

Review Article

Stress and Resilience: Review and Future Directions

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A B S T R A C T

Resilience refers to the internal strength of an individual to recover from stress or trauma or difficult circumstances, which may be due to some adversities or accident. Stress denotes the response of the body towards difficulties, adversities, pressure or other challenges. Trauma is an extremely disturbing event or accident. Individual resilience refers to the ability of the person to withstand such difficult conditions and revive one's ability to remain positive and optimistic.

Keywords: Resilience, Adaptation, Hardiness, Coping, Subjective well-being, Engagement, Psychological Capital, Stress Management

Introduction

The Sustainable Development Goal (SDG3) on health and well-being aims to achieve good health and well-being for everyone. However, many people are undergoing stress and traumatic conditions. Natural disasters, accidents, deaths, untoward incidents affect many people every year. Many people undergo psychological distress due to these events. These events put the survivors in very difficult conditions and many times the survivors acquire mental disorders. These situations demand resilience on the part of individuals to be able to recover and revive. Organizational work pressure is also increasing due to increasing competition and turbulence. Organizational work pressure is also putting people to difficult circumstances and they experience extreme stress and burnouts. There is a need of resilience and internal strength among individuals so that they can overcome these challenges of life.

Similar Terms

There are many terms, which denote response to stressful situations. These terms are similar to the concept of resilience. These terms are hardiness, coping, engagement, adaptation, subjective well-being and psychological capital.

Hardiness

Hardiness refers to the ability to endure difficult circumstances and challenges of life. This is a very good quality for resilience. It positively contributes towards overall health and fitness. Hardiness enables a person to remain fit despite hardships and difficulties faced during every life. Hardiness contributes towards overall competence and strength in handling the hardships of life. Those persons, who have higher levels of hardiness, perceive threats and challenges less severe and treat them with positive approach. There are changes and challenges in everyone's life. Those persons who treat these with a positive approach and responds as an opportunity to achieve growth in life, become successful and create positive impact. These persons perceive that they have some control over their own life, and they believe that they have some commitments which they strive to follow. These persons possess the qualities of hardiness and these persons can experience less adverse impact of stress causing events. Hardiness has a strong positive correlation with physical and psychological health (Bergeman, 2001). Cognitive hardiness lowered down the level of anxiety and the possibilities of depression. Hardiness reduces somatic disorders, anxiety,

depression, and social isolation (Beasley, Thompson, & Davidson, 2003). There are many attitude measurement scales to measure hardiness and other psychological characteristics. These scales include Alienation Test, Scale to measure Locus of Control, Personality Research Form Scale, and California's Life Goal Evaluation Schedules. These scales were combined to develop Unabridged Hardiness Scale. There are also scales to measure neuroticism, resilience and other similar concepts. Dispositional Resilience Scale and Stress Assessment Inventory have good reliability and they can be used to measure resilience. The concept of hardiness revolves around three constructs - commitment, control, and challenge components.

Coping

Coping refers to the ability to adapt and change in response to stress. Coping is similar to the concept of resilience.

The Berkeley Stress and Coping Project

This project was conducted during 1970-80 to study coping behavior. This project identified two types of coping strategies 1. Problem focused coping 2. Emotion focused coping. This project concluded that problem focused coping focused on problem at hand and how to avoid those problems, but emotion focused coping focused on interpretation of the situation.

Three factor Model

As against two factor model discussed above, some scholars have proposed a three-factor model consisting of the strategies of cognitive coping, behavioral coping, and avoidance (Folkman & Moskowitz, 2004).

Coping strategies may have positive or negative impact on employee well-being, resilience and ability to remain effective. If a person takes a stressful situation with care and thinks about how to solve the problem, it is an effective coping strategy and may result in solving the problem at hand. However, if that person resorts to drugs or other material to avoid the stress, it is an ineffective coping strategy. A person may use one coping strategy and may be able to eliminate the problem. The use of one effective strategy may negate the need of any other strategy.

