



**ASAM**

American Society *of*  
Addiction Medicine

# The Science of Resilience: Coping Well During Times of Change and Challenge

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# Adverse Childhood Experiences

ACE (Anda et al., 2006)

- Verbal abuse
- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect
- Witnessing IPV
- Divorce or separation
- A caregiver w/mental illness
- A caregiver w/addiction
- A caregiver who was incarcerated.

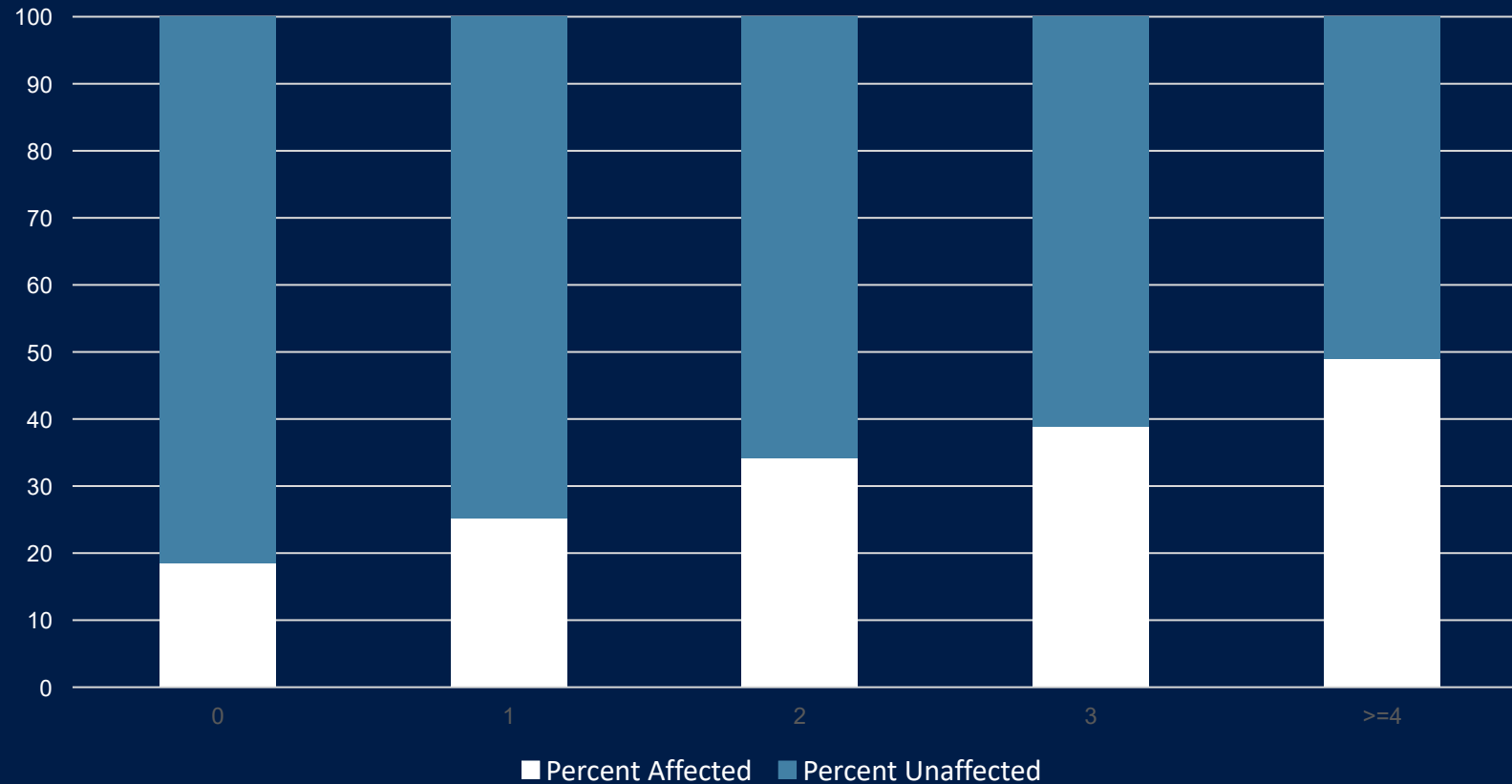


# Philadelphia Ace Survey

## *Philadelphia Expanded ACE Questions look at Community-Level Adversity*

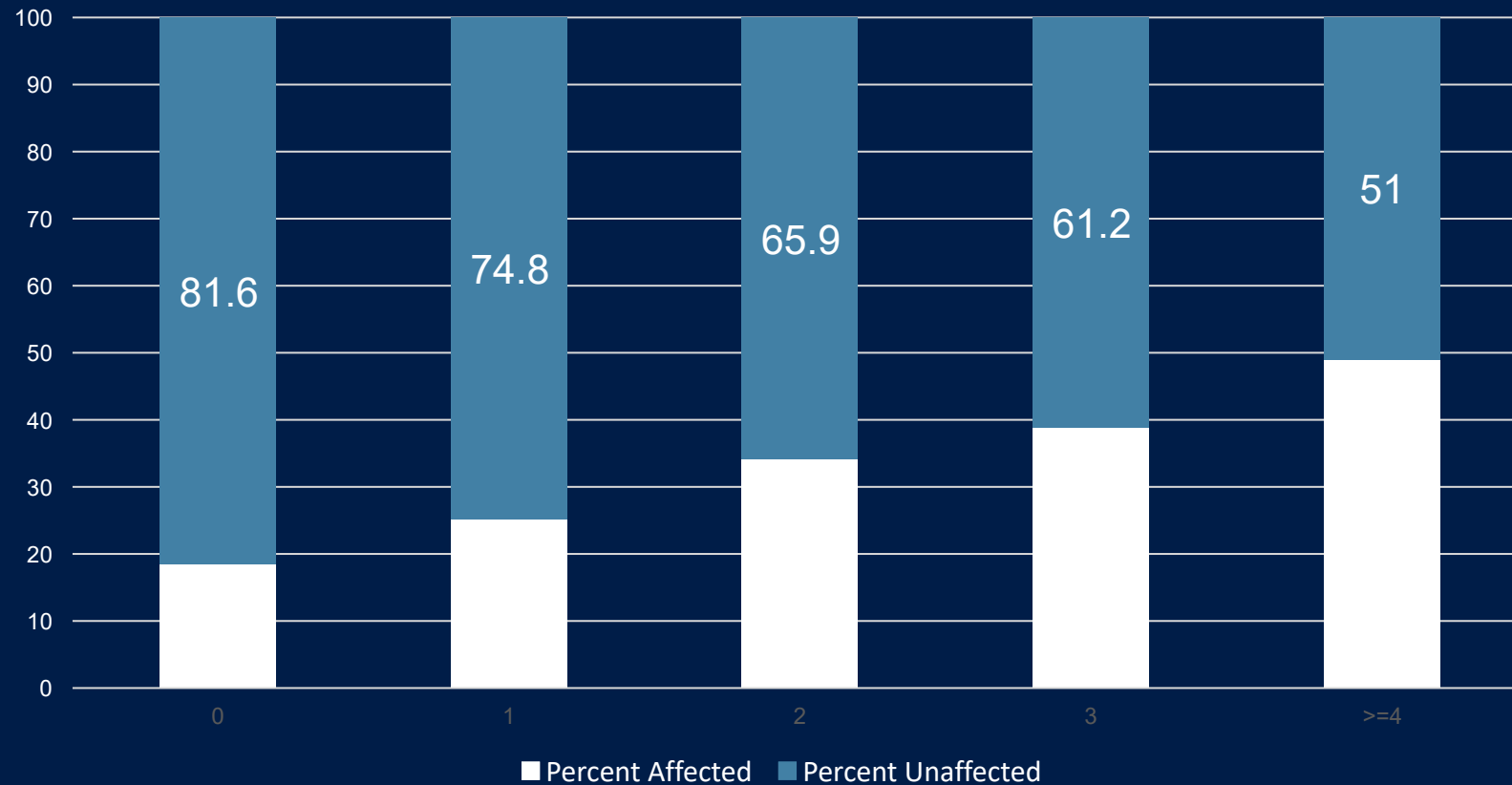
Witness Violence	How often, if ever, did you see or hear someone being beaten up, stabbed, or shot in real life?
Felt Discrimination	While you were growing up, how often did you feel that you were treated badly or unfairly because of your race or ethnicity?
Adverse Neighborhood Experience	Did you feel safe in your neighborhood? Did you feel people in your neighborhood looked out for each other, stood up for each other, and could be trusted?
Bullied	How often were you bullied by a peer or classmate?
Lived in Foster Care	Were you ever in foster care?

