

ROCHESTER

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## Six tips for dealing with adversity

WOMEN AT WORK

**Sally Ward**

The ability to adapt and recover from setbacks is more essential than ever for leaders in today's challenging business environment. It's one thing to be at the top of your game when things are going well, but the road to success rarely unfolds in a straight line.

In the face of adversity, top performers will survive and thrive with six strategies that build resilience:

**Cultivate and strengthen relationships.** Reach out to your network for support. Be accessible, ask for help as needed, and reciprocate in return.

**Develop constructive inner dialogue.** Notice defeating, irrational thoughts and turn them off as soon as they appear. Concentrate on what you can control; don't waste time worrying about the rest.

**Look ahead.** Articulate a positive vision for the future. Seek out colleagues who have a track record of tackling challenges creatively and steer clear of naysayers who drain energy.

**Use difficulties as learning opportunities.** View challenges as opportunities for you and your team to develop new insights and strengths. As Napoleon Hill said, "The strongest oak of the forest is not the one that is protected from the storm and hidden from the sun. It's the one that stands in the open where it is compelled to struggle for its existence against the winds and rains and the scorching sun."

**Don't wait for better conditions to take action.** Those who delay often find that their more ambitious, resourceful competitors have been busy finding ways to manage, add value and be more competitive.

**Identify a relaxation technique that works and commit to it.**

Choose something you enjoy such as sports, reading, yoga, or meditation and be religious about working it into your schedule. Regular personal renewal is a necessity, not an option.

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