Resilience is a concept that has been applied to research and practice in nearly every possible area of life and academia from science to sociology, psychology, nursing and medicine.

Nursing has been a focus for studies and interventions that foster resilience in the workplace. Once characteristics that exemplify resilience have been identified resilience can be learned or developed.

Phase 1 – Assess resilience levels
Phase 2 – Cultivate resilience
• Mindfulness
• Engagement
• Debriefing
• Journaling
• Use of mobile applications
Phase 3 – Reassess resilience levels

A survey was conducted to volunteer nursing participants to determine resilience score using the 14-item Resilience Scale, which has a reliability ranging from 0.84 to 0.94 alpha coefficients.

Table 2: Age group
Age – the average age of participants was about 43 years. The majority of respondents (28%) were between 40 and 49 years of age.

Gender – More than 87% of the participants were female. In all age categories, more females participated more than males.

Table 3: Self-reported education
Education – The sample was highly educated reporting university degree. About 39% reported masters degree and 6% reported doctoral degrees while 59% have baccalaureate.

Nursing management, leadership and educators can facilitate resilience in the workplace through strategies that create work-life balance assist in critical reflection to problem solve and build resolutions to help guide in future situations and use a shared or professional governance model.

Active participation of nurses through mentorship workshops for critical thinking building hardiness aids in the development and strengthening of personal resilience.

Nurse leaders and managers can use resilience as a theoretical framework in creating and planning staff development programs as the profession addresses nurses’ satisfaction, adverse workplace environment, and challenges with recruitment and retention.

Resilience building encompasses seasoned and novice nurses. Both can address the real and perceived adversities in the workplace, offer mutual support to cope with daily challenges of known and unknown risks encountered at work.

Resilience offers hope to nurses in their daily lives as they continuously increase protective factors, adjust to daily adversities and find success and meaning in their personal and professional journey.