INDIVIDUAL RESILIENCE CAN REDUCE STRESS, CONFLICT, AND INJURIES

Table 1 shows some characteristics of the 837 construction workers who responded to our survey in 2015 and 2016.

<table>
<thead>
<tr>
<th>Table 1: Demographic factors of participants</th>
<th>Avg.</th>
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</thead>
<tbody>
<tr>
<td>Age (years)</td>
<td>36.7</td>
</tr>
<tr>
<td>Experience (years in construction)</td>
<td>14.2</td>
</tr>
<tr>
<td>Job Tenure (years with current employer)</td>
<td>6.2</td>
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<tr>
<td>Num. of construction employers in previous 3 years</td>
<td>2.2</td>
</tr>
<tr>
<td>Num. of projects worked in previous 3 years</td>
<td>10.1</td>
</tr>
</tbody>
</table>

Construction workers reported on average:
- 6 physical symptoms / injuries
- 3.6 unsafe events
- 3.6 stress symptoms in the previous 3 months.

**Interpersonal conflict** may range from minor disagreements to assault. It may be overt (e.g. being openly rude to a coworker) or covert (e.g. spreading rumors about a coworker).

Individual resilience relates to one’s coping skills to deal with or adapt to adversity and unforeseen situations. An individual’s resilience can strengthen or weaken depending on the working environment.

Figure 1 shows that as conflict increases from never to very often, injuries, unsafe events, and stress double.

People with stronger coping abilities reported fewer conflicts, safety incidents, and stress. **Improving conflict management could improve safety.**
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