# Percent Prevalence of Depressed Affect vs ACE Score



**SOURCE:** Anda, R. F., Felitti, V. J., Bremner, J. D., Walker, J. D., Whitfield, C., Perry, B. D., ... Giles, W. H. (2006). The enduring effects of abuse and related adverse experiences in childhood: A convergence of evidence from neurobiology and epidemiology. *European Archives of Psychiatry and Clinical Neuroscience*, 256, 174–186.

# Percent Non-Prevalence of Depressed Affect vs ACE Score



**SOURCE:** Anda, R. F., Felitti, V. J., Bremner, J. D., Walker, J. D., Whitfield, C., Perry, B. D., ... Giles, W. H. (2006). The enduring effects of abuse and related adverse experiences in childhood: A convergence of evidence from neurobiology and epidemiology. *European Archives of Psychiatry and Clinical Neuroscience*, 256, 174–186.

# Is this resilience?

You can't stop the waves, but you can learn to surf.  
— *John Kabat-Zinn*

*But it's easier to learn to surf if you have  
a surfboard, a coach, and a lifeguard.*



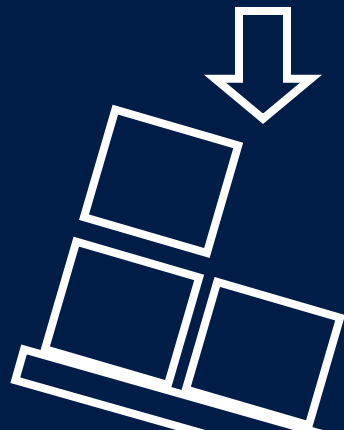
*Rugged  
Individual*

*Problems*

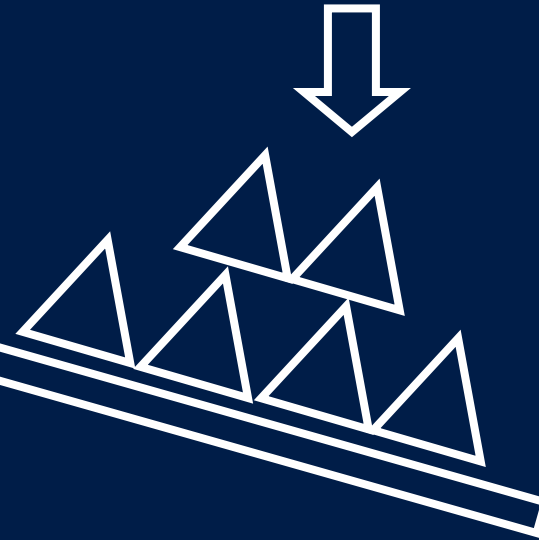


When problems are few, we can rely on ourselves  
to solve our own problems.