Engagement

It is the overall participation and involvement of a person. Engagement would prevent stress and trauma. It is an almost opposite concept to burnout. Although these two concepts appear to be opposite, but they are not two opposite ends of one continuum, but they represent two different concepts. Engagement refers to overall sense of satisfaction, it has following three characteristics:

Energy and Vigor: Enthusiasm and wiliness to do something relating to the job.

Dedication: Sense of commitment with the job and feeling of personal mastery for the job to be done.

Absorption: It is the overall participation of the employee in the workplace and overall feeling of attachment with the work.

Job engagement is part of positive psychology and it helps in individual resilience. Engagement can be influenced through positive organizational policies and practices. Introduction of an open and participative work culture also supports employee engagement. (Schaufeli & Salanova, 2007; Schaufeli & Bakker, 2004; Schaufeli, Salanova, González-Romá, & Bakker, 2002).

Subjective Wellbeing

This concept has two sub-concepts 1. Life satisfaction 2. Affective balance. Life satisfaction refers to overall sense of satisfaction and accomplishment from life. The criteria of assessment vary from person to person. A person may have very high life satisfaction, another person with similar stages in life may have low life satisfaction. Affective balance refers to the assessment of various positives and negatives that a person has got in life. If the positives are more than negatives, this is positive balance. Subjective well-being is the overall sense of satisfaction and a feeling that a person is having overall positive affective balance. Thus, this concept is about desirable aspects and qualities in one's life. Subjective well-being is a subjective concept, as it is based on an individual's understanding about the overall positive results in the life. This concept is similar in characteristics to eustress and it gives a fair sense of accomplishment.

Adaptation

Adaptation refers to the ability to change, learn, grow and modify in response to environmental clues. When there are adversities or some demands from environment, there is a need to adapt in order to be able to handle the demands. Resilience is a positive adaptation against the adversities of life (Waller, 2001). Resilience is the combination of some characteristics that enable a person to survive and thrive despite adverse circumstances. These characteristics enable the person to face the difficulties with a positive approach towards life. These characteristics include a positive belief system, problem solving skills, cognitive skills, and self-efficacy (Connor & Davidson, 2003; Coutu, 2002; Masten, 2000). Resilience can be developed through training and counselling (Luthans, 2002b). Children and younger employees can easily learn and practice resilience and this would help them in their success (Luthans & Youssef, 2007). The concept of resilience grew out of extensive research on "risk children". It was found in the research studies that some children were able to grow despite adversities,

while some others could not face those circumstances with positive approach. The qualities that enable the children to survive and grow were termed as resilience (Masten, 2000; Waller, 2001). In an important study, 698 children were tracked about their ability to survive difficult circumstances in Hawaii. The study was conducted to find why some children flourished, while others struggled (Reivich & Shatt , 2002). This study identified some protective factors that contributed towards development and growth of children. These factors were good disposition, responsiveness, positive social orientation, positive self-concept, communication skills, desire to excel, and internal locus of control. These characteristics were groomed from early childhood and they helped. Protective factors help a person in facing adversities. In some circumstances, protective factors help the person to learn out of adversities. Adversities sometimes develop and help the person in growth and development by developing the qualities of resilience and endurance (Luthans, Youssef, & Avolio, 2007).

Psychological Capital

The collective outcome of positive psychology, resilience and well-being is the concept of Psychological capital. The concept of psychological concept details the characteristics of a person, which are as below:

- Self-efficacy and confidence to undertake difficult tasks and face challenging circumstances.
- Positive optimism about future and confidence about that.
- Perseverance and consistency towards the goals.
- Resilience or the ability to recover and re-try in case of failures (Luthans et al. 2007).

Psychological capital is a concept, which considers the concepts of resilience, hope, confidence and self-efficacy. This concept consists of two aspects of a person's personality

- 'who you are' - i.e. the sum of technical skills, expertise, network of social support
- 'who you are becoming' - the process of transformation (Luthans & Youssef, 2007).

