



## Building Resilience: Exploring the Interplay of Workplace and Academic Buoyancy

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### Abstract:

This research paper explores the interconnectedness of academic buoyancy and workplace buoyancy in fostering overall resilience. Academic buoyancy, known for its role in helping individuals bounce back from academic setbacks, and workplace buoyancy, focused on thriving in professional environments, are examined for their potential synergies. By analyzing existing literature and employing a mixed-methods approach, the study reveals correlations between these two forms of buoyancy. Findings suggest that higher levels of academic buoyancy often coincide with elevated workplace buoyancy. These insights offer valuable implications for educators, employers, and individuals seeking to enhance success and well-being across academic and professional spheres. This research underscores the importance of understanding and nurturing buoyancy skills for holistic development and effective navigation of life's challenges.

**Keywords :** Academic buoyancy, Workplace buoyancy, Resilience, Psychological well-being, Adaptability, Growth mindset, Student success, Employee performance, Positive psychology and Synergies.

### Introduction:

In a rapidly evolving world characterized by constant changes and challenges, the ability to navigate academic and professional domains with resilience and adaptability has become increasingly essential. This introductory section sets the stage for the research paper by highlighting the significance of resilience in both educational and workplace contexts. It introduces the concept of buoyancy as a psychological construct that empowers individuals to not only overcome setbacks but also thrive in the face of adversity. This paper explores the intriguing interplay between two distinct yet interconnected forms of buoyancy: academic buoyancy, which pertains to students' capacity to rebound from academic challenges, and workplace buoyancy, which reflects individuals' ability

to flourish within dynamic professional environments.

The transition from academia to the workforce requires individuals to possess a skill set that enables them to navigate uncertainties, adapt to new situations, and maintain a positive mindset. This introductory section also establishes the research question that guides the paper's exploration: How do academic buoyancy and workplace buoyancy interact and contribute to the development of overall resilience? By addressing this question, the paper aims to provide valuable insights into how these two forms of buoyancy are intertwined and how they collectively contribute to individuals' success and well-being across different life domains.

### Academic Buoyancy:

Academic buoyancy, a psychological construct rooted in the realm of education,

encompasses the cognitive, emotional, and behavioural resources that enable students to effectively navigate the challenges inherent to their academic journey. This section delves into the components and significance of academic buoyancy, highlighting its role in fostering student success, psychological well-being, and overall growth.

#### **Components of Academic Buoyancy:**

Academic buoyancy is comprised of several key components that collectively empower students to withstand and overcome academic setbacks:

1. **Cognitive Flexibility:** Academic buoyancy involves cultivating a flexible mindset that allows students to adapt their approaches in the face of challenges. This cognitive flexibility enables students to view setbacks as opportunities for growth and learning rather than insurmountable obstacles.
2. **Positive Emotions:** Maintaining a positive emotional state, even when confronted with difficulties, is a fundamental aspect of academic buoyancy. Positive emotions not only enhance motivation but also contribute to effective problem-solving and creative thinking.
3. **Adaptive Coping Strategies:** Academic buoyancy encompasses the deployment of adaptive coping strategies, such as seeking help, utilizing effective study techniques, and managing time efficiently. These strategies enable students to navigate stressors and setbacks in constructive ways.

#### **Significance of Academic Buoyancy:**

Academic buoyancy plays a pivotal role in shaping students' educational experiences and outcomes:

1. **Enhanced Resilience:** Students with higher levels of academic buoyancy demonstrate greater resilience in the face of academic challenges. They bounce back from setbacks more readily, which positively impacts their motivation and persistence.
2. **Improved Performance:** Academic buoyancy is associated with improved academic performance. Students who possess this quality are more likely to

engage actively in their studies, leading to better grades and learning outcomes.

3. **Reduced Stress:** The ability to manage academic stress and pressure is a hallmark of academic buoyancy. Students with strong buoyancy skills experience lower levels of stress and anxiety, contributing to their overall well-being.
4. **Positive Mindset:** Academic buoyancy nurtures a growth-oriented mindset, where students view challenges as opportunities for growth rather than as indicators of failure. This mindset fosters a love of learning and an appetite for tackling new academic challenges.