*Problems*



*Resourced  
Individual*



When problems are many and complex, we need lots of resources to cope effectively



**SOURCE:** Ungar, M. (2019). Designing resilience research: Using multiple methods to investigate risk exposure, promotive and protective factors and processes, and contextually relevant outcomes. *Child Abuse & Neglect*. Doi: <https://doi.org/10.1016/j.chiabu.2019.104098> (open access)

# An Applied, Multisystemic Definition of Human Resilience

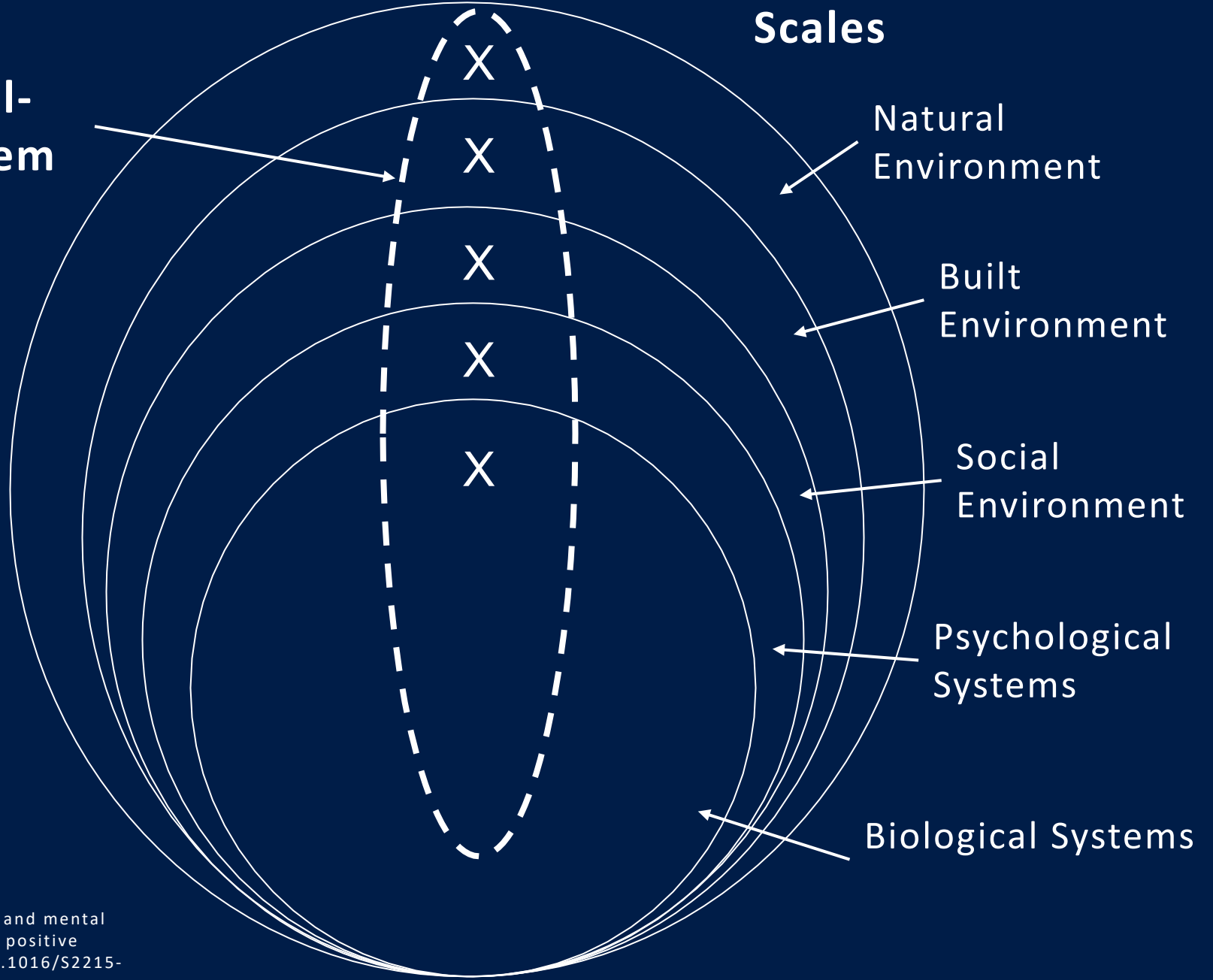
In the context of exposure to significant adversity

- resilience is the capacity of individuals and groups to *navigate* their way to the psychological, social, cultural, and physical resources that sustain wellbeing, and...
- their capacity individually and in groups to *negotiate* for these resources to be provided in culturally meaningful ways.



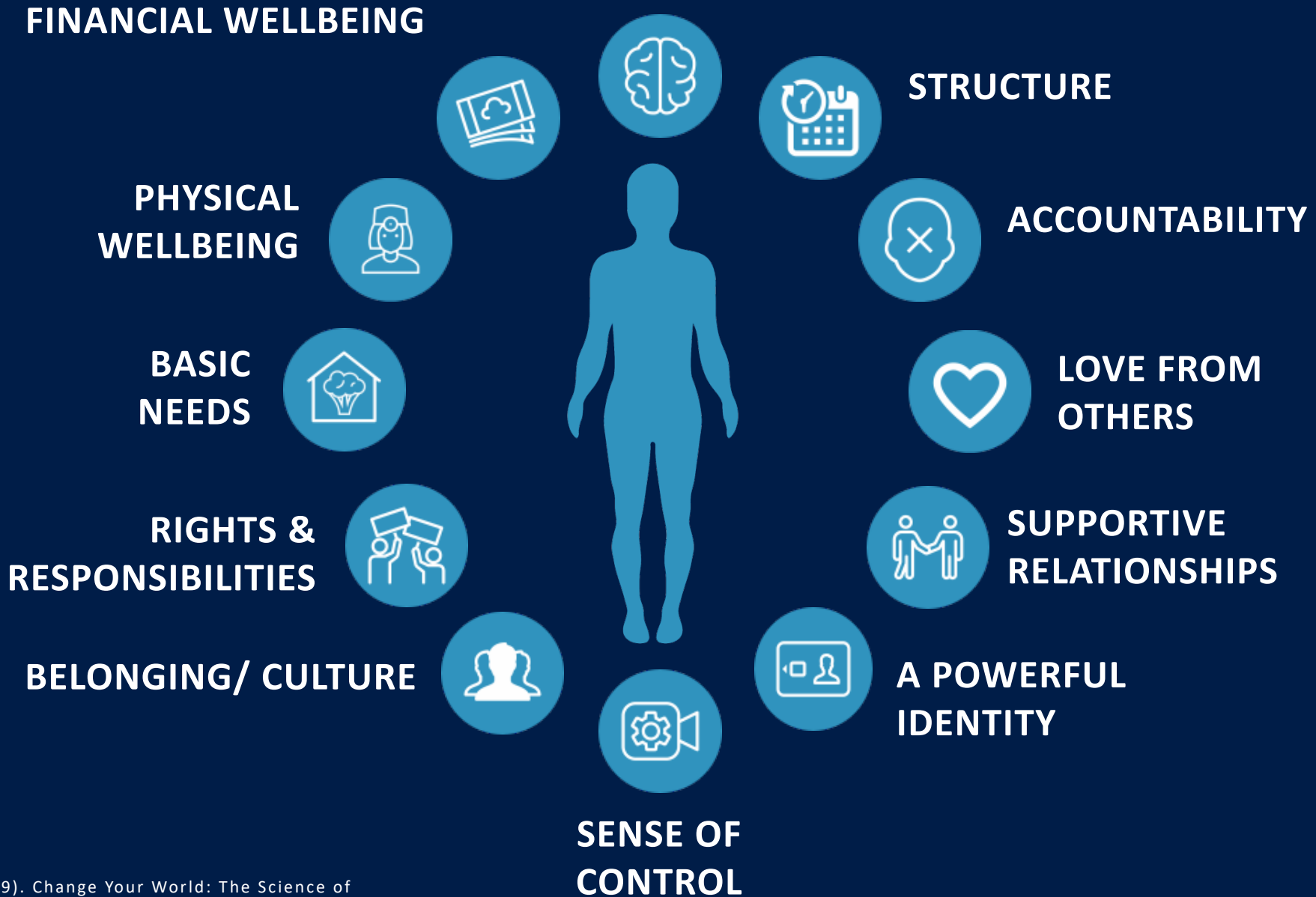
**Complex  
Biopsychosocial-  
ecological System**

