

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Building Personal Resilience at Work

Evidence-Based Tools for Bouncing Back From Adversity

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme demystifies resilience, presenting it not as an innate trait but a skill that can be cultivated through targeted strategies. Participants will learn practical approaches to navigate challenges effectively, fostering greater adaptability and well-being in their professional lives.

Learning Objectives

- ✓ Understand the core components of resilience and dispel common myths, enabling a clearer focus on actionable development.
- ✓ Identify and strengthen the five key pillars of personal resilience – connection, wellness, healthy thinking, meaning, and agency – for a robust foundation.
- ✓ Develop cognitive flexibility to reframe challenging situations and adopt more adaptive thinking patterns under pressure.
- ✓ Explore the concept of post-traumatic growth and learn how to leverage difficult experiences for personal and professional development.
- ✓ Create a personalised resilience action plan to integrate learned strategies into daily work and life.
- ✓ Enhance overall workplace well-being and productivity by building a more resilient workforce capable of thriving amidst change.

WHO SHOULD ATTEND

This programme is designed for all employees, particularly those working in high-pressure environments or experiencing significant organizational change, to equip them with essential coping and thriving skills.

Programme Content

1. What Resilience Actually Is: Debunking Myths

Resilience is often misunderstood as an inherent personality trait, leading many to believe it cannot be developed. This section clarifies that resilience is, in fact, a dynamic process and a set of learnable skills. We will explore common misconceptions, such as equating resilience with never experiencing distress, and highlight how a misunderstanding can hinder personal growth. By understanding what resilience truly entails, participants can approach its development with a more effective and empowering mindset.

 **Activity: Group discussion on common resilience myths.**

2. The Five Pillars of Personal Resilience

This module introduces the foundational elements that contribute to robust personal resilience: connection, wellness, healthy thinking, meaning, and agency. We will delve into each pillar, examining how strong social support networks (connection), physical and mental self-care (wellness), optimistic yet realistic perspectives (healthy thinking), a sense of purpose (meaning), and a belief in one's ability to influence outcomes (agency) work together. Understanding these interconnected pillars provides a comprehensive framework for strengthening one's capacity to bounce back from adversity.

 **Activity: Individual reflection on current strengths within each pillar.**

3. Cognitive Flexibility: Thinking Differently Under Pressure

Adversity often triggers rigid thinking patterns, making it difficult to find solutions. This section focuses on cultivating cognitive flexibility, the ability to shift perspectives and adapt one's thinking when faced with challenges. Participants will learn techniques to identify and challenge unhelpful thought loops, explore alternative interpretations of stressful events, and develop a more open and adaptable mindset. Enhanced cognitive flexibility is crucial for effective problem-solving and maintaining emotional equilibrium during demanding times.

 **Activity: Paired exercise on reframing a challenging scenario.**

4. Post-Traumatic Growth: Strengthening Through Adversity

While difficult experiences can be overwhelming, they also present opportunities for significant personal growth. This module explores the concept of post-traumatic growth, examining how individuals can emerge from adversity with a heightened sense of strength, new possibilities, and deeper appreciation for life. We will discuss the psychological processes involved and how to actively foster growth by reframing challenges as catalysts for learning and development, rather than solely as setbacks.

 **Activity: Sharing of anonymised growth experiences (optional).**

5. Building Your Personal Resilience Action Plan

Translating learning into action is key to sustained resilience. This session guides participants in developing a practical, personalised resilience action plan. We will identify specific strategies from the programme that resonate most with individual needs and circumstances, setting realistic goals for implementation. This plan will serve as a roadmap for integrating resilience-building practices into daily routines, ensuring continuous development and proactive management of future challenges.

 **Activity: Individual work on drafting a personal resilience plan.**

6. Sustaining Resilience in the Workplace

This final section focuses on embedding resilience into the everyday work environment. We will discuss strategies for maintaining well-being amidst demanding workloads, fostering supportive team dynamics, and proactively managing stress. Participants will learn how to apply their resilience skills to navigate workplace challenges, contribute to a positive organisational culture, and promote a sustainable approach to professional growth and performance.

 **Activity: Small group brainstorming on workplace resilience strategies.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme benefits to all employees.	HR/Manager	Week 1	Highlight how resilience skills support career growth and well-being.
Schedule and promote initial resilience workshops.	HR	Month 1	Ensure timely communication and easy registration process.
Encourage managers to discuss resilience plans with their teams.	Manager	Week 2	Managers should model resilience and support team members' plans.
Provide resources for continued learning on resilience techniques.	HR	Month 1	Curate articles, videos, and internal knowledge sharing platforms.
Integrate resilience into performance review discussions.	HR/Manager	Month 2	Focus on development and support rather than evaluation.
Assess programme effectiveness through feedback and follow-up surveys.	Leadership	Quarter 1	Use feedback to refine future resilience initiatives.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224