Fostering human resilience: Building resilience to promote sustainability

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There is a relationship between group or organizational culture, and resilience for sustainable wellbeing. Cross cultural and generational studies establish 5 fundamental group dynamics desires, that when in place affect a higher state of resilience, and promote more passion that affects multiple areas of life, work and family. The model identifies a structured process by which a hierarchical group or organization can create such a culture and improve resilience as well as productivity. Many of these cultures do not support the emotional elements of individual value within that environment and often people feel powerless to grow or improve their work and lives, thus creating a basis for lower resilience and motivation. We find that when people join these groups, passion, productivity and excitement are fundamental, but as time passes through various interactions with others which become defined as obstacles and failure, people begin to lose trust and feel less valued. This often causes people to give up and become drawn into a culture that negatively affects facets of their personal identity. As people have different behaviors in different environments, these multiple facets are affected and brought out by their own emotional and mental characteristics combined with those of the groups they join. In essence, the right group can bring out the best in an individual, but by adding one additional person with the wrong “mix”, the entire group can become negatively affected. These cultures not only affect behavior and motivation, but long term exposure affects self-image and ultimately resilience and sustainability across all environments.

Biography

Arthur Carmazzi is Founder of the Directive Communication™ Methodology, ranked as one of the Global Top 10 most influential leadership professionals by Global Gurus. As a bestselling author and renowned speaker in psychological approaches to leadership and organizational culture transformation, he’s been honored by the AIOBP for advancing organizational development and training processes with innovative techniques and tools like the Colored Brain Communication Inventory profiling used for “Psycho-Productivity”, and HDMA, Corporate Culture Evolution Evaluation, and his line of active training games. His books include: “Lessons from the Monkey King”, “The Colored Brain Communication Field Manual”, “Identity Intelligence”, “The 6 Dimensions of Top Achievers”, “The Meta-Secret” and “The Psychology of Selecting the RIGHT Employee”

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