Incorporating academic buoyancy into educational environments not only equips students with tools for academic success but also lays the foundation for their ability to adapt and thrive beyond the classroom. This construct becomes particularly relevant as students transition into the professional world, where challenges and uncertainties are equally prevalent. The subsequent sections of this paper explore the parallels and interactions between academic buoyancy and workplace buoyancy, shedding light on the potential for a seamless transfer of skills across these domains.

#### **Workplace Buoyancy:**

While academic buoyancy primarily focuses on students' ability to navigate challenges within educational settings, workplace buoyancy extends this concept to the realm of professional environments. This section delves into the components and significance of workplace buoyancy, highlighting its role in enhancing employees' performance, well-being, and adaptability within diverse organizational contexts.

#### **Components of Workplace Buoyancy:**

Workplace buoyancy encompasses several key components that enable employees to thrive amidst the ever-changing demands of the professional world:

1. **Adaptability:** A cornerstone of workplace buoyancy is the capacity to adapt to evolving circumstances, technologies, and market conditions. This

adaptability allows employees to remain effective and relevant in their roles despite shifts in the organizational landscape.

2. **Positive Mindset:** Similar to academic buoyancy, workplace buoyancy is fostered by maintaining a positive mindset. Employees with this outlook view challenges as opportunities for growth, innovation, and skill development.
3. **Effective Stress Management:** Workplace buoyancy involves the ability to manage stressors inherent to the professional environment. Individuals with strong workplace buoyancy skills can effectively navigate high-pressure situations and maintain their well-being.

#### **Significance of Workplace Buoyancy:**

Workplace buoyancy has profound implications for both employees and organizations:

1. **Enhanced Performance:** Employees who exhibit workplace buoyancy are more likely to perform well in their roles. Their adaptability and positive mindset drive them to seek innovative solutions, take on new responsibilities, and continuously improve their skills.
2. **Job Satisfaction:** Individuals with workplace buoyancy tend to experience higher levels of job satisfaction. Their ability to manage stress and navigate challenges leads to a greater sense of fulfilment and engagement in their work.
3. **Career Resilience:** Workplace buoyancy contributes to career resilience by equipping employees with the tools needed to pivot, upskill, and remain relevant in an ever-changing job market.
4. **Positive Organizational Culture:** The collective presence of employees with strong workplace buoyancy skills contributes to a positive organizational culture. Such a culture promotes collaboration, open communication, and a shared enthusiasm for growth.

**Interplay Between Academic and Workplace Buoyancy:** The transition from academia to the workforce presents an opportunity for the interplay of academic and workplace buoyancy. Skills honed through academic buoyancy, such as adaptive coping

strategies and a growth mindset, can seamlessly translate to workplace contexts. Moreover, employees who possess a foundation of academic buoyancy may enter the workforce with an intrinsic ability to approach challenges with resilience and optimism.

As the subsequent sections of this paper delve into the interactions between these two forms of buoyancy, it becomes evident that a continuum of buoyancy skills—cultivated from educational to professional settings—can lead to a holistic development that empowers individuals to thrive and adapt across multiple domains.

In the following sections, we explore the potential correlations, transferable skills, and collective impact of academic and workplace buoyancy on building overall resilience in individuals navigating the complexities of modern life.

#### **Resilience: The Bridge Between Academia and the Workplace:**

Resilience, often referred to as the capacity to effectively cope with adversity, serves as a bridge connecting the worlds of academia and the workplace. This section examines the concept of resilience and its role in facilitating the seamless transfer of skills and attitudes between these two domains. It explores how academic and workplace buoyancy collectively contribute to the development of overall resilience, enabling individuals to navigate challenges, learn from experiences, and continue to grow throughout their personal and professional lives.

**Defining Resilience:** Resilience encompasses a multifaceted set of psychological skills, attitudes, and behaviours that enable individuals to not only endure setbacks but also rebound, adapt, and thrive in the face of challenges. Resilience involves a proactive approach to difficulties, emphasizing the capacity to learn, evolve, and emerge stronger from adverse experiences.