**Scales**



**SOURCE:** Ungar, M. & Theron, L. (2019). Resilience and mental health: How multisystemic processes contribute to positive outcomes. *Lancet Psychiatry*, 7(5), 441-448. Doi:10.1016/S2215-0366(19)30434-1

# POSITIVE THINKING



SOURCE: Ungar, M. (2019). Change Your World: The Science of Resilience and the True Path to Success.

# An Assessment of Workplace Culture and Its Impact on Resilience

How well does each statement describe the medical facility where you work?

1=Not at all

2=A little

3=Somewhat

4=Quite a bit

5=A lot



# An Assessment of Workplace Culture and Its Impact on Resilience

1. Where I work, people get along with each other.
2. My workplace supports people getting and improving their professional qualifications.
3. If someone becomes upset at my workplace, they can reach out and get help from other people.
4. People at my workplace like to spend time with me.
5. At my workplace, I can talk about how I feel when my work gets challenging.
6. I feel supported by my colleagues.

# An Assessment of Workplace Culture and Its Impact on Resilience

7. I feel like I belong when I'm at work.
8. My supervisor and colleagues stand by when times are hard (for example, when I make a mistake or am ill).
9. I feel treated fairly in my workplace.
10. I have opportunities to show others in my workplace that I can take responsibility and be trusted.
11. I have opportunities to use my skills and share my talents in my workplace.
12. I like my workplace's culture and the way we have built a sense of collective purpose.

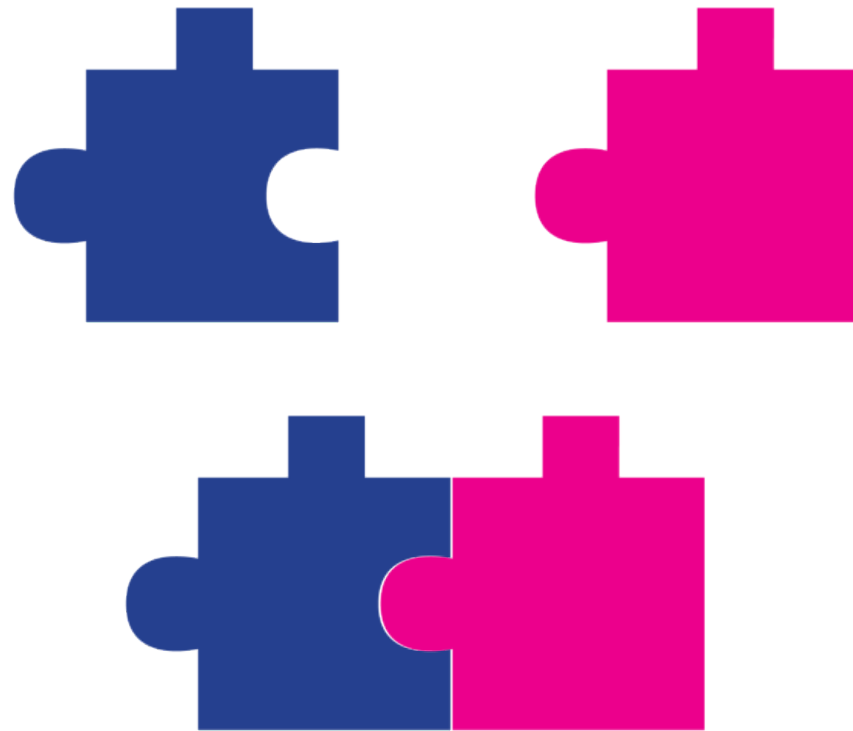
# Scoring the Workplace Culture Assessment

Score: \_\_\_\_\_ / 60

What does the score say about your medical facility and what it is doing well and what could be improved to support your resilience during periods of exceptional stress?