Characteristics of Resilient People

Resilient people display characteristics of adaptability, skills in problem solving, coping skills, and high level of self-esteem (Masten, 2000; Waller, 2001). Resilient individuals display effective coping strategies, a good understanding of reality, an appropriate belief system, and willingness and capability to improvise (Coutu, 2002). These individuals have self-awareness and self-control of feelings, they have good understanding of others and display positive outlook about future (Caverley, 2005; Coutu, 2002; Everall, Altrous, & Paulson, 2006). These individuals display values and ethics, which give them meaning, consistency and integrity (Luthans et al. 2007). These individuals act as per their

moral beliefs (Richardson, 2002). These individuals display high self-efficacy, high locus of control, and coping skills. Self efficacy is an individual's belief and self-confidence in doing some task. Self-efficacious individuals have following behavior patterns:

- Setting high and challenging goals
- Thriving on challenges of life and positive approach towards challenges
- highly self-motivated
- Investing time and resources to achieve the pre-defined goals

Constructive approach towards negative feedback and perseverance through difficult times (Elkin & Inkson, 2000; Luthans et al. 2007).

High resilience is also visible in terms of proactive behavior. Those individuals who have high resilience, have high self-confidence, high positivity and willingness to take initiative. Resilient individuals take on challenges and invest time and resources to accomplish the goals (Larson & Luthans, 2006). Though self-efficacious persons are often resilient individuals, however, conceptually these are different characteristics. There is slight difference between self-efficacy, which is proactive approach and may help even before stress. However, resilience is reactive step after stressful or uncertain situation. Thus, self-efficacious individuals avoid stress and uncertainty, but resilient individuals try to handle difficult situations by their ability and try to succeed despite stress and uncertainty (Coutu, 2002). Self-efficacy contributes to development of resilience in an individual (Luthans et al. 2006). The confidence of an individual helps that person to re-evaluate a failure positively as a learning experience. This helps that person to bounce back and display resilience. Thus, self-resilience contributes to the processes that develop resilience (Luthans et al. 2006). Resilient individuals display high locus of control. Locus of control is a characteristic that displays a belief system about who controls the outcomes of their efforts (Elkin & Inkson, 2000). Individuals either have confidence that they have control (internal locus of control) or they perceive these outcomes are at the control of external environment (external locus of control) (Elkin & Inkson, 2000). Individuals with high internal locus of control have high self-confidence and they believe that they are in control of their future and that they have the ability to influence their environment (Everall et al. 2006). They take responsibility for their actions and take initiatives to solve a problem and face challenges of life with positive approach. Those individuals who have external locus of control believe on external factors and do not have the drive to solve their problems because they lack the confidence that they can influence their circumstances (Elkin & Inkson, 2000).

Resilient individuals display very high coping skills. Coping

and resilience are similar concepts, but they have subtle difference. Resilience is a broader concept and includes coping strategies also. Coping has the narrow objective of maintaining status quo despite adversities, but resilience is the overall strategy to survive and bounce back through adaptation. Coping is the strategy to survive and avoid any damage due to pressure. Resilience is a strategy to adapt, learn, grow and develop. This is the strategy to recover and revive through personal adaptation, learning, self-motivation, and change. Resilience is an active strategy consisting of positive movement, while coping is a defense strategy. Coping retains the existing status and restores the person back to the situation which existed before the event. Resilience involves change and this change is the result of the positive adaptation that takes place after the incident.

The need of Resilience Rising Stress and Trauma

Rising level of stress is a major reason that we need high resilience among people. Stress is a response to environmental demands, which may be due to self-perception of inability to meet those demands in given resources and constraints. Stress may have negative impact in terms of psychological, physiological, behavioral or emotional changes on the individual. The extent of negative impact of stress depends on the scale of stress, which depends on the following factors:

- Coping ability of the person
- Support system
- Personality and behavioral characteristics of the person
- Duration of stress
- Intensity of stress
- Individual's perception of the event

Everyone faces some level of stress. Any event that may change a person or may affect a person's overall life adjustment is stress provoking. Following are some of the important reasons causing stress:

- Death of a close relative
- Retrenchment or dismissal or termination from a job
- Job change
- Location change
- Divorce
- Illness
- Illness of close relative
- Legal dispute
- Financial losses
- Any tragedy or accident

Stress can be from a positive event also, which is often termed as eustress. A positive event may change life and therefore there may be stress due to that event. Examples of such events are:

Marriage

- Promotion

- Birth of new child
- A new responsibility

Models of Stress Management

General Adaptation Syndrome

GAS was one of the pioneering models of stress. This model mentioned that stress is a physiological response of the body against stress. Human body has a few responses against threatening stimuli. These responses are a type of adaptive mechanisms of human body.

