



Tip Sheet by De Backman-Hoyle

The It's Not My Fault Manager

“I have some managers that get so far towards achieving realistic goals and then they seem to run out of steam or worse blame others for why they are not achieving their goal”

What can we do to build and model resilience from our managers?

**“Its
not
my
fault.”**

Building Resilience has become such a catch cry of many companies wanting their managers to deal with the adversity that could come their way. Lets start by providing a simple definition of what resilience is simply put ‘resilience is an ability to deal with the setbacks and problems that come a managers way’.

The mindset of a person who demonstrates resilience is the ability to look beyond the problem and consider the options that may be considered to minimise the risks and perhaps resolve the challenge. Some people are able to move past the problem and see options to achieving their goals, some give up when an obstacle is put in their way.

The research shows us that resiliency is related to seven inner strengths, coincidentally some of these seven strengths are also represented in emotional intelligence capabilities.

1. Causal analysis
2. Emotional regulation
3. Empathy



4. Impulse control
5. Reaching out
6. Realistic optimism
7. Self-esteem

Some starting points to build resilience for managers can include monitoring their own self talk and reframing self talk to be more optimistic with an outcome on recognising both good and bad.

Reviewing where the measurement of success is contrasted against, measuring your success against others expectations can lead to disappointments especially if others expectations are unrealistic

Avoid freezing when difficult challenges get in the way, doing something will often be better than doing nothing and giving up, putting the problem into a much bigger context can often provide a perspective to move forward, using appropriate humour to defuse often helps also.

This tip sheet is part of the skills training that is covered in the Making Managers Matter programs.

For more information on these programs contact us on:

p: +61 3 8648 6695

e: admin@iwpa.com.au

w: iwpa.com.au