## Contents

1 The Importance of Resiliency in Daily Living ....................... 1  
   The Naturally Stressful Nature of the Personal Development 1  
   We Live in the Centuries of Change ................................. 3  
   The Ongoing Need for Thriving Under Stress ...................... 5  
   References .......................................................... 6  

2 Personal Hardiness as the Basis for Resilience .................... 7  
   Hardiness as the Pathway to Resilience ............................. 8  
   The Longitudinal Study of Stress at Illinois Bell Telephone ..... 10  
   Hardiness Helps Turn Stresses into Growth Opportunities ....... 13  
   References .......................................................... 16  

3 Thirty Years of Hardiness Validational Research and Practice ... 19  
   Hardiness Emerges as a Distinctive Pattern of Attitudes and Strategies ...................................................... 19  
   Hardiness Improves Health Under Stress ........................... 21  
   Hardiness Improves Performance and Conduct Under Stress .... 22  
   The Relative Effectiveness of Hardiness and Other Individual Characteristics ................................................ 24  
   Where Does Hardiness Come From? .................................. 25  
   References .......................................................... 26  

4 Hardiness Assessment and Training .................................... 29  
   The Development and Effectiveness of Hardiness Assessment .... 29  
   The Initial Development of Hardiness Training .................... 31  
   The First Hardy Coping Step is Situational Reconstruction .... 32  
   The Second Hardy Coping Step is Focusing ......................... 33  
   The Third Hardy Coping Step is Compensatory Self-Improvement 34  
   The Previous Steps Lead to Formulating and Carrying out an Action Plan ....................................................... 35  
   The Effectiveness of the Initial Form of Hardiness Training .... 37  
   The Further Development of the HardiTraining Program .......... 37
The Effectiveness of the HardiTraining Program ................................................................. 38
Becoming a Certified Hardiness Trainer ............................................................................. 40
References .......................................................................................................................... 41

5 Raising Hardy Children ........................................................................................................ 43
The Hardy Attitudes ............................................................................................................... 44
Supportive Early Interactions Build the Hardy Attitude of Commitment ......................... 44
Early Environments Permitting Mastery Build the Hardy Attitude of Control .................. 45
Ongoing Changes Construed as Richness Build the Hardy Attitude of Challenge ............. 46
The Hardy Strategies ............................................................................................................. 47
Parents Need to Emphasize Problem-Solving Coping ......................................................... 48
Parents Need to Emphasize Supportive Social Interactions .............................................. 49
Parents Need to Emphasize Taking Care of Oneself .......................................................... 49
In all this, Parents Need to Admire, Respect, and Love Their Young .................................. 50
References .......................................................................................................................... 51

6 Applying Hardiness to Teaching and Counseling .............................................................. 53
Teaching Hardiness in Schools .............................................................................................. 53
Obtaining the School’s Approval for the Hardiness Course ................................................. 54
Effectiveness of the Hardiness Training Course on Students .............................................. 55
Teaching Hardiness in Counseling ......................................................................................... 56
Conformism and Existential Sickness .................................................................................. 57
Specifics of Hardiness Counseling ....................................................................................... 58
Case Examples from Hardiness Counseling ....................................................................... 60
References .......................................................................................................................... 62

7 Hardiness as a Relationship and Work Facilitator ............................................................... 65
The Changing Nature of Relationships and Work Situations .............................................. 65
The Importance of Learning Through Failures as Well as Successes ................................. 66
Deepening Significant Relationships into Intimacy ............................................................. 67
Engaging in Fulfilling Work by Learning all the Time ......................................................... 68
Neither Relationships Nor Work Settings Need Last Forever ........................................... 68
References .......................................................................................................................... 69

8 How Hardiness Facilitates Functioning in Military and Safety Roles ................................. 71
The Special Importance of Hardiness .................................................................................... 72
Relevant Hardiness Research ............................................................................................... 74
How Military and Safety Personnel Need to Function in Times of Terrorism .................... 78
References .......................................................................................................................... 78
9 The Importance of Hardy Organizations

How Organizations Thrive in Turbulent Times Through Hardiness
Culture, Climate, Structure, and Personnel of Hardy Organizations
What are the Advantages of Hardy Organizations?
What are the Disadvantages of Organizations that are not Hardy?
Can Hardy Organizations Be Built Simply Through a "Greening Effect"?
Assessing and Developing the Hardiness of Organizations

10 The Psychology of Possibility
Hardiness
Turning Stressful Circumstances into Resilient Growth
Maddi, S.R.
2013, XI, 88 p. 2 illus., Softcover
ISBN: 978-94-007-5221-4