As per GAS, stress has three stages, which are as below:

- first phase Initial alarm stage, in which there is less resistance in the beginning and later there is increased resistance.
- The second stage of optimal resistance.
- The third stage of exhaustion beyond which if stress stays, the person may suffer fatal impact also.

The GAS model defines stressor as something that would generate a demand which would create stress.

The P-E Fit Model

This model is based on fit between person and environment. This model makes it clear that stress is not the outcome of an individual's creation or that of an organization's creation. Stress depends on interaction between individual and organization and this interaction is called Fit in this model. This model of stress measures two types of fits. These fits are called S-V Fit and D-A Fit. The S-V fit measures supplier - values fit. This fit stresses that there should be fit between needs and values of the employee and the organization's ability to meet them. The D-A Fit measures match between demands of the organization and the ability of the employee to meet those demands. Both the fits together generate stress, which may have positive impact or negative impact on the employee depending on the fits achieved. This model is useful in explaining stress and its reasons in modern organizations (Kreiner, 2006).

The Demand Control Support Model

This model clarifies that stress is outcome of interaction between job demands and individual control factors. If there is balance between these two factors, there will be positive stress giving positive outcomes. Job demands refers to organization's demands from a person in a given work environment. Individual control refers to range of freedom and decision-making leverage available to the individual to execute the given job. Interaction between these two factors produces stress. Stress is not dependent on individual, but on combined effect of work environment, ability of the individual and on their combined effects. If the overall demands are within the capabilities of the employees to meet through the given resources, this would result in overall positive impact for both organization and individual

and this would be a case of high demand and high control. However, if there is high demand, but low control, it may generate strain and stress. Later this model was modified to include social support. If a person is working in a high demand, low control and low social support, that person is likely to experience high degree of stress and there may be need of counselling of that person (Dollard et al. 2000 ; Sulsky & Smith, 2005). The modern active learning model is based on DSC model. Active learning model mentions that high level of job demands combined with high level of self-efficacy would create positive impact on organizations and individuals and therefore they are desires and they are termed as active jobs (Taris, Kompier, De Lange, Schaufeli, & Schreurs, 2003).

An individual's ability to learn and the overall self-efficacy of the individual are found to be contributor towards overall well-being and satisfaction of the individual (Dollard et al. 2000). DCS model found some relationship between job demands and cardiovascular disease.

The Transactional Model

This model is based on two processes: cognitive process and cognitive behavioral process of coping. This model takes individual differences into account. Individual differences can be in the form of coping skills, ability to learn and change, ability to give varied responses to different stimuli etc. This model includes appraisals and individual's ability to cope with the appraisals. This model has termed stress as a process between primary appraisal and secondary appraisal, situational factors, and individual differences (Jones & Bright, 2001). Primary and secondary appraisal play an important role along with situation and the overall ability of the individual. The model presents three types of situations:

- An irrelevant Situation
- A benign-positive Encounter which would be useful to the individual
- A stressful situation

In response to situation, the stress can also be of three types:

- Harm/loss involving injury
- Threat, where injury is anticipated
- Challenge, which has potential for gain, or for growth or for mastery

This model presents threat appraisals and challenge appraisals. Threat appraisal takes place when demands are higher and perceived ability and resources are inadequate to meet the demand, while challenge appraisal is when the individual is confident to meet the demands through the available resources and expertise (Skinner & Brewer, 2002). After primary appraisal, secondary appraisal takes place in which coping strategy is selected by the individual.

