



Career Resilience

Practical Tools

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Outline

- What is Resilience?
- Common Biases about Resilience
- Elements of Resilience
- Resilient Individuals
- Resilient Organizations
- Self-Assessments
- Final Reflections and Tips

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Loss Death Difficulties

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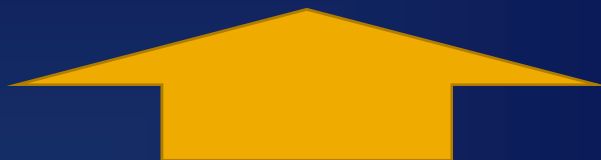
Resilience is the
STRENGTH and **SPEED** of our
response to adversity



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What is Resilience?

Resilience is our capacity and set of internal competencies to **endure**, focus on **long-term** goals and **bounce back** in adversity.



What are those internal competencies?

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Resilient Individuals

From...

- Self-Knowledge
- Sense of Humor
- Self-Control
- Self-Efficacy
- Health
- Emotional Intelligence
- Long-term Goals

To...

- Positive Attitude
- Assertiveness
- Networks
- Personal Support
- Recovery Strategies
- Vitality Boosters
- Career strategy



*Know yourself, Know your Resources,
Connect and Activate your Resilience*

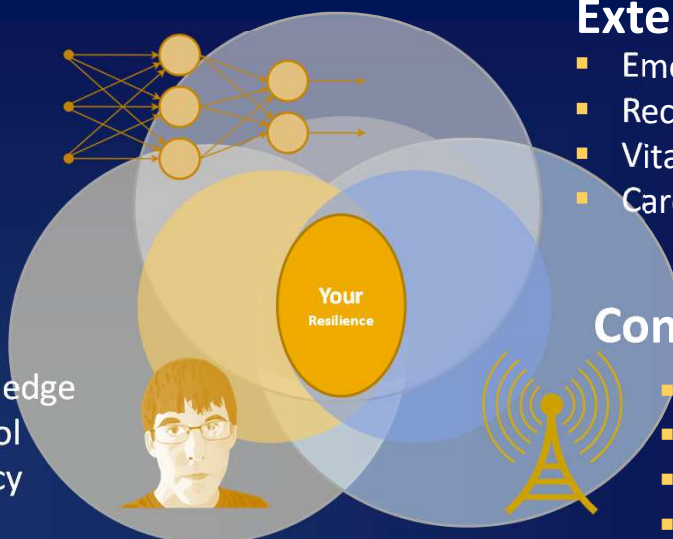
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Elements of Resilience

Self

- Self-Knowledge
- Self-Control
- Self-Efficacy
- Health



Exterior

- Emotional Intelligence
- Recovery Strategies
- Vitality Boosters
- Career strategy

Connectivity

- Positive Attitude
- Assertiveness
- Networks
- Personal Support

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Common Biases About Resilience



- There is a misconception that a resilient person is a **never-ending, always-working** person
- An extraordinary capacity and **endless** high-energy.
- A Resilient person endures **without rest**
- This model starts early in life, at **sports and school**

