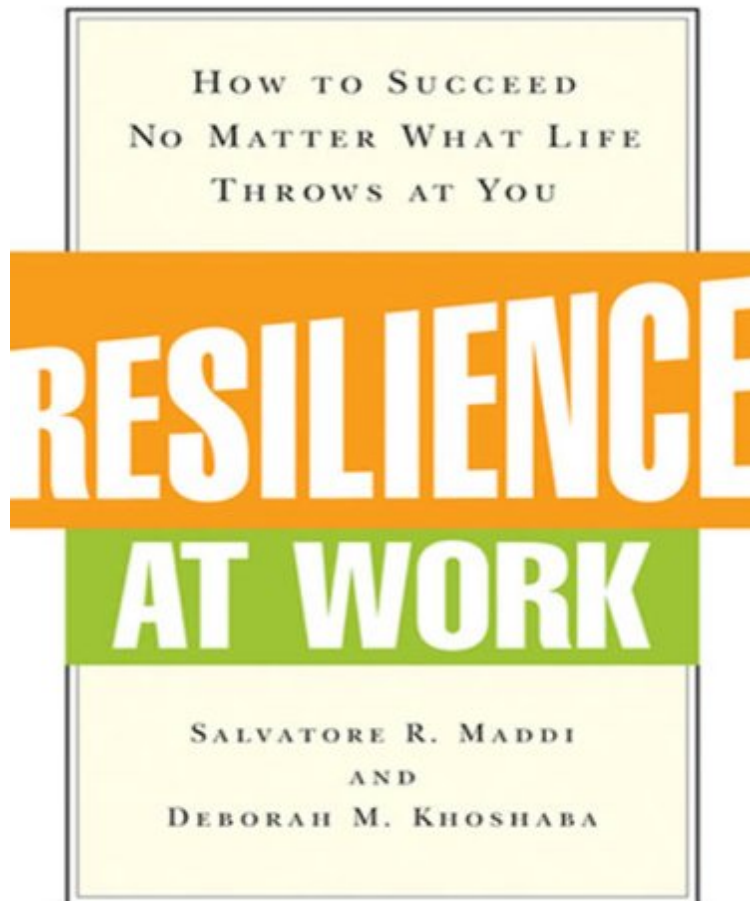


(Library ebook) Resilience at Work: How to Succeed No Matter What Life Throws at You

Resilience at Work: How to Succeed No Matter What Life Throws at You

Salvatore R. MADDI, Deborah M. KHOSHABA
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Salvatore R. MADDI, Deborah M. KHOSHABA : Resilience at Work: How to Succeed No Matter What Life Throws at You before purchasing it in order to gauge whether or not it would be worth my time, and all praised Resilience at Work: How to Succeed No Matter What Life Throws at You:

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Reorganization, downsizing, mergers, budget pressures, transfers, job insecurity, and more are producing today's unpredictable, pressure-cooker conditions, and making it harder for less resilient people to achieve the success they deserve. Resilience at Work supplies insights and strategies you can use to combat your fear of change and uncover the opportunities that can be found in even the most stressful situations. Based on a twelve-year study of Illinois Bell Telephone employees as they experienced immense organizational change, as well as hundreds of subsequent studies and firsthand consulting and training experience, Resilience at Work shows how to enhance your capacity to succeed in even the harshest economic climates. Packed with insightful examples, case studies, and self-assessment tools, Resilience at Work explains how to: * Approach change as a meaningful challenge no matter how stressful the circumstances, and stay committed to your work, rather than detaching and giving up. * Gain control by understanding the upside and the downside of change, and take actions to influence beneficial outcomes. * Turn stressful changes to your advantage and map out sound problem-solving strategies. * Resolve ongoing conflicts and build an environment of assistance and encouragement between you and your coworkers. * Decrease feelings of isolation and powerlessness by understanding the 3Cs that give you the ability to thrive amid disruptive changes: commitment, control, and challenge. Why do some people remain so calm and collected in the face of looming deadlines, combative meetings, impending layoffs, and turbulent changes? And why are these seemingly unflappable people the ones who consistently get ahead in their lives and their careers? The key to success is their resilience, according to the founders of the innovative Hardiness Institute in Newport Beach, California. More than experience or training, resilience in the face of stressful situations and rapid changes determines whether you ultimately succeed or fail in the workplace. It allows you to thrive even in tumultuous conditions, to turn potential disasters into growth opportunities.

""Resilience at Work offers a masterfully original and practical perspective on how to enhance health, morale, happiness, and performance by learning how to build on stressful events and not be undermined by them."" -- Elizabeth Loftus, Ph.D., Distinguished Professor, University of California, Irvine ""Resilience at Work holds the keys we need to go beyond survival to thrive in today's complex workplace. Maddi and Khoshaba build on their research and practice developing 'personal hardiness' to offer us sensible, practical guidelines for building a firm foundation of resilience that works on the job and in our personal lives."" -- Philip G. Zimbardo, Ph.D., Professor of Psychology, Emeritus, Stanford University ""Unlike most self-help books, Resilience at Work is based on solid empirical research. It is refreshing to see how these two renowned psychologists are able to translate their scientific findings and theoretical concepts into an engaging and inspiring story."" -- Dr. Paul T. P. Wong, President, International Network on Personal Meaning ""A unique resource that promotes constructive coping with stress as it arises in organizational contexts. The book is psychologically sound and clearly written. Its array of relevant cases from the authors' extensive experience makes it humanly appealing."" -- M. Brewster Smith, former President of the American Psychological Association ""Maddi and Khoshaba have translated their groundbreaking research on the science of human personality into deep insights and practical guidelines that show us how to cope and flourish amid the daunting challenges we face in the workplace today."" -- Dan P. McAdams, Ph.D., Professor of Psychology and Director of the Foley Center for the Study of Lives, Northwestern University" About the Author "Salvatore R. Maddi obtained his doctorate in clinical psychology from Harvard University in 1960. He began developing the resilience and hardiness approach in 1975, and founded the Hardiness Institute in 1984. The author of nearly 100 papers, he is internationally recognized as a leader in psychology, and continues to win prestigious awards for his hardiness-based consulting and research work. An international survey in 1986 named him among the top 175 psychologists in the world. Deborah M. Khoshaba has been a professional psychologist for the past fifteen years and is director of Program Development and Training at the Hardiness Institute. Deborah teaches graduate students in psychology at Pepperdine University, and lectures for psychology undergraduates at the University of California, at Irvine. Her professional activities and published works include the areas of resilience, coping, and human potential. Organizations the authors have consulted to include Kawasaki, the University of Southern California, Illinois Bell Telephone, and Baxter HealthCare Corporation. They have appeared on CNN and in the New York Times, Los Angeles Times, and the Washington Post. Both authors live in Laguna Beach, California."