

Social Sciences Research Group
Launch Event, Arnolfini, Bristol

Resilience and Recognition

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plan of presentation

- what is resilience?
- resilience at work
- resilience in the public sector

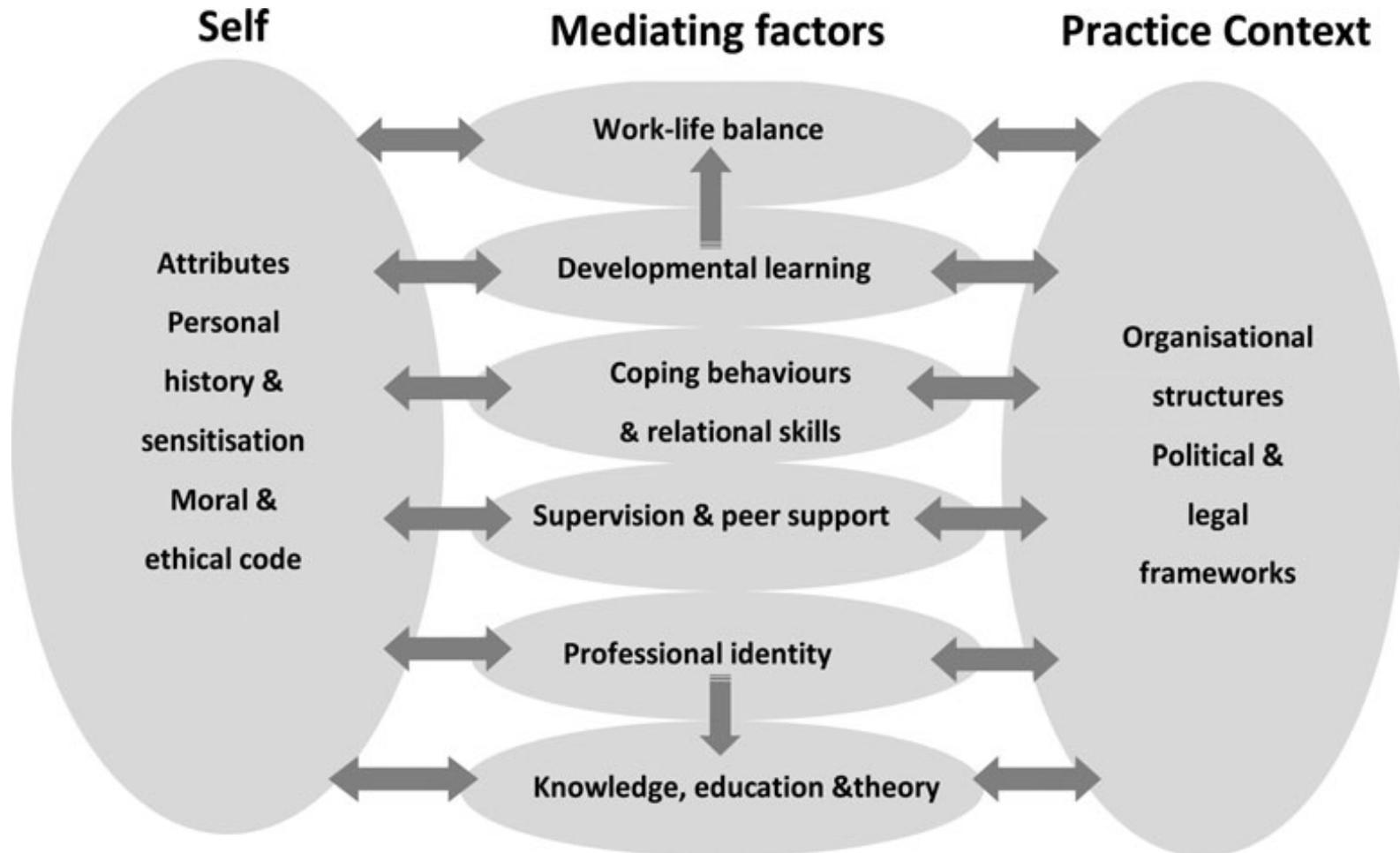
- the politics of recognition
- the theory of recognition
- three modes of recognition

- recognition and resilience
- testing the hypothesis

what is resilience?

- ‘**Resilience** [is] manifested competence in the context of significant challenges to adaptation or development’ (Masten, 1998: 206)
- ‘it is generally acknowledged that **resilience** is essentially a dynamic two-dimensional construct containing within it a condition of adversity *and* the presence of positive adaptation’ (Adamson 2014: 524)
- ‘The concept of emotional **resilience** has been described as “the general capacity for flexible and resourceful adaptation to external and internal stressors”’ (Collins 2007: 256, citing Klohen, 1996: 1067)

resilience at work



Adamson, 2014: 530

resilience in the public sector

Department for Education – *Step up to Social Work Programme Evaluation – 2012*

‘Some features of the approach taken to recruitment by Step Up to Social Work are of note, such as the emphasis on “**resilience**”, that is, ensuring that candidates are equipped to withstand the heavy demands of a highly varied and intensive programme’

