

**MONTANA STATE UNIVERSITY
COLLEGE OF NURSING
Master Resource Outline**

NRSG 580 Recognizing, Building, and Strengthening Individual and Organizational Resilience

Credits: 3

Semester Offered: Summer

Pre-requisites: Graduate student or permission of the instructor

Course Description:

The purpose of this course is to learn how to define and apply resilience as a strategic approach to health and well-being. The course participant will learn how to recognize, build, and strengthen individual and organizational/workplace resilience. The Resilience Scale™ will be applied to describe individual resilience. Evidence-based emotional, cognitive, and self-care skills will be presented to enhance individual resilience and are based on the Resilience Core and Resilience Pillars. The Organizational Resilience Scale (ORS), a new measurement tool to assess organizational resilience will be introduced and the major components constituting organizational resilience will be described.

Course Objectives: The student will:

1. Examine methods to assess individual and organizational resilience through measurement scales, interviews, and observation.
2. Analyze major research findings on resilience and the relationship of individual resilience to overall health and well-being.
3. Explore the relationship of organizational resilience to organizational outcomes.
4. Discuss the differences between strategic and tactical approaches to building and strengthening resilience at the individual and organizational levels.
5. Compare and contrast concepts related to resilience.
6. Discuss how professional providers can integrate resilience concepts into practice.

Recommended Content:

Overview of concept of resilience

Individual resilience:

5 essential components (Purpose/meaning, Perseverance, Equanimity, Self-Reliance, Authenticity)

4 Pillars (self-care, seeking/giving support, balance responsibilities, rest, recreation, engagement in life)

Measurement of individual resilience (Resilience Scale)

Individual Resilience Research/Applications to practice

Organizational resilience

Measurement of organizational resilience (Organizational Resilience Scale)

Organizational Resilience Research/Applications to practice

Methods:

Lecture

Discussion

Case Study Review