



The University of
Nottingham

Teacher Resilience ESRC Seminar Series Seminar 4

Resilience: Broadening the Perspective

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Outline

- Update from last time
 - What is occupational health psychology?
 - What is resilience?
- A broader perspective?
- Implications of definition for application & misapplication
- Personal growth – implications for individual teachers & their managers

Occupational Health Psychology

- Using the principles of applied psychology to the study of occupational health & well-being
- Individual issues – health behaviour, attitudes, personality, health, well-being, illness, treatment, rehabilitation
- Systems issues – training, selection, induction, appraisal, work design, management styles, organisational culture

Resilience – A Meaningful Thing?

- Without an agreed & precise definition of any concept we cannot:
 - measure it reliably
 - study it scientifically
 - establish an adequate evidence base to justify interventions
 - evaluate those interventions
- In the case of resilience, distinguish it from other similar concepts
 - stress inoculation, stress resistance, hardiness, coping strategies, burnout

Resilience - Definition

- Interaction
- Individuals & personal & professional contexts
- Time - past & present

Personal Growth

- Why do some people 'grow', feel stronger & more resilient after challenges while others become ill? Different coping mechanisms?
- Help people to reflect about difficulties in their professional experience appropriately?
- How can we design supportive organisations?

Research & Interventions

- Exposure – what is the relationship between resilience & age/experience?
- Teacher training & CPD
- Encouraging growth via reflection (not rumination)
- Management (leadership) training & organisational policy development



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