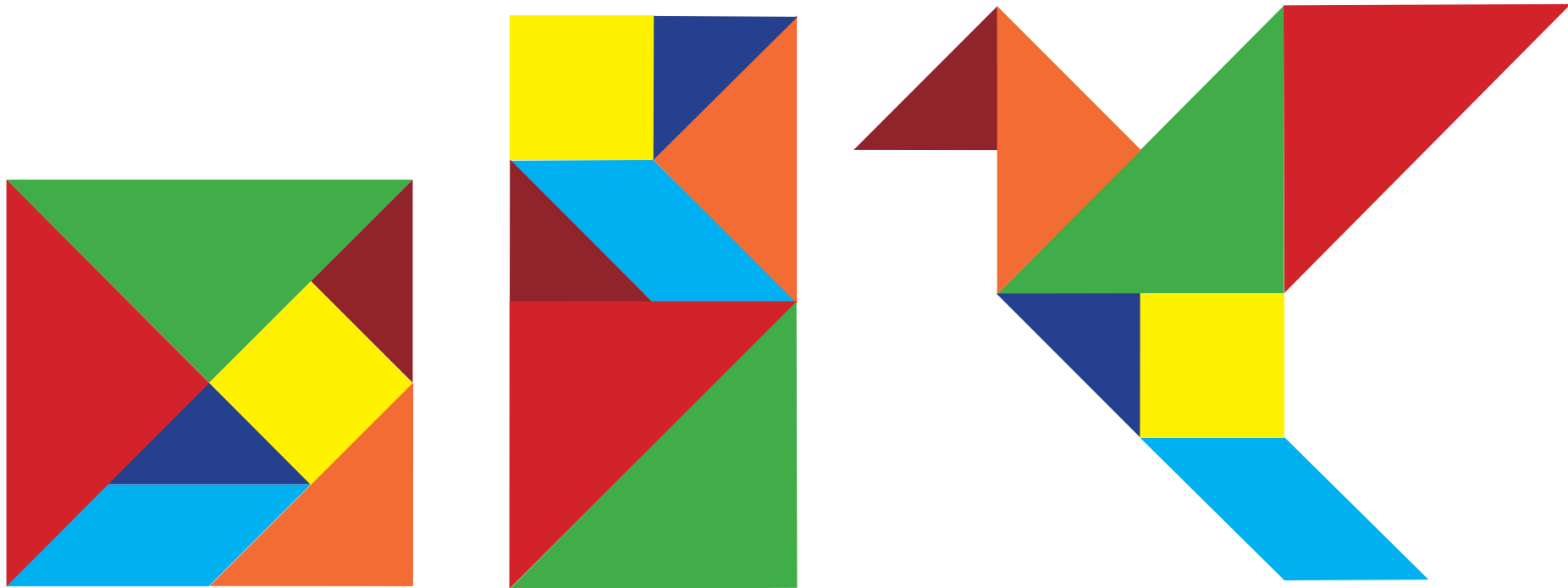


# Model 1: Building Resilience

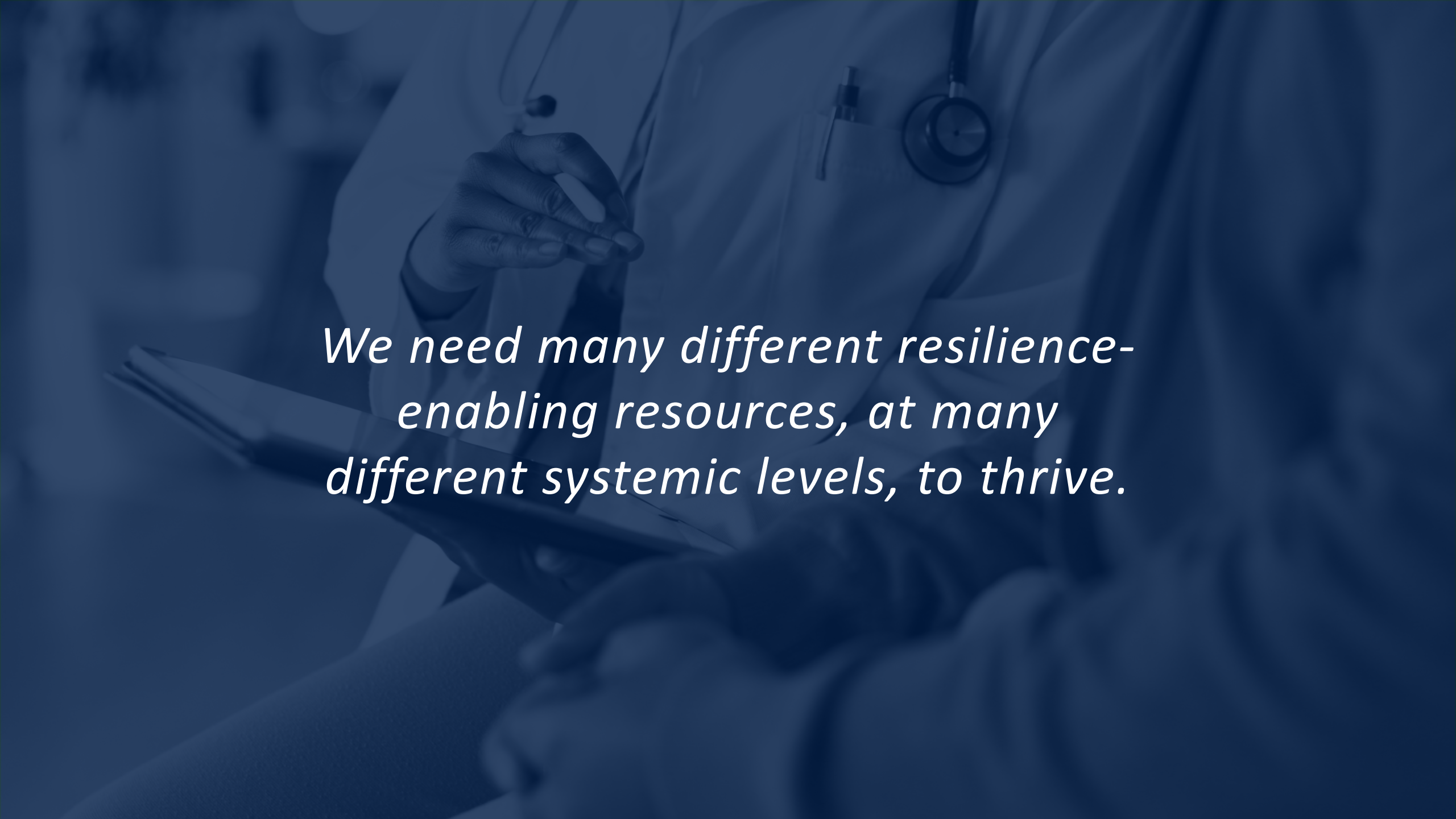




# Model 2: Building Resilience







*We need many different resilience-enabling resources, at many different systemic levels, to thrive.*