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Biases about Resilience



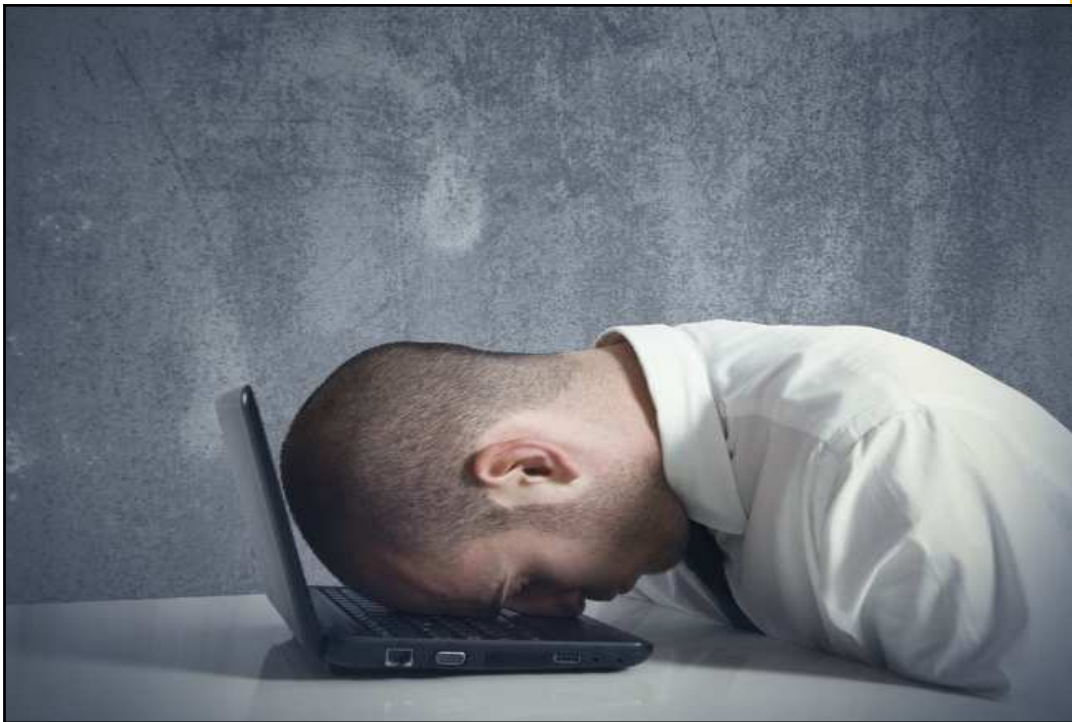
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Consequences of Resilience Biases

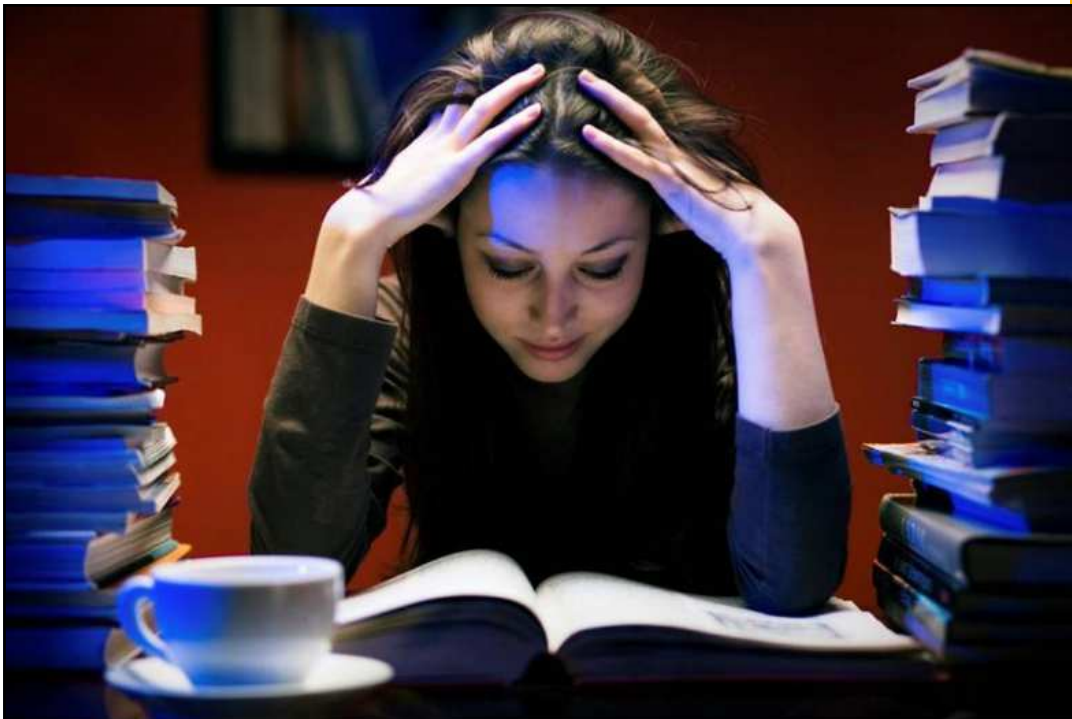


- We extrapolate the belief that to be resilient is to **work longer**, and expand this misconception to work
- To spend long hours working to meet **impossible timeframes**
- This approach **drains** our recovery capacity

