

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 1: Demographic factors of participants	
	Avg.
Age (years)	36.7
Experience (years in construction)	14.2
Job Tenure (years with current employer)	6.2
Num. of construction employers in previous 3 years	2.2
Num. of projects worked in previous 3 years	10.1

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.

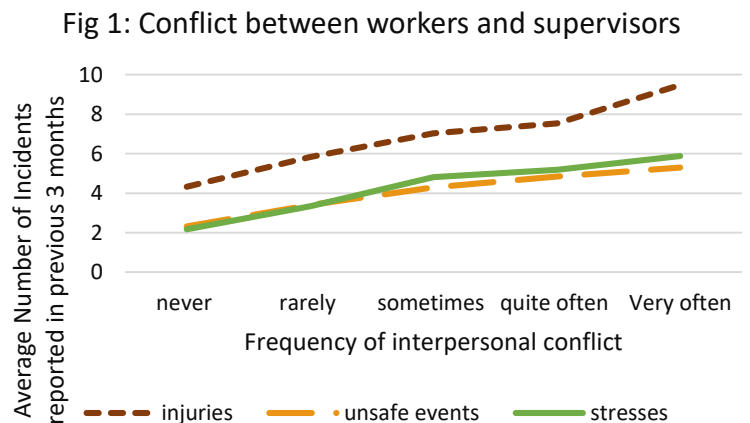
Construction workers reported on average:

- 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).

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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For more details about this research, see:

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