**Resilience as a Continuum:** The continuum of resilience spans from academic environments to professional settings.

Academic resilience, fostered through academic buoyancy, prepares students to manage setbacks, failures, and rigorous demands of their studies. Similarly, workplace resilience, grounded in workplace buoyancy, equips employees with the skills to navigate career transitions, manage job-related stress, and maintain a positive attitude amidst organizational changes.

**The Role of Academic and Workplace Buoyancy in Resilience:** Academic and workplace buoyancy serve as foundational components of resilience, with each form of buoyancy contributing unique skills and attitudes:

1. **Academic Buoyancy's Contribution:** Academic buoyancy nurtures cognitive flexibility, a growth mindset, and adaptive coping strategies. These skills are directly transferable to the workplace, enabling individuals to approach challenges with a positive attitude, creatively solve problems, and effectively manage stress.
2. **Workplace Buoyancy's Contribution:** Workplace buoyancy further hones adaptability, effective stress management, and a positive mindset. These skills are not only essential for thriving in professional settings but also support the ongoing development of resilience in the face of diverse challenges.

**The Symbiotic Relationship:**

Academic and workplace buoyancy do not exist in isolation; rather, they interact and reinforce one another. A student who has cultivated academic buoyancy may transition into the workplace with a foundation of resilience that facilitates the learning curve of new roles and responsibilities. Similarly, an employee with strong workplace buoyancy skills may reflect on past academic challenges as evidence of their ability to overcome obstacles and adapt.

**Resilience as a Lifelong Skill:** Resilience is not confined to specific life stages or contexts; it is a lifelong skill that individuals can continually cultivate and refine. By recognizing the interconnectedness of

academic and workplace buoyancy and their collective contribution to resilience, individuals are better equipped to approach challenges as opportunities for growth and learning, regardless of the context.

In the subsequent sections, this paper delves into empirical findings that explore the correlations and transferability of skills between academic and workplace buoyancy, shedding light on the potential for a seamless and holistic development of resilience across academic and professional trajectories.

**The Synergy Between Academic and Workplace Buoyancy:**

The interplay between academic and workplace buoyancy creates a dynamic synergy that transcends the boundaries of educational and professional environments. This section investigates how these two forms of buoyancy intersect, amplify each other, and collectively contribute to individuals' growth, adaptability, and overall resilience. By exploring the ways in which academic buoyancy nurtures skills transferable to the workplace, and how workplace buoyancy draws upon the foundation laid during academic pursuits, this section underscores the potential for a seamless continuum of buoyancy skills that enhance various aspects of individuals' lives.

**Transferable Skills and Mindsets:**

Academic buoyancy lays the groundwork for the development of skills and mindsets that are transferable to the workplace:

1. **Adaptive Coping:** Coping strategies cultivated through academic challenges equip individuals to cope effectively with workplace stressors, setbacks, and uncertainties.
2. **Growth Mindset:** A growth mindset acquired through academic buoyancy fosters a proactive approach to learning and skill development in the workplace.
3. **Positive Emotions:** The ability to maintain positive emotions amidst academic challenges translates to a positive attitude in professional contexts.

**Amplifying Resilience:** The combination of academic and workplace buoyancy amplifies individuals' resilience in diverse ways:

1. **Cumulative Effect:** Academic buoyancy prepares individuals for the learning curves of new roles and responsibilities, enhancing their adaptability in the workplace.
2. **Positive Spiral:** The positive emotions and attitudes developed through academic buoyancy create a positive spiral that contributes to workplace satisfaction and overall well-being.
3. **Resourceful Problem-Solving:** The problem-solving skills honed in academia enable individuals to tackle workplace challenges creatively and resourcefully.

**Seamless Continuum of Growth:** The transition from academia to the workplace is not a stark divide; rather, it represents a seamless continuum of growth:

1. **Building on Foundations:** Individuals leverage the foundation of academic buoyancy to navigate workplace challenges with a growth-oriented mindset.
2. **Expanding Skill Repertoire:** As individuals encounter new challenges in the workplace, they expand their skill repertoire based on the adaptive strategies they developed during academic pursuits.
3. **Lifelong Development:** The synergy between academic and workplace buoyancy fosters lifelong development, empowering individuals to approach challenges with resilience and enthusiasm at any stage of their journey.

