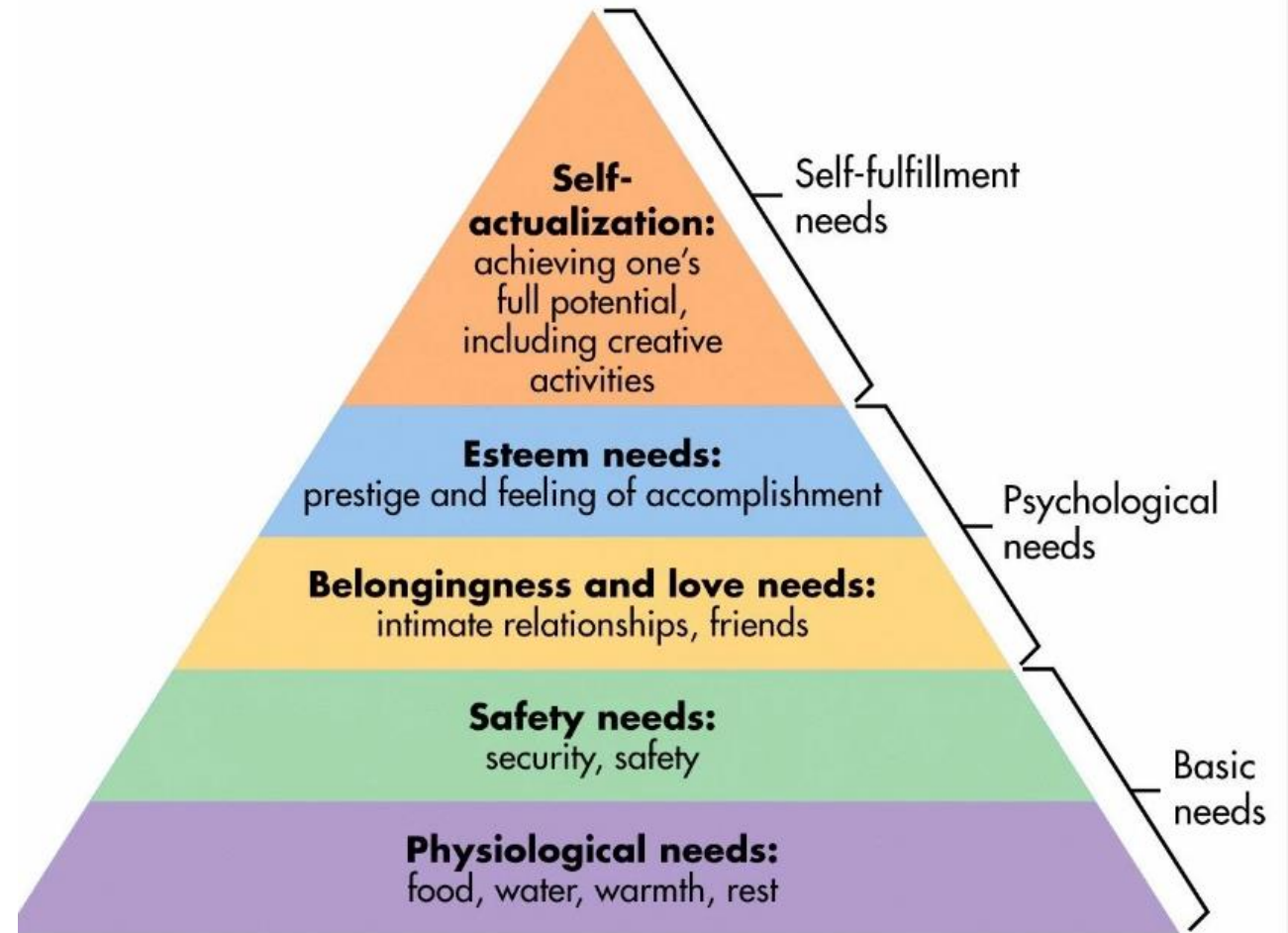
PERSONAL RESILIENCE

- Ability to successfully adapt to change and uncertainty.
- Ability to cope effectively with stress and adversity.
- A person's general outlook and self-concept affects their ability to be resilient.
- Personal resilience skills can be learned and developed over time.

CAREER RESILIENCE

- Ability to successfully adjust to career change, whether planned or unplanned.
- Ability to effectively navigate and manage one's lifelong career journey.
- Essential competency in today's ever changing global economy.
- Career resilience skills can be learned.

MASLOW'S HIERARCHY OF NEEDS



(Mcleod, 2023)

TRANSITION THEORY

- Transition is an event
- Transition is a non-event
- Transition is unique to each person
- Success in life is closely related to how well we cope with change and transition

(Schlossberg, 1989)

TRANSITION THEORY

THE FOCUS

- Points in time when change is occurring (rather than total life span)
- Factors that determine how well one copes with transition (rather than on outcomes)
- Situational analysis

(Slossberg, 1989)

SCHLOSSBERG'S 4-S MODEL FOUNDATION FOR RESILIENCY

Situation

Self

Supports

Strategies

(Schlossberg,
1989)

4-S MODEL - SITUATION

- How severe?
- Timing?
- Locus of control?
- How permanent?
- What else is happening?

