

Professional Resiliency: Accepting and Using Setbacks as Opportunities for Growth and Change



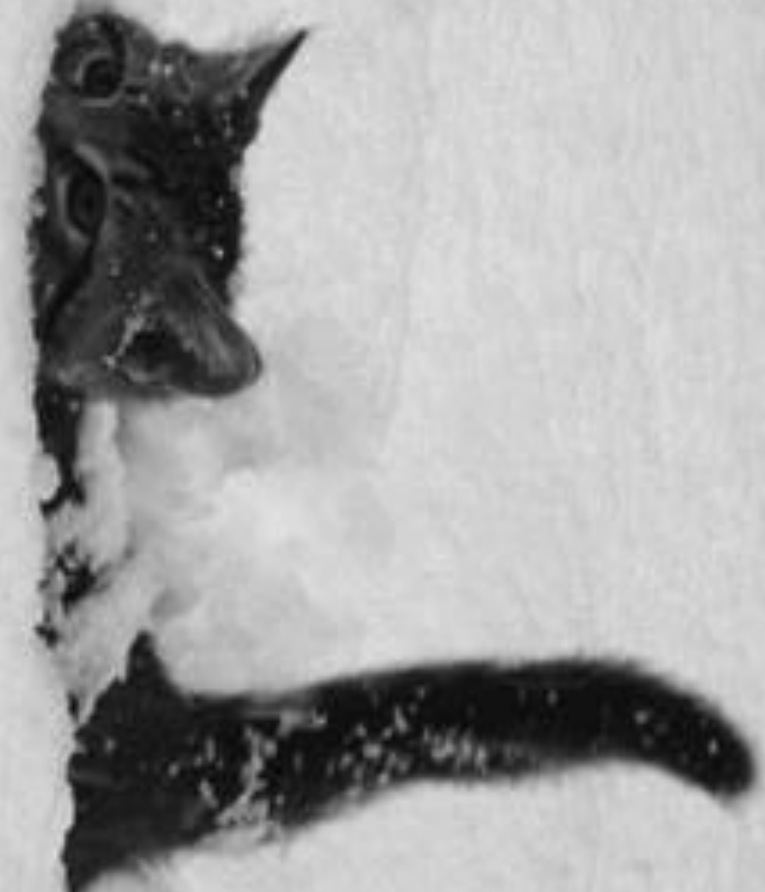
Yvette Huet

Professor and Director, ADVANCE FADO
UNC Charlotte

Robbin Chapman

Associate Provost and
Academic Director of Diversity and Inclusion
Wellesley College
[@DrRNChapman](#)

Resiliency → Opportunity



Reflection

Resilience

Survival

Thriving

The Path to Full Professor

- ∞ Ambiguities persist in what contributes to promotion to full
- ∞ Impact and contributions are important
 - Institutional service has impact
 - Professional society service has impact
- ∞ Branch out from single-study mentality and explore new areas of interest and that may be different
- ∞ You have to tell your story – you drive the narrative!

Discover Your Core Wisdom

- ∞ **Why** did I get into my work in the first place?
 - external rewards? (income, status)
 - intrinsic meaning?
- ∞ **What** is the real purpose of my work?

Growth-promoting Strategies

- ∞ Don't focus on constraints
- ∞ Focus on the things that you value most
- ∞ Focus on those things you can modify
- ∞ Reflect on what energizes you
- ∞ Think big!

Move Strategically Toward Your Vision

Thrive Mosaic Development Framework

- ☞ Strategic leveraging of your talent and cultural wealth
- ☞ Cultivation of relationships for development to Full
- ☞ Access to resources for growth to Full



For a tutorial on how to use the Thrive Mosaic Scholar Development Network, see Chapman, R. (2016, Feb 11). THRIVE Mosaic: The Six Strategic Influences Every Academic Should Cultivate for Career Growth and Success [Webinar]. In Higher Education Recruitment Consortium (HERC) Webinars. Retrieved from <https://vimeo.com/155026394> on September 21, 2016.

**The Road to New Possibilities is
Not Only Seeking New Landscapes**

But in Having New Eyes



Supporting Resilience → Opportunity: Talk to Your Chairs and Administrators

- ∞ Share your goals and what you need to get there
- ∞ Follow through on opportunities and support that move you closer to your goals and visions
- ∞ Talk about leadership roles you are interested in taking on as part of moving closer to your goals

It's Time to Be True to You!



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