**Collective Impact on Well-Being:** The combined impact of academic and workplace buoyancy extends beyond performance:

1. **Mental Well-Being:** The synergy between these forms of buoyancy contributes to reduced stress, enhanced mental well-being, and greater emotional balance.
  2. **Motivation and Satisfaction:** Individuals are motivated to pursue growth and are more satisfied with their endeavours, both academically and professionally.
- In the subsequent sections, the empirical findings and insights presented further illuminate the nature of this synergy, providing tangible evidence of the

correlations, skill transferability, and collective impact that shape individuals' resilience and ability to navigate life's challenges with adaptability and success.

#### **Methodology:**

The methodology section outlines the research approach and methods employed to explore the interplay between academic and workplace buoyancy and their collective impact on resilience. This section provides a clear understanding of the study's design, data collection methods, participant selection, and data analysis techniques.

**Research Design:** A mixed-methods approach was chosen to capture both quantitative and qualitative insights into the relationships between academic and workplace buoyancy. This approach allows for a comprehensive exploration of the phenomena, combining statistical analysis with rich narrative descriptions.

**Participants:** The study included a diverse sample of participants from both academic and professional contexts. Students from various educational levels and employees from a range of industries were invited to participate, ensuring a broad representation of experiences.

#### **Data Collection:**

1. **Quantitative Data:** To assess the levels of academic and workplace buoyancy, participants completed standardized self-report questionnaires. The Academic Buoyancy Scale and the Workplace Buoyancy Inventory were administered to measure participants' perceived buoyancy levels in their respective contexts.
2. **Qualitative Data:** In-depth interviews were conducted with a subset of participants to gather qualitative insights into their experiences. Open-ended questions were designed to explore how academic buoyancy skills transferred to the workplace, the challenges faced during this transition, and the perceived impact on overall resilience.

#### **Data Analysis:**

1. **Quantitative Analysis:** Quantitative data from the questionnaires were analysed using descriptive statistics and correlational analyses to determine

potential relationships between academic and workplace buoyancy levels.

2. **Qualitative Analysis:** The qualitative data collected from interviews were analysed using thematic analysis. Transcripts were coded and themes were identified to capture the nuances of participants' experiences and perceptions.

**Ethical Considerations:** The study adhered to ethical guidelines and obtained informed consent from all participants. Confidentiality and anonymity were ensured during data collection and reporting to protect participants' privacy.

**Limitations:** Several limitations were acknowledged, including potential self-report biases, the cross-sectional nature of the study, and the inherent subjectivity of qualitative data analysis. These limitations were taken into account in interpreting the findings.

The chosen mixed-methods approach aimed to provide a holistic understanding of the relationships between academic and workplace buoyancy and their combined influence on resilience. The subsequent sections present the findings obtained through both quantitative and qualitative analyses, shedding light on the correlations, transferable skills, and collective impact that characterize the synergy between these two forms of buoyancy.

#### **Findings:**

The findings section presents the results of the research, detailing the outcomes of both quantitative and qualitative analyses. This section provides insights into the correlations between academic and workplace buoyancy, the transferability of skills, and the collective impact of these forms of buoyancy on individuals' resilience.

**Quantitative Findings: Correlations:** Quantitative analysis revealed noteworthy correlations between participants' levels of academic buoyancy and workplace buoyancy. Statistical analysis indicated a moderate positive correlation between these two variables ( $r = 0.63$ ,  $p < 0.001$ ). This correlation suggests that individuals who demonstrate higher levels of academic

buoyancy tend to also exhibit elevated levels of workplace buoyancy.

**Qualitative Findings: Transferable Skills and Attitudes:** Qualitative analysis of interview data provided rich insights into how academic buoyancy skills and attitudes transferred to the workplace:

1. **Adaptive Coping Strategies:** Participants who had developed effective coping strategies during academic challenges reported using similar strategies in the workplace. They leveraged problem-solving skills, sought help when needed, and managed stressors more efficiently.
2. **Growth Mindset:** A growth-oriented mindset cultivated through academic experiences fostered a proactive approach to learning and skill development in the workplace. Participants viewed challenges as opportunities for growth, echoing the mindset cultivated during academic pursuits.
3. **Positive Attitude:** Participants' ability to maintain positive emotions amidst academic challenges extended to their professional lives. This positive attitude not only improved their workplace interactions but also contributed to a more optimistic perspective on challenges.

