

Social Sciences Research Group  
Launch Event, Arnolfini, Bristol

# Resilience and Recognition

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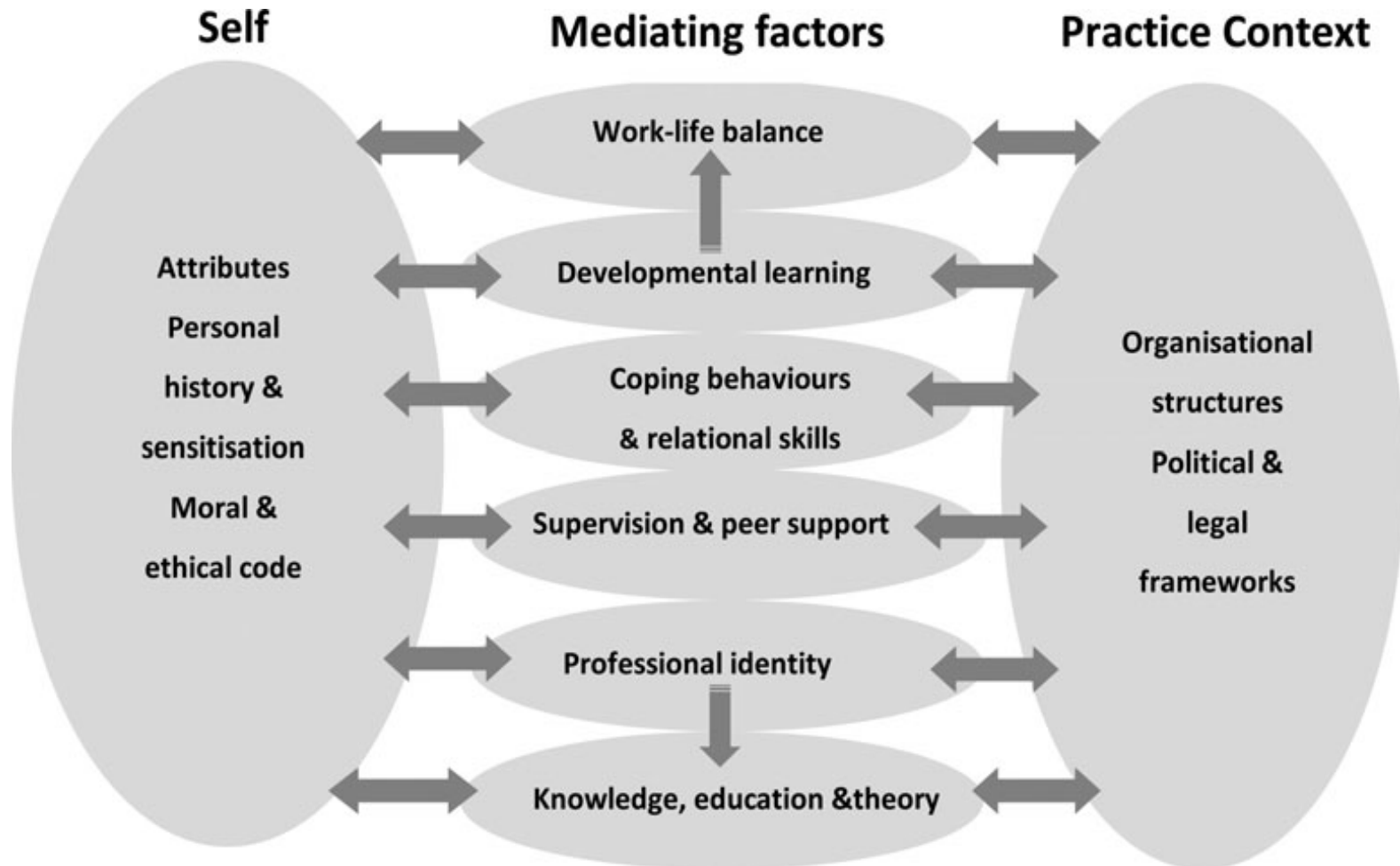
# plan of presentation

- 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’