# The Resilient Youth in Stressed Environments Study



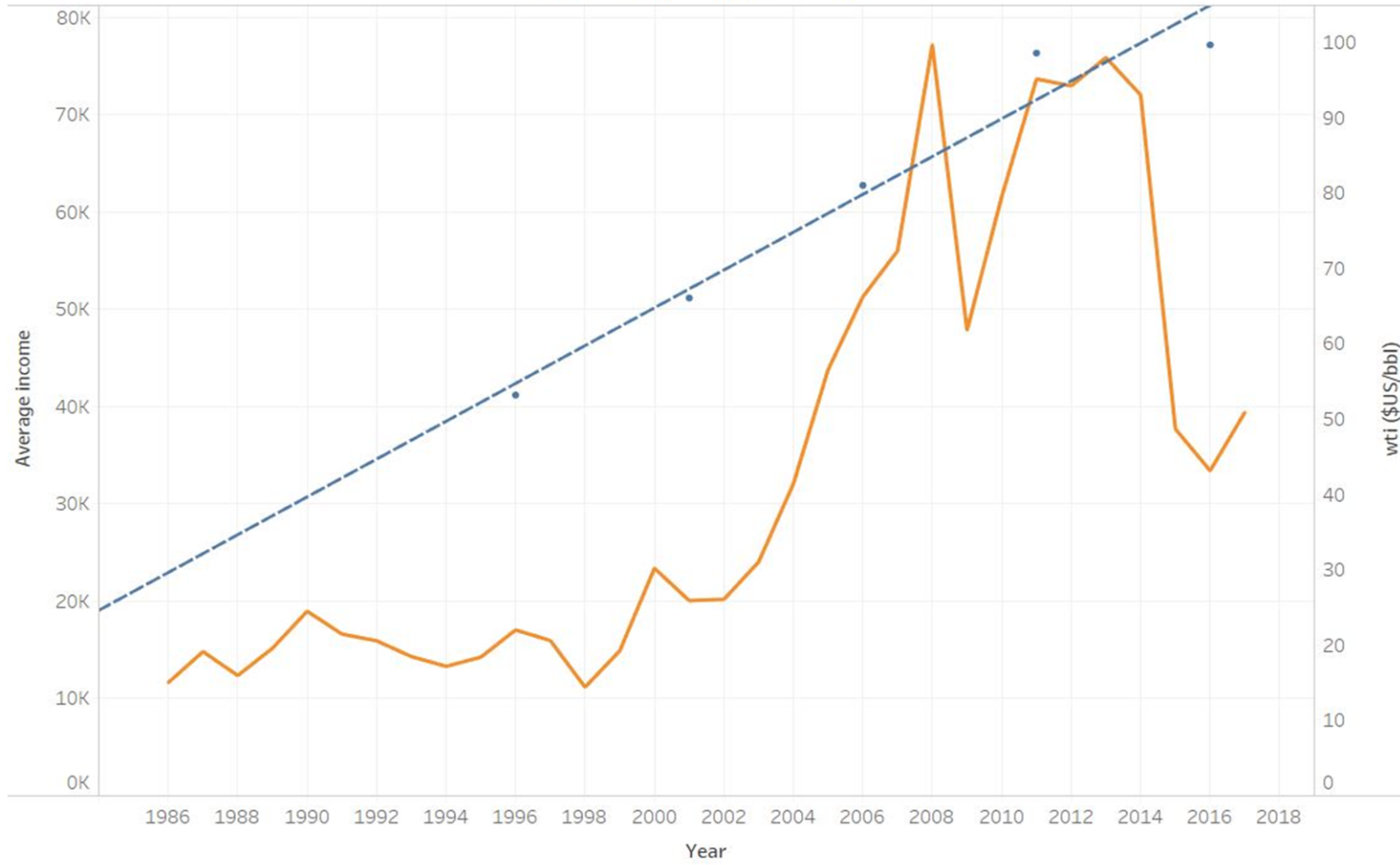
Drayton Valley, Canada



eMbalenhle, South Africa

### Oil Prices and Drayton Valley Average Income(1996-2016)

Correlation Coefficient = 0.73



Measure Names

- Average income
- wti (\$US/bbl)

# The Resilient Youth in Stressed Environments Study: Factors

PH = Physical Health (SF-15)

I1 = CYRM individual subscale – personal strength

I2 = CYRM individual subscale – peer support

I3 = CYRM individual subscale – social skills

CG1 = CYRM caregiver subscale – physical support

CG2 = CYRM caregiver subscale – psychological support

C1 = CYRM Context subscale – Spirituality/Religion

C2 = CYRM Context subscale – Education

C3 = CYRM Context subscale – Culture

Engage = Engagement at work or at school (if person is not working but at school)