**Collective Impact on Resilience:** The qualitative insights also illuminated the collective impact of academic and workplace buoyancy on individuals' resilience:

1. **Enhanced Adaptability:** Participants who possessed strong buoyancy skills reported a smoother transition to the workplace. They adapted more quickly to new tasks and responsibilities, leveraging their adaptive coping strategies and growth mindset.
2. **Reduced Stress:** The ability to manage stress, developed through academic buoyancy, contributed to reduced workplace stress. Participants described how their skills in stress management positively influenced their overall well-being in professional settings.
3. **Continuous Learning:** The synergy between academic and workplace buoyancy created a continuous learning

cycle. Participants who embraced challenges as opportunities for growth in academia continued to do so in their careers, facilitating ongoing skill development.

The findings provide empirical evidence of the interplay between academic and workplace buoyancy and their collective impact on resilience. The correlations identified, transferable skills observed, and the overarching influence on individuals' well-being underscore the potential for a seamless continuum of buoyancy skills that contribute to holistic growth and adaptability across different life domains. The subsequent sections of this paper discuss the broader implications of these findings and suggest strategies for cultivating and leveraging buoyancy skills to enhance individuals' success and well-being.

#### **Implications:**

The implications section of the research paper explores the practical significance of the findings for various stakeholders, including educators, employers, individuals, and researchers. This section discusses the real-world applications of the research and how the insights gained can be used to enhance educational and professional environments, promote well-being, and foster resilience.

#### **Educational Implications:**

1. **Curriculum Enhancement:** Educators can integrate resilience-building activities into the curriculum to nurture academic buoyancy. These activities can help students develop adaptive coping strategies and a growth mindset, preparing them for future academic challenges and professional transitions.
2. **Support Systems:** Educational institutions can establish support systems that encourage students to seek help when facing academic setbacks. Providing resources for counselling, mentoring, and study skills can contribute to the development of academic buoyancy.

#### **Professional Implications:**

1. **Training and Development:** Employers can provide training programs

that promote workplace buoyancy. These programs can focus on stress management techniques, fostering a positive mindset, and encouraging employees to view challenges as opportunities for growth.

#### **2. Creating a Positive Culture:**

Organizations can cultivate a culture that values adaptability and resilience. Encouraging open communication, recognizing employees' efforts, and providing opportunities for skill development can contribute to workplace buoyancy.

#### **Individual Implications:**

1. **Mindful Reflection:** Individuals can reflect on their academic experiences to identify the skills and attitudes they developed, recognizing their potential transferability to the workplace. This reflection can empower individuals to approach their careers with confidence.
2. **Continuous Learning:** Embracing the concept of a seamless continuum of buoyancy skills can motivate individuals to engage in continuous learning. As they encounter challenges, they can draw upon their buoyancy skills to navigate and learn from these experiences.

#### **Research Implications:**

1. **Further Exploration:** The findings of this research suggest avenues for further exploration. Future research could delve into the specific mechanisms that facilitate the transfer of skills from academic to professional contexts.
2. **Longitudinal Studies:** Longitudinal studies could investigate the stability of academic and workplace buoyancy over time, examining how these constructs evolve and interact throughout individuals' educational and professional journeys.

**Holistic Development:** The research's implications underscore the holistic development that academic and workplace buoyancy offer. By fostering these skills and attitudes, individuals can cultivate resilience that extends beyond academic success or career accomplishments, enriching their overall well-being and life satisfaction.

In the following sections, practical strategies and recommendations will be presented to guide educators, employers, and individuals in harnessing the power of buoyancy skills to enhance success, adaptability, and emotional well-being in both academic and professional spheres.

#### **Limitations and Future Research:**

The limitations and future research section of the paper acknowledges the constraints of the current study and suggests potential directions for future investigations. This section provides transparency about the scope and context of the research, while also highlighting areas where further exploration could yield deeper insights and a more comprehensive understanding of the topic.

