



Are you Resilient?

Hidden Dilemma that we all didn't think about!

Most of Organizations now a day are implementing Organizational Resilience management systems to increase readiness and sustainability of their strategic objectives, that would include practicing activities that would include examples of (Crisis Management, Information Security, Business Continuity, Disaster Recovery, Risk Management and more.), Organizations practice resilience due the nature of risks they face daily on their operations and running businesses.

Did we ever think about Resiliency for ourselves as well? that is the main argument we will talk about today.

Today we will take a simulation of applying resiliency in our thinking and lifestyle, let's talk about what we have; we have personal objectives and target that we need to achieve, as if we have target career path to follow and we work to reach, it would need three phases:

- Information Gathering & Risk Assessment
- Preparing Resources and Skills Needed
- Continuous working towards our target.

Are you Resilient? Hidden Dilemma that we all didn't think about!

As we are proceeding towards our targets in this career path, we would struggle and have threats that would have negative or positive on our execution.

Let's try to set our objectives as the main aim, does it worth it? do we need this target or maybe we will not feel comfort when we reach this career path and that's why people sometimes feel stressed and unsatisfied in a job they dreamt about.

Let's start by doing risk assessment as if we are doing it for our work, examples of the threats and possible controls:

- Is this job secure? (It depends on the market need, your skills, organization job security)

You should think about likelihood for this threat of leaving this job at sudden and know your controls for this risk., it would include controls as Continuous Skills Development, Money Savings, Having Parallel Income from another source.

Are you Resilient?

Hidden Dilemma that we all didn't think about!

Then let's do Impact Assessment, as if we are performing Business Impact Analysis for a Business Function:

- Then you need to list the set of cash flow expenses that depends on your work income, examples could be as (House Rent, Medical Supplies, Sport Activities, Car Installment, Travel Expenses, Holiday Rent, etc..).
- We should add priorities for these expenses as (High, Medium, Low) or in a simple way of (Critical, Needed, Can Tolerate to Avoid).
- Although we prioritized these expenses and some of them could be identified as "Can Tolerate to Avoid", however we may only afford the impact for specific times so we should set affordable durations as maximum for the three categories.

Based on the previous step, we can start thinking about setting solutions for this threat if happened as the following Examples:

- Do Nothing (Yes could be an option)
- Looking for another job within the same Career
- Changing Career
- Or any other option that can suit your needs

Are you Resilient? Hidden Dilemma that we all didn't think about!

Plan Development: The main aim of resiliency is the continuity and readiness; we should have a plan for continuity that would-be examples of what we can do for these expenses:

- Focus on Paying the Critical Expenses
- Stopping the Expenses That we marked as “Can Tolerate to Avoid”
- Or any other option that can suit your needs

Are you Resilient? Hidden Dilemma that we all didn't think about!

This might apply to any of your personal objectives, by practicing resiliency in our life style (our sports, hobbies, self-interests, personal projects, etc.)

There is a concept named “Emotional-Resilience” which I personally liked, illustrated that People with a higher degree of emotional resilience can handle the stresses that come with daily life more effectively and calmly. They are also able to manage crises more easily. Fortunately, emotional resilience is a trait that can be developed. In fact, it's a trait that is worth developing for many reasons, not the least of which is that it can transform your life and your experience of stress. “Reference mentioned below”

Same as risks or threats that could occur to our daily life, we should then think about Opportunity Management as part of Resilience culture, although most of risks could impact negatively however some of them would be utilized for positive impact which is opportunity, that also can be applied in our personal life.

The threat we may fear from, when we pass it or self-develop ourselves it gains an opportunity to us that we can utilize it.

Opportunities also should be assessed how they can be utilized to increase

Are you Resilient? Hidden Dilemma that we all didn't think about!

our strength, this can be practiced also through SWOT analysis to identify what are the points of strengths, weaknesses, opportunities and threats.

Self-Resilience can be increased through some psychological factors also as Optimism, facing challenges, Spiritual Beliefs, Flexibility, etc..

As Resilience comes through different maturity levels in organizations, it is the same also for self-resilience through continuous practice, doctors and professionals' consultancy and life experience.

Always consider that plan is not considered to be ready till your exercise it, you should from time to time exercise your options and readiness.

We have resiliency by nature since we are little babies starts from the first feel of pain when fall on the ground and cry then by building a plan to mitigate our fail again, it just need us to practice more and more to be Resilient.

Are you Resilient? Hidden Dilemma that we all didn't think about!

About the Author:



Assem Abbassi is an Experienced Business Resilience Professional with cross functional experience in delivering values in multiple environments across Information Security, Cyber Security, Business Continuity Management, Crisis Management, IT, Governance, Audit, Risk Management, Customer Service and Education.

Responsible for maintaining the organization implementation, certification and conformity to the ISO27001:2013, ISO22301:2012 standard, PCI DSS, GDPR Regulation and migration from BS25999 standard in Xceed Contact Centre.