Neigh = Perception of Neighborhood Scale

Cort = Hair cortisol

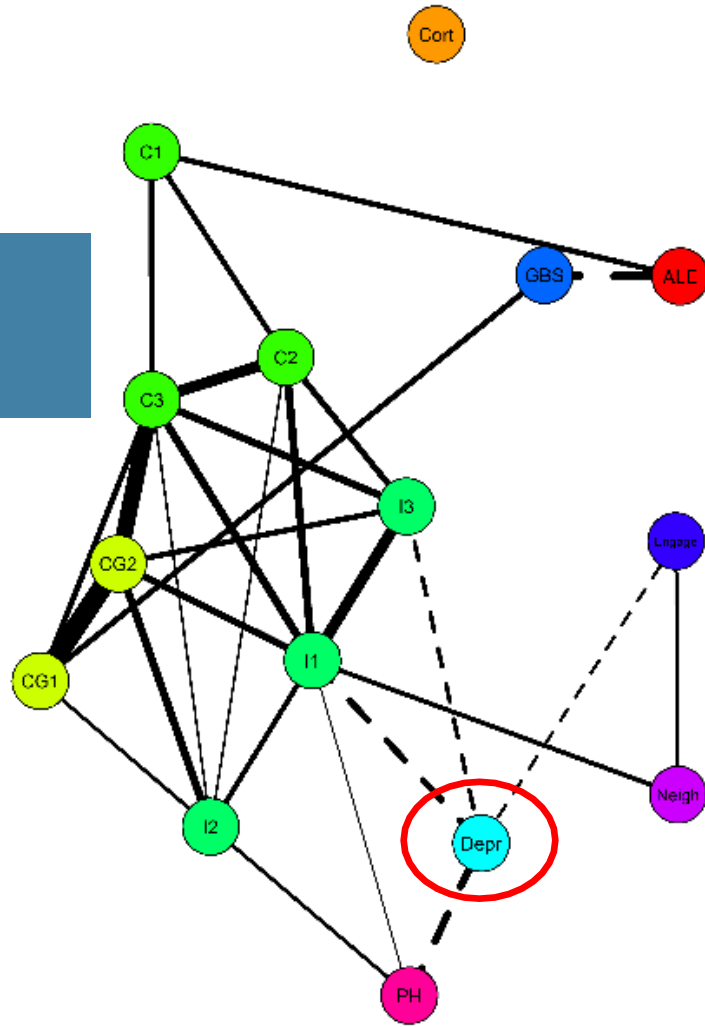
Depr = Depression

ALE = Active Living Environment

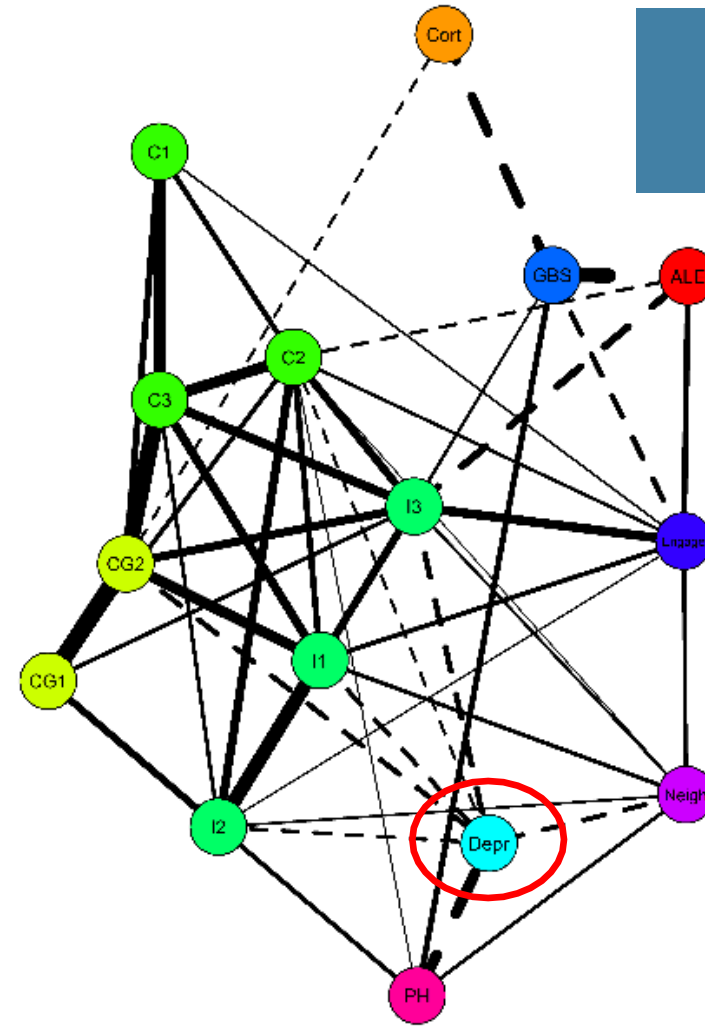
GBS = Percentage of Green and Blue Space within a 1000m radius around a