In case of threat appraisal, the person may use emotional coping strategy, which may create mal-adjustment and may reduce the overall adaptability of the individual. In the case of challenge appraisal, the individual may use problem focused coping, which directly addresses the problem and introduces the required changes in order to achieve the desired results (Terry & Jimmieson, 2003). There is a positive correlation between appraisal and coping. Positive outcomes are possible through positive strategies in challenge appraisal, while negative emotions and negative outcomes are possible in threat appraisal due to ineffective emotional coping strategies (Skinner and Brewer, 2002)

Trauma

When a stress is so extreme that it is beyond coping skills, this stress is equated to a trauma. Everyday stressors are not trauma, for example work pressure is not a trauma. However, life threatening events are called trauma. Examples of trauma are following:

- War
- Violence
- Rape or sexual assault
- Accident or injury
- Disaster
- Death of a close relative

Trauma may be perceived and handled differently. A person may be able to cope with trauma and remain healthy, while another person may not be able to endure it and may develop psycho-somatic disorders or abnormal behavior. A person may get fixated due to trauma (Solomon, 1993). Many people have been able to survive major trauma and they have proved that it is important to learn how to adapt and overcome adversities of life (Baruma, 1994).

The impact of trauma has been studied for over a century. Trauma results in altered sense of consciousness which affects behavior and health of the person. People develop irritability and anger after trauma. Trauma reduces a person's ability to cope with emotional, social, behavioral and psychological problems and challenges.

Initially stress was believed to be body's response to environmental pressures. Subsequently fight or flight became a major focus of study (Kemeny, 2003). It was realized that stress induced the changes in nervous system are a type of adaptive mechanism of the body to focus entire energy on given task (Kemeny, 2003). This body response is promotion of some elements while suppression of other elements (Kemeny, 2003). This promotion suppression can have negative impact on body if it continues for a long time (Kemeny, 2003).

Stress, well-being and resilience are major focus of study in positive psychology. Positive psychology aims to build an environment for well-being. It is not believed that stress is

an essential part of life. People should develop coping skills and resilience to be able to grow and develop and attain well-being (McGowan, Gardner, & Fletcher, 2006). The focus of positive psychology is now on stress management, which should enable a person to attain well-being (McGowan et al. 2006).

While earlier it was believed that stress is maladaptive, today is believed that a moderate degree of stress can become fruitful also and this stress can contribute towards development, accomplishment and growth of the person (McGowan et al. 2006; Nelson & Simmons, 2003). Eustress and distress are not opposite ends of a continuum, but they are distinct and different concepts.

Eustress: it takes place when a stressor is some good news or promotion or something good beyond expectation, therefore there is a positive psychological response against the stressor.

Individual Differences

The effect of stress on overall performance of the individual varies from individual to individual. Individual differences play very important role in stress management. One situation may provoke a person and evoke stress related response, while the same situation may be treated as a normal situation by another person. Even within same culture or same environment, we can find differences among people in terms of their vulnerability to stress.

Stress and Burnout

Workplace stress is a major issue today. It can have negative impact on employee performance including reduced productivity, depression, lack of concentration. Prolonged stress may result in burnout, which may damage an organization also along with huge loss to the employee. Prolonged stress may force an employee to quit the job. If stress is not properly managed, it may result in absenteeism, employee turnover, employee dissatisfaction and ultimately damage the overall performance of the organization. (Maslach, Schaufeli, & Leiter, 2001; Jones & Bright, 2001).

Burnout is a mental state, which reflect weariness, anguish and withdrawal. It is the outcome of prolonged interpersonal and emotional stress and therefore it is reflected in the form of following responses, which are as below:

Exhaustion: lack of energy to execute any work and lack of enthusiasm and willingness to do something.

Cynicism: an attitude of indifference and isolation.

Reduced Professional Efficacy: reduced self-efficacy and reduced sense of confidence, which results in reduced performance (Maslach et al. 2001; Schaufeli & Bakker, 2004).