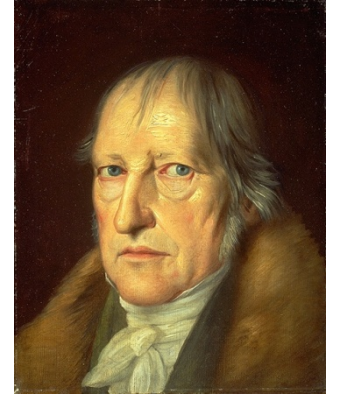


'Time to end the inequality of nations'  
Canada, January 2013

# the politics of recognition

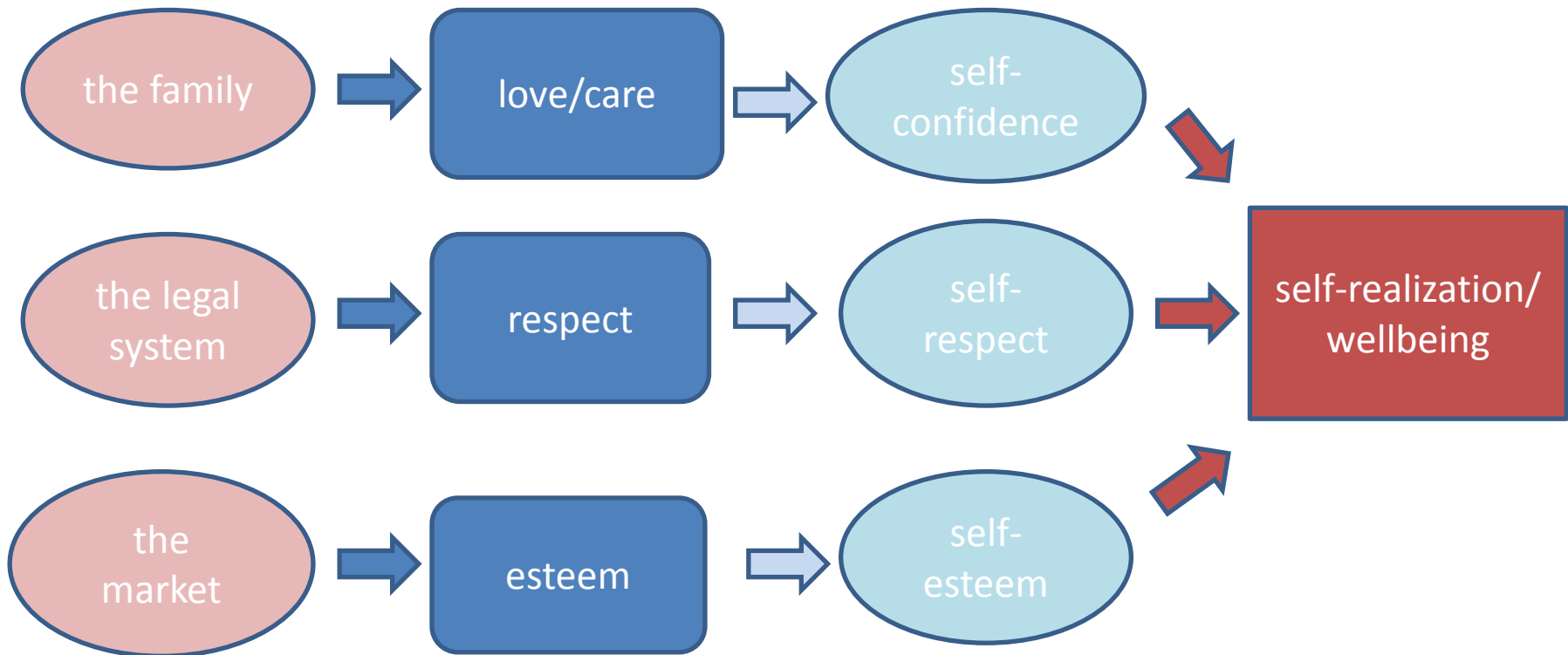
- recognition: relationship in which one party appropriately acknowledges another
- the politics of recognition: range of political phenomena involving such relationships
- focus on recognition of distinctive identities: national, religious, linguistic, sexual etc.

# the theory of recognition



- a framework for analysis and evaluation of such politics
  - with psychological, economic, political, etc. dimensions
- 
- 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