person's living area

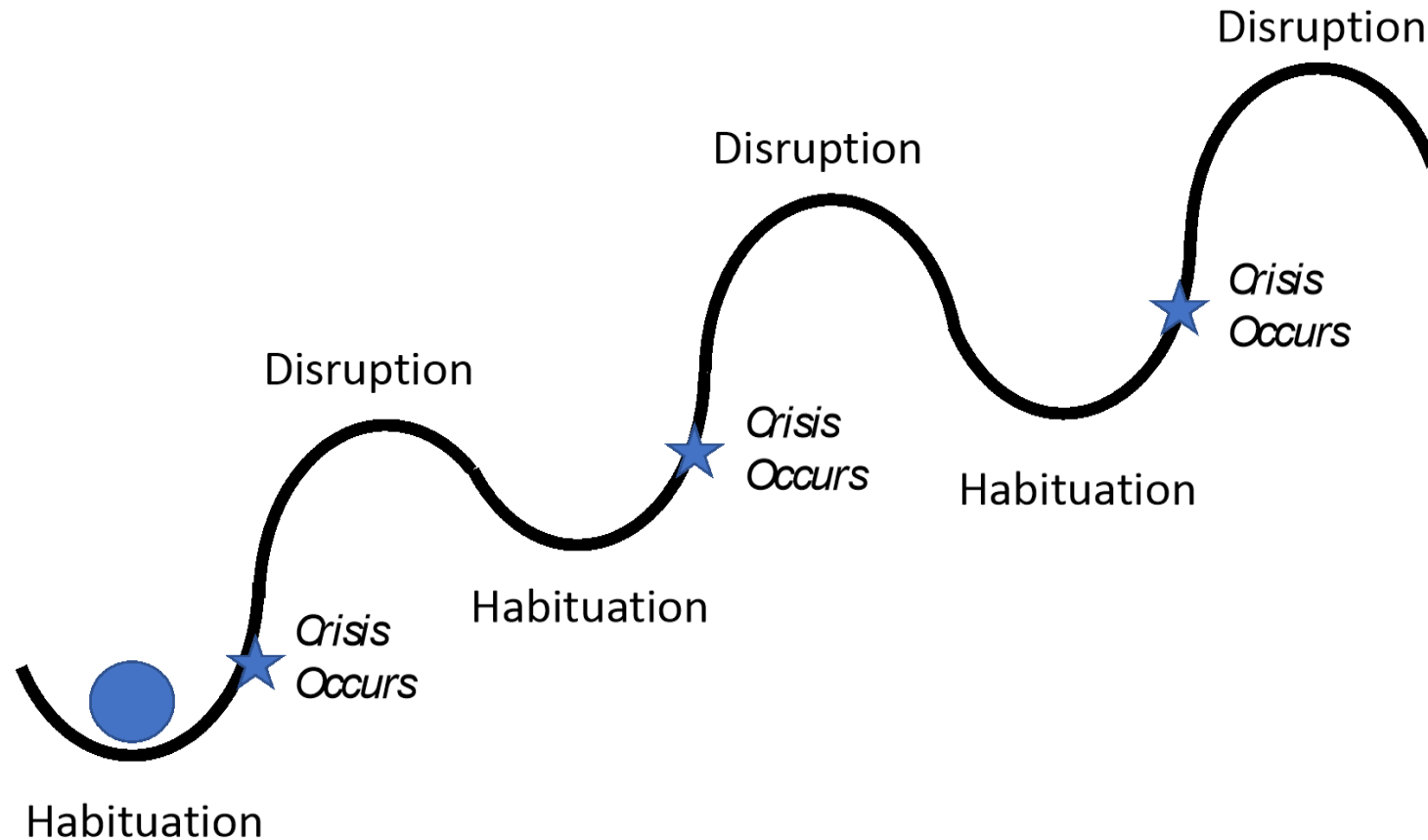
Non-resilient /  
Depressed



Resilient /  
Not Depressed



# The Risk of Habituating to Stress



The "Ball and Basin Model of Resilience"  
(C.S. Holling, 1973)

# Five Patterns of Workplace System Resilience

## 1. Persistence

**SOURCE:** Ungar, M. (2018). Systemic resilience: Principles and processes for a science of change in contexts of adversity. *Ecology & Society*, 23(4). Doi: [10.5751/ES-10385-230434](https://doi.org/10.5751/ES-10385-230434).



# Five Patterns of Workplace System Resilience

1. Persistence
2. Resistance



# Five Patterns of Workplace System Resilience

1. Persistence
2. Resistance
3. Recovery



# Five Patterns of Workplace System Resilience

1. Persistence
2. Resistance
3. Recovery
4. Adaptation

**SOURCE:** Ungar, M. (2018). Systemic resilience: Principles and processes for a science of change in contexts of adversity. *Ecology & Society*, 23(4). Doi: 10.5751/ES-10385-230434.



# Five Patterns of Workplace System Resilience

1. Persistence
2. Resistance
3. Recovery
4. Adaptation
5. Transformation



Which of these five patterns describes your workplace?

As a medical facility, we are (mostly):

1. Persisting
2. Resisting
3. Recovering
4. Adapting
5. Transforming



# The Limits of Resilience

- Excessive feelings of self-efficacy (our belief that we can change the world around us) and toxic positivity may cause us to over-estimate our ability to cope with stress in the workplace (and at home).

An aerial photograph of a coastal town, likely on a beachfront, showing numerous houses and buildings. The image is overlaid with a dark blue filter. The text "The Paradox of Resilience" is centered in white.

# The Paradox of Resilience

# The Limits of Resilience

- Excessive feelings of self-efficacy (our belief that we can change the world around us) and toxic positivity may cause us to over-estimate our ability to cope with stress in the workplace (and at home).
- Though exposure to manageable amounts of stress can result in “psychosocial benefits from adversity” excessive effort to adapt can also result in “allostatic load.”

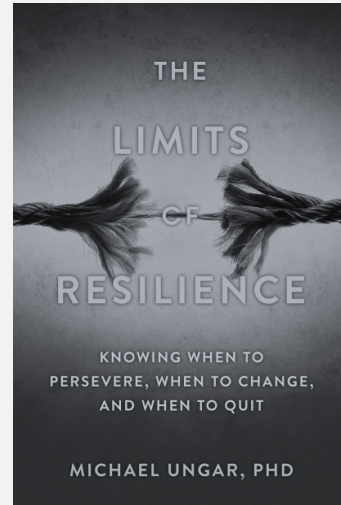
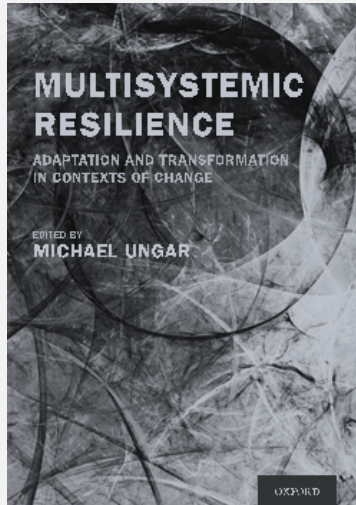
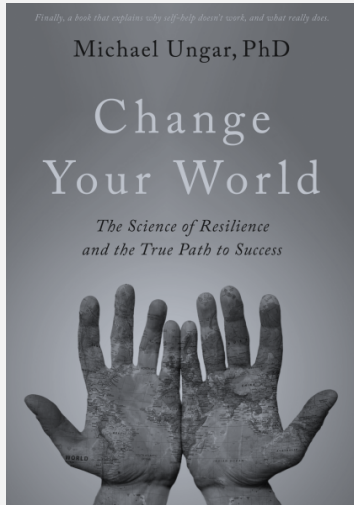
## Vicarious Resilience (VR)

- Pilar Hernandez-Wolfe describes VR as:
  - The positive impact in domains of one's life that result from traumatic exposure
- Our work can be a source of growth and VR

## Assessing Our VR (A Selection of Items)

- Since you began working in your current career, how often have you experienced the following:
  - I am more hopeful about people's capacity to heal and recover from traumas.
  - I am inspired by people's capacity to persevere through awful circumstances.
  - I increasingly perceive people's strengths in the face of pain and uncertainty.





# Thank You!

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