Resilience and Work Performance

There is a positive relationship between resilience and

employee performance (Luthans, Avolio, Walumbwa, & Li, 2005). Every organization should therefore try to develop resilience among employees. Following initiatives can be taken up by organizations to foster resilience:

- In order to develop cohesive, supportive and collaborative work environment, the organization should encourage trustworthy, ethical and enabling work culture.
- Every organization should follow an asset focused strategy, whereby there should be investment on developing human assets through education, training and development.
- Every organization should strive to develop overall self-efficacy of employees through their cognitive development and by enabling them to develop their capabilities. If employees can grow, it will help in the growth of the organizations also (Luthans et al. 2006).

There is a positive correlation between individual resilience and organizational profitability. Higher resilience contributes to overall adaptivity and success of the organization. Resilience helps in development of employee commitment and satisfaction (Luthans et al. 2007).

The importance of resilience is increasing. There is continued increase in overall work-pressure and competition. Workplace challenges are increasing. Employees need to learn and adapt. Employees must develop their resilience in order to survive in today's competitive environment. Organizations need to understand how resilience contributes to their development and they must also invest in building resilience among the employees, so that the employees are able to absorb the challenges of environmental turbulence (Luthans & Youssef, 2007; Caverley, 2005).

Role of Resilience in Handling PTSD

PTSD or Post Traumatic Stress Disorder is mental disorder resulting due to some terrifying incident. This is a psychological impact on the person adversely affected by trauma, who finds it difficult to adapt. Sexual assaults (including rape) results in PTSD among victims. Individual characteristics and support environment play a very important role in recovery of the patient. Individuals who have difficulty in coping with traumatic experiences, may exhibit anxious behavior and may give an incoherent account of trauma experience and may not receive any inputs relating to trauma or other stress causing event in order to cope. Handling a trauma depends on the overall ability of a person to cope, the ability to get support from others and prior experience in handling stress.

Traumatized persons react inappropriately to stimuli. They react abruptly to other events also. They develop unusual fears and lose their self-confidence. Repeated incidents of trauma adversely affect their ability to cope with small

problems of life and they deteriorate in their interpersonal skills, health and overall composure.

The mental state is characterized by some thoughts that are stored in the mind over a period through some mental processes. These thought processes are termed as Schema. Schema theory can clarify the working of these thought processes and in how human beings give attention to selective inputs. Trauma affected person tends to focus on selective negative information which is consistent with existing negative thought processes. The existing thought processes are further strengthened and develop into a depressive mental state. (Timbremont & Braet, 2004).

When a person is faced with trauma, there are two processes that place in terms of information processing in the mind of the person. These two processes are called intrusion and denial. When new information comes in, it is called intrusion. This information may not be consistent with existing mental framework or existing schema. Thus, the person selectively resists this information and this process is termed as denial. There is some filtering of information, which may slightly alter existing schema. This mental state is called emotional numbing, because the person tries to avoid receiving inputs to handle trauma related stress. The person may develop PTSD, if there is inability on the part of the person to handle trauma related stress and this may have negative impact on the health of the person.

Trauma can cause sudden change in thought process. It has also been observed that the traumatic experiences shatter existing schema and assumptions about the world. An extreme attack of trauma forces a person to completely shatter existing belief system. Following three beliefs are completely shaken:

- The world is a good place and the person is safe and invulnerable
- A positive view about the world and the self
- The world is logical, comprehensible and meaningful place to live in

Trauma shatters these three beliefs and forces the person to acquire new sets of thoughts and schema.

Resilience depends on the social support that a person receives (Takizawa et al., 2006). Social support itself acts as a buffer in fighting with stress. The degree and intensity of social support doesn't matter much, the support itself helps in reducing negative consequences of stress. Self-disclosure and verbal expression of traumatic experiences reduces the negative impact afterward and promotes health and wellbeing of the affected person (Smyth, 1998). Support network helps affected persons in coping with emotional stress (Stroebea, Schutb, & Stroebeb, 2005)

Emotional processing theory mentions that interventions help the individuals in coping with traumatic experiences.

