

PARTNERING FOR EDUCATION LUNCH

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RESILIENCE:

What It Is – Why it Matters!

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The focus of this presentation is to address these questions: *What makes children, teenagers and young employees resilient? What is it that you can do at home, school or place of employment to increase resiliency?* Here is what is known:

First, if you want to develop healthy young adults, be a cheerleader. Here are some sobering national statistics: Every 9 seconds, a child drops out of the classroom somewhere in this country. Every 56 seconds, a child is born without health insurance. Only 20% of employees feel “engaged” at work – fully using their abilities. If we want healthy children and if we want resilient employees, *do not neglect the role of cheerleader* – someone who recognizes and rewards outstanding work.

Second, if you want to build resilient children, teenagers and young adults, provide direct and fair feedback. It is a myth that the younger generation doesn’t want feedback. They do want feedback, provided they know it is provided by someone they respect and trust. Do you want to increase productivity at work? Provide feedback to your employees at least once a month. If you do, *productivity increases, morale improves and job turnover declines*. Plus, if helpful feedback is provided, you retain your most talented employees.

Third, if you want to build resilient children, help them see their potential. The Spanish Philosopher Pablo Casals states: “We should say to them, you are a marvel. You are unique. In all the world there is no other child exactly alike. In the millions of years that have passed there has never been a child like you. And look at your body – what a wonder it is: Your legs, your arms, your cunning fingers, the way you move! You may become a Shakespeare, a Michelangelo, a Beethoven – you have the capacity for everything. You are a marvel.”

What can be done to build resilient children, teenagers, youthful employees?

- If you are a parent, have one meal a day with your child;
- If you are an educator, help every child discover their uniqueness;
- If you are a neighbor to young people, attend their games, choral or drama events;
- If you are a business person, let every young adult know the talents they do not see.

Thank you for participating in this event.