Department of Health – *The National Health Visitor Plan – 2013*

‘The Coalition Government made a commitment in 2010 to increase the health visitor workforce ... This is based on growing evidence about the importance of the early years for developing emotional **resilience** and laying the foundations for good health and the role of health visitors in supporting families to achieve this’

the politics of recognition



'Time to end the inequality of nations'
Canada, January 2013

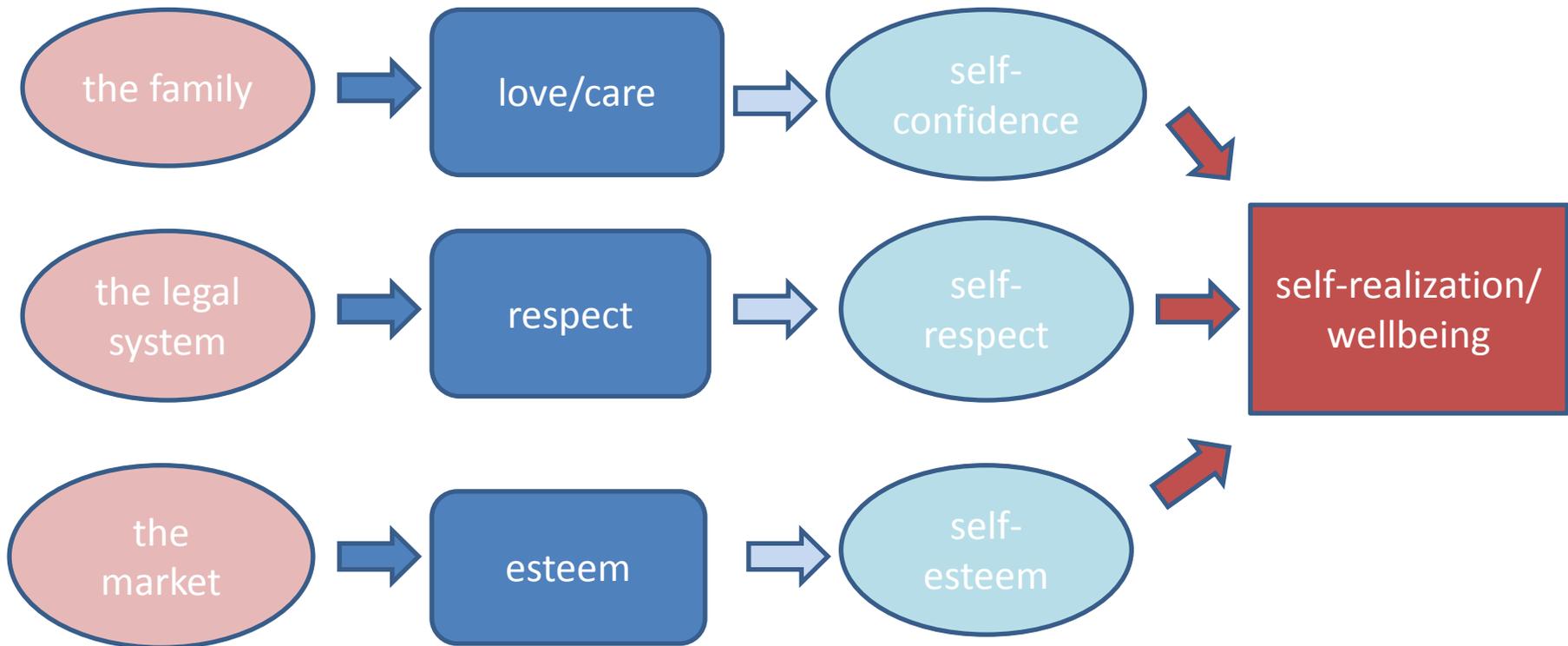
- recognition: relationship in which one party appropriately acknowledges another
- the politics of recognition: range of political phenomena involving such relationships
- focus on recognition of distinctive identities: national, religious, linguistic, sexual etc.

the theory of recognition



- a framework for analysis and evaluation of such politics
 - with psychological, economic, political, etc. dimensions
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- G W F Hegel: ‘self-consciousness exists in itself and for itself, in that, and by the fact that it exists for another self-consciousness; that is to say, it *is* only by being acknowledged or “recognized”’ (1807)
 - Charles Taylor: ‘our identity is partly shaped by recognition or its absence, often by the misrecognition of others, and so a person or group of people can suffer real damage, real distortion, if the people or society around them mirror back to them a confining or demeaning or contemptible picture of themselves’ (1992)

three modes of recognition



(Following Axel Honneth's *Struggle for Recognition*, 1995)

resilience and recognition

recapitulation

- recognition: relationships of appropriate acknowledgement
- resilience: capacity to survive/thrive in difficult circumstances

hypothesis

- important relationship between recognition and resilience
- recognition as necessary cause and condition of resilience

implication

- this relationship relatively neglected hitherto
- determining nature of this relationship is important

benefits

- could improve resilience for public sector professionals
- e.g. through changes in training and professional practice

testing the hypothesis

first phase

- number of small focus groups
- third year undergraduate students
- of Social Work and Health Visiting

later phases

- further, larger focus groups
- public sector professionals
- again, social workers and health visitors
- follow-up qualitative interviews