Focus on traumatic experiences and putting those experiences with incompatible information may help the person in overcoming the ill effects of trauma. In case of such experiences, a person should get emotional support from friends and well-wishers and the person should repeatedly share experiences, which will help in gaining new insights from the experiences and there will be some incompatible information, which will help the person in recovering.

Traumatic experiences are followed by "cruel paradox" a situation in which the affected person has two choices whether to share that experience with others or not. Sharing the information would relieve that person from negative impact of traumatic experiences. If the person doesn't share the information, there may be somatic and psychological consequences. However, sharing the person may lead to social isolation and people may scorn or ridicule that person (Lyubomirsky, Sousa & Dickerhoof, 2006).

Sharing the traumatic experiences is helpful in relieving stress, however, there are often negative impacts. The person may be criticized, mocked, ignored or even punished for those experiences.

Developing Individual Resilience

Effective parenting, good cognitive skills, problem solving skills contribute to development of resilience (Masten, 2000; Masten et al. 1999). Family cohesion along with social support has positive impact on resilience (Carbonell, Reinherz, & Giaconia, 1998). Resilience can be developed through development of self-efficacy, internal locus of control, positive and proactive approach towards life and through creation of positive self-deception in order to create an optimistic and proactive approach towards life.

Self-efficacy

It refers to the perceived ability of the individual about handling a negative situation. If a person has perception about self-capabilities for handling a negative situation, that confidence is called self-efficacy. This is an important quality in handling stress or similar situations. High self-efficacy helps in adaptive coping behavior including greater use of social support networks. Efficacious thinking helps in self-efficacy. Efficacious thinking refers to overall attitude of not getting perturbed or disturbed in debilitating events or circumstances. This helps in coping with stress.

Support Network

Support network helps in building resilience. Support network helps the person in coping with stress and traumatic experiences. Interaction with support network helps the person (Schutb, & Stroebeb, 2005). When a person is confident about getting lot of support from support network and is confident of receiving positive support in

difficulties, that helps the person in facing the challenges and this helps in building resilience. Support from spouse helps in building resilience. Self-efficacy has a positive impact on resilience. Those persons who have higher self-efficacy, consider life threats as challenges and take them positively, while those with low self-esteem want to avoid these incidents. Higher self-efficacy generates higher adaptive coping behavior and generates greater confidence on support network.

Tools for Building Resilience: Positive Self Deception

Everyone faces stress and challenges in life. However, people carry an unrealistically rosy perception about the world, which enables them to remain motivated despite hardships and challenges of life. This self-deception enables people to face difficulties with a positive framework toward life and difficulties. Depressed people hold accurate views of reality. They have lower locus of control as they don't believe that they can control their circumstances or their achievements. On these aspects self-deception helps. Those who have higher self-deception to create a positive world-view about self and about the circumstances exhibit lower level of anger, negativity and ill-feelings. Self-deception is about three fundamental aspects. The first one is about the world. People with a positive self-deception carry a very positive image about the world and believe that the world is benevolent, and everyone is helpful, caring and willing to support them. The second deception is about self. Self-deception about self-categorizes oneself as a very good, kind and responsible person. The third deception is about the world at large. The deception to treat the world as a meaningful place is the third deception. All these three are fundamental assumptions. These illusions help people indirectly. These illusions help a person in remaining positively associated with the world.

Conclusion and Future Direction

Health and well-being are an important goal in Sustainable development goals. The SDG3 can be achieved through creating high resilience among people. Natural disasters and calamities do affect people adversely and, in these circumstances, resilience can help people in overcoming their problems. Resilience can be developed through education, training, counseling and creation of a robust social support system. Rising organizational work pressure and increasing challenges of life create new challenges for society. Organizations should include such inputs in their employee training programs that can help in building self-efficacy, positive belief system, proactive approach and internal locus of control. The rising awareness gives positive indications about future. Concerned and aware citizens would help in creating proactive society. Rising stress among youth is a major cause of worry. Suicides by youth should be taken seriously and each case study

should be thoroughly studied to identify possible reasons for suicide. There is a need to create a positive initiative to train youth in self-management, stress management and resilience. There is a need to incorporate this training in the formal education curriculum.

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