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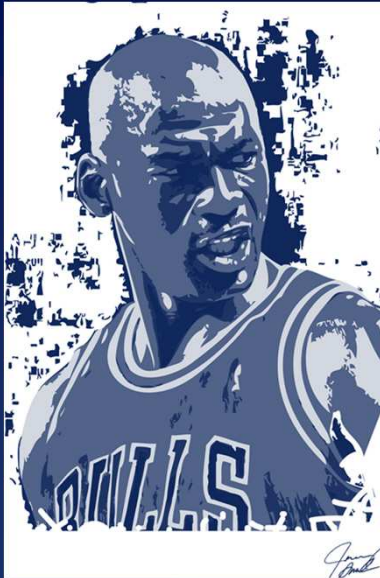
We do not **HAVE** Resilience.
We **BUILD** Resilience.



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"I have failed over and over and over again in my life... and that is why I succeed"

- Michael Jordan



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Resilient Strategies and Resources

- **Unpassionate** and fair understanding of your competencies, strengths and weaknesses
- Knowledge of the **triggers** of your responses, to wield **self-control**
- Understanding of your **network**
- Healthy food and drink habits, to boost your **vitality**

Tips... Tips... Tips... Tips... Tips... Tips...



Resources and Mechanisms to cope



- Resilience can be an **acquired skill**, not an innate quality, to overcome difficulties, in the relatable way that learn how to swim may be the differential skill in drowning or not.



Resilient Organizations



- Resilient organizations are **self-aware**, with a realistic sense of their own gaps
- Resilient organizations invest in their employees **occupational health and stress control** trainings
- Resilient organizations support collaborative, **not blaming** environments.
- Resilient organizations are Innovative and **embrace change**
- Resilient organizations **invest in their Leaders**
- Resilient Organizations periodically review their strategic objectives, and ensure all employees are **aligned** with those

Resilient Organizations



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Resilient individuals – Sheryl Sandberg



- COO Facebook
- Lost her husband suddenly
- Wrote "*Option B*"

Resilient individuals – Nader Sultan



- CEO KPC
- Life-threatening car accident; Kuwait's Invasion
- Led the recovery of Kuwait's oil industry

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Resilient individuals – Intisar Al-Kindy



- Deputy CEO PDO
- Divorce
- Founded Shell Algeria
- 1st woman Drilling Dty CEO in the Middle East

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Why is Career Resilience Important?



- **The ability to thrive in change and uncertainty while:**
 - **Remaining committed** to personal excellence, sharing and continuous learning
 - Adapting and **reinventing yourself** to meet business challenges and opportunities
 - Keeping **skill sets** current and aligned with market-driven trends
 - Proactively focusing on future skills and competencies needed to sustain **employability**
 - Creating a diverse and broad network of **support**

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My own Resilience – Maria A. Capello



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5 Final Conclusions and Tips



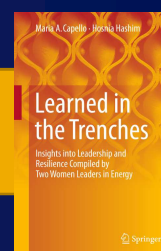
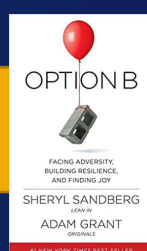
1. Identify what worked for you in difficult moments
2. Have realistic long-term aspirations
3. Trust in your abilities
4. Outreach to your own rescuing liaisons
5. Know your mechanisms to cope and de-stress. Use them!



*"I can be changed by
what happens to me.
But I refuse to
be reduced by it."
- Maya Angelou*

To know more...

- Sheryl Sandberg and Adam Grant “Option B”, 2015
- David B. Feldman and Lee Daniel Kravetz, 2014, “Supersurvivors”, HarperCollins Publishers.
- Maria A. Capello and H. Hashim, “Learned in the Trenches – Insights on Leadership and Resilience”, Springer 2018.



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Your Feedback is Important

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