

# Employee Resilience Actions

These are actions Employees can take to improve their own resilience:



## Connect

- Regularly communicate with employers & co-workers
- Negotiate preferred arrangement (casual vs P/T)
- Seek social engagement



## Wellbeing

- Prioritise work-life balance
- Thrive on downtime
- Access mental health & wellbeing supports



## Skills & Training

- Participate in professional development
- Seek educational opportunities
- Set career enhancement goals



## Engagement

- Be active - any work improves resilience
- Find mentors
- Seek market incentives
- Be conscious of stress on leaders



## Advocacy

- Focus on positives
- Take a zero-tolerance approach to harassment
- Consider unions / representative membership

*Employee resilience refers to the capacity of a worker to recover from & respond positively to workplace stressors.*



# Employee Resources

These are resources Employees can use to improve their resilience:

## Work-related supports:

- Fair Work Commission: [www.fwc.gov.au](http://www.fwc.gov.au)
- QTIC Young Professionals Mentoring Program: [www.qtic.com.au/workforce-development/young-professionals-mentoring/](http://www.qtic.com.au/workforce-development/young-professionals-mentoring/)
- QTIC Tourism & Hospitality Career Guide: [www.qtic.com.au/workforce-development/careers-tourism-hospitality/](http://www.qtic.com.au/workforce-development/careers-tourism-hospitality/)
- Back to Work: <https://backtowork.initiatives.qld.gov.au/>
- TBCP: [www.theburntchefproject.com/australianambassadors](http://www.theburntchefproject.com/australianambassadors)
- United Workers Union: [www.unitedworkers.org.au/tourism-workers/](http://www.unitedworkers.org.au/tourism-workers/)

## Health & wellbeing:

- Headspace: [www.headspace.org.au](http://www.headspace.org.au)
- 1800RESPECT: [www.1800respect.org.au](http://www.1800respect.org.au)
- Beyond Blue: [www.beyondblue.org.au](http://www.beyondblue.org.au)
- QLife: [www qlife.org.au](http://www qlife.org.au)
- Lifeline: [www.lifeline.org.au](http://www.lifeline.org.au)
- Black Dog Institute: [www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au)
- R U OK?: [www.ruok.org.au](http://www.ruok.org.au)

## Migrants & International Students:

- 1800 QSTUDY International Student Support Hotline: [www.qji.com.au/student-support/hotline](http://www.qji.com.au/student-support/hotline)

*Employees with good work-life balance are more productive.*



*Workers who enjoy their roles are more loyal to their employers.*



*Learning culture is an environment where acquiring and knowledge sharing is a priority e.g., rewarding employee problem solving suggestions*



*Grattan Institute:  
migrants, young people, casuals, part-time workers, & those in agriculture & hospitality are more likely to be paid below minimum wage.*