(Slossberg, 1989)

4-S MODEL - SELF

- Outlook on life?
- Client's center of control (inner or outer directed)?
- Client skills – manage stress, assertive, decision-making?
- History of adaptability?

(Slossberg, 1989)

4-S MODEL - SUPPORTS

- Friends, family who will help?
- Finances, material resources?
- Agencies and service providers?

(Slossberg, 1989)

4-S MODEL - STRATEGIES

- Make lemonade (positive focus)
- Client resources to develop
- Reach out, refer, support services
- Alternatives - move through transition
- Decision
- Take action – steps, when

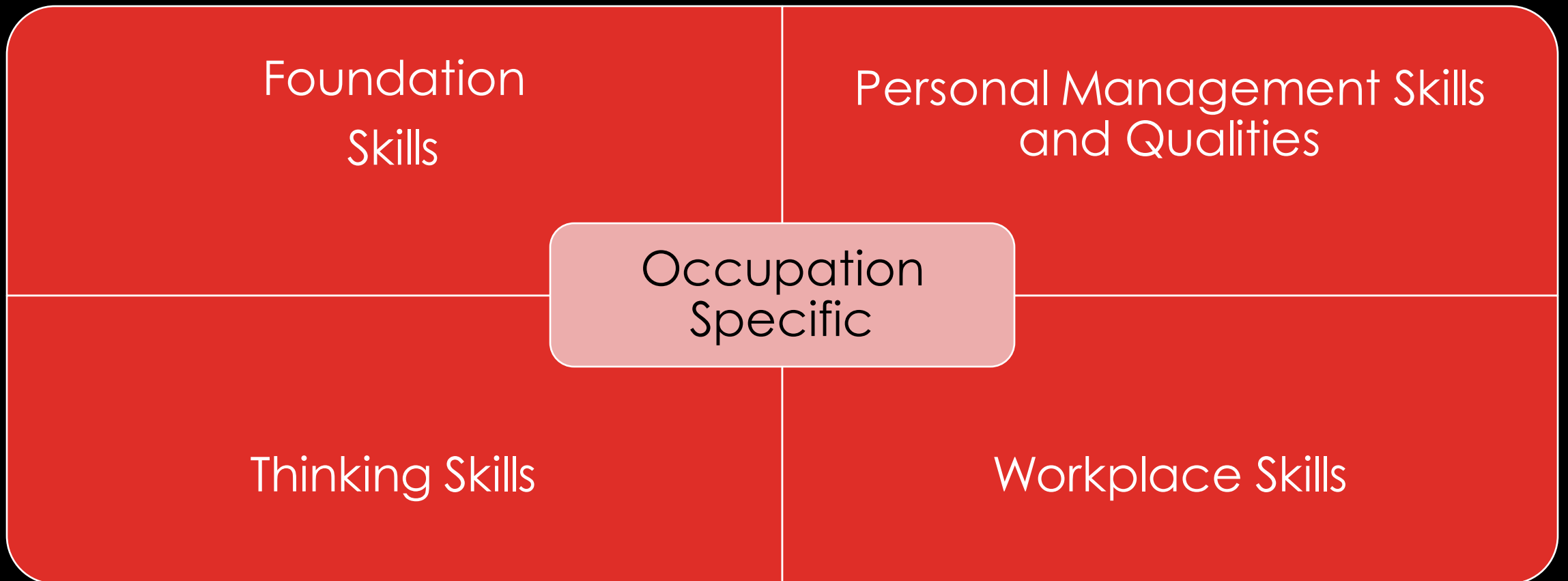
(Slossberg, 1989)

HAPPENSTANCE THEORY

- “Chance” events can have a positive or negative influence on us.
- Be open to exploration and unexpected opportunities.
- No matter how much planning we do, things happen.
- The best laid plans often are not.
- Know how to adapt your transferable skills to new opportunities.
- Keep an open mind!