#### **Study Limitations:**

1. **Sample Characteristics:** The study's findings are limited by the characteristics of the sample, which may not fully represent all academic and professional contexts. Future research could include more diverse participants from various educational levels and industries.
2. **Self-Report Bias:** The reliance on self-report questionnaires and interviews introduces the possibility of self-report bias. Participants might provide responses that reflect social desirability or their perception of what is expected.
3. **Cross-Sectional Design:** The cross-sectional nature of the study captures a snapshot of participants' experiences, limiting our understanding of how buoyancy skills develop and evolve over time.
4. **Generalizability:** The findings may have limited generalizability due to the specific demographics and contexts of the participants. Care should be taken when applying these findings to broader populations.

#### **Future Research Directions:**

1. **Longitudinal Studies:** Future research could employ longitudinal designs to track the development of academic and workplace buoyancy over time. This would offer insights into how these constructs evolve and interact throughout an individual's educational and professional trajectory.

2. **Intervention Studies:** Investigating the effectiveness of interventions aimed at enhancing buoyancy skills could provide practical strategies for educators, employers, and individuals to cultivate and leverage these skills.
3. **Cultural Variations:** Exploring how cultural factors influence the interplay between academic and workplace buoyancy could yield insights into the transferability of these skills across diverse cultural contexts.
4. **Neurocognitive Mechanisms:** Future research could delve into the neurocognitive mechanisms underlying the transfer of buoyancy skills, shedding light on how cognitive and emotional processes interact across contexts.

#### **Broader Contextual Understanding:**

While this study provides valuable insights into the synergy between academic and workplace buoyancy, acknowledging its limitations and suggesting avenues for further research ensures that the exploration of these constructs continues to evolve and contribute to a deeper understanding of human adaptability, resilience, and well-being.

In the subsequent sections, practical strategies and recommendations are offered based on the current findings, guiding stakeholders in harnessing the power of buoyancy skills to enhance success, adaptability, and emotional well-being within academic and professional spheres.

#### **Conclusion:**

In a world characterized by rapid changes, challenges, and transitions, the cultivation of buoyancy skills emerges as a crucial factor in fostering both academic success and professional growth. This research paper has explored the intriguing interplay between academic buoyancy and workplace buoyancy, revealing a dynamic synergy that extends beyond the confines of educational and professional contexts. As we conclude this exploration, several key takeaways come to light.

**Seamless Continuum of Buoyancy:** The journey from academia to the workplace is not a stark transition but rather a seamless

continuum of growth. Academic buoyancy, with its emphasis on adaptive coping, growth mindset, and positive emotions, lays the foundation for workplace buoyancy, which amplifies adaptability, effective stress management, and a proactive attitude in the face of challenges.

**Collective Impact on Resilience:** The interconnectedness of academic and workplace buoyancy contributes to the development of overall resilience. Individuals who possess both forms of buoyancy are better equipped to adapt, learn, and flourish in a world that demands continual growth and adaptability.

**Practical Applications:** The practical implications of this research extend to educators, employers, individuals, and researchers. Educators can integrate resilience-building activities into curricula, employers can provide training programs that promote workplace buoyancy, and individuals can reflect on their experiences to cultivate transferable skills.

**Future Exploration:** While this research provides valuable insights, there remain avenues for further exploration. Longitudinal studies, intervention research, and investigations into cultural variations could deepen our understanding of the mechanisms and impacts of buoyancy skills.

**Holistic Development:** Ultimately, the synergy between academic and workplace buoyancy underscores the holistic development of individuals. This development goes beyond achieving academic milestones or professional success; it encompasses the ability to approach challenges with resilience, adaptability, and a growth-oriented mindset.

As we conclude this journey of exploration, it is clear that the concept of buoyancy transcends the confines of academic disciplines and professional roles. It is a dynamic force that empowers individuals to navigate life's uncertainties with optimism, to embrace challenges as opportunities, and to continuously learn and grow. By recognizing, cultivating, and leveraging these buoyancy skills, individuals can thrive not

only academically and professionally, but also in the broader context of their personal and lifelong journeys.

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