TRANSFERABLE SKILLS



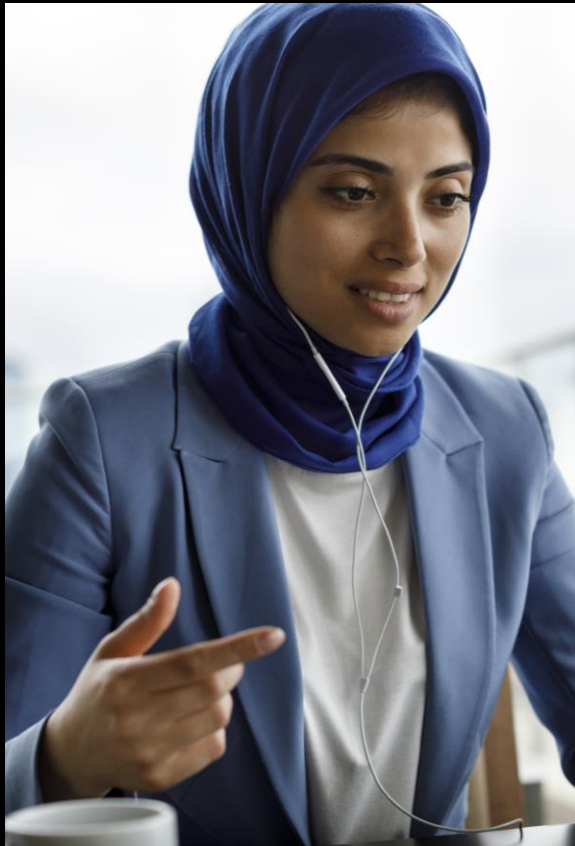


HAPPENSTANCE - HABITS OF MIND

Curiosity
Flexibility, Adaptability

Persistence
Optimism

HAPPENSTANCE TYPES OF LEARNING



Instrumental

Associative

THEORY TO PRACTICE: PERSONAL RESILIENCE

- Cultivate a growth mindset
- Practice self-care
- Build a support network
- Develop problem-solving skills
- Embrace change
- Take action



THEORY TO PRACTICE: CAREER RESILIENCE

- **Embrace lifelong learning**
- **Know your transferable skills**
- **Cultivate a robust professional network**
- **Develop a growth mindset**
- **Be adaptable, flexible**
- **Be open to happenstance**



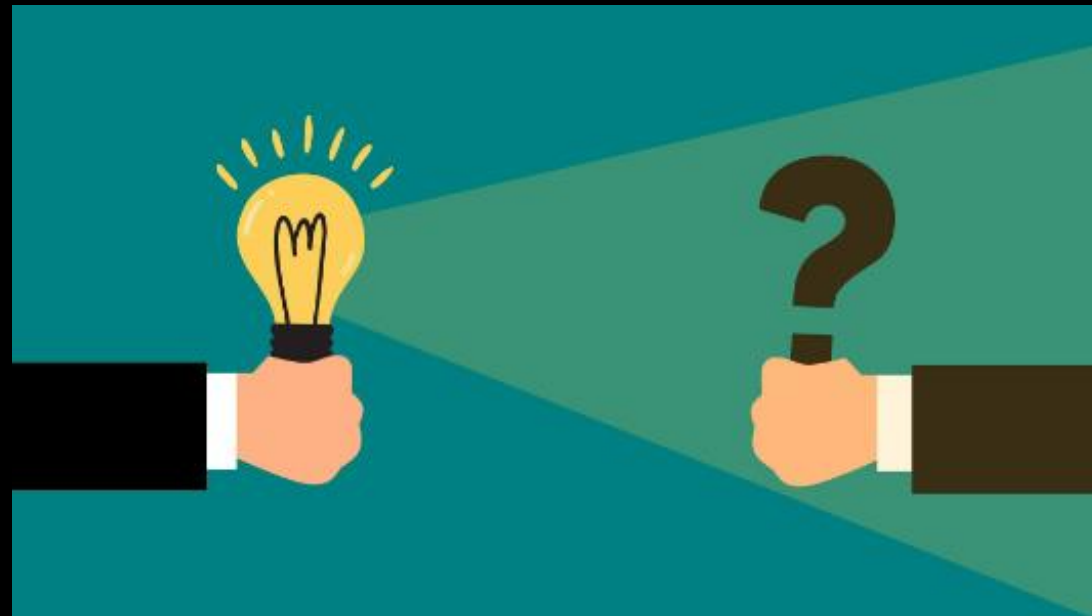
IMAGINE MORE...

- What is one thing you will do for yourself to build your personal or career resilience?
- By when will you do it?



Photo by Alex Shute on Unsplash

THOUGHTS? IDEAS? QUESTIONS?



RESOURCES

1. Option B: Facing Adversity, Building Resilience, and Finding Joy by Sheryl Sandberg and Adam Grant
2. The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles by Karen Reivich and Andrew Shatte
3. Resilience: The Science of Mastering Life's Greatest Challenges by Steven M. Southwick and Dennis S. Charney
4. Resilient: How to Grow an Unshakable Core of Calm, Strength, and Happiness by Rick Hanson
5. The Power of Resilience: Achieving Balance, Confidence, and Personal Strength in Your Life by Robert Brooks and Sam Goldstein
6. Luck is no Accident by John D. Krumboltz Ph.D. and Al S. Levin Ed.D

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