

The necessity to master the fifteen skill set of adversity quotient to circumvent occupational stress at workplace

Dear Editor,

All people may face adversities in life.^[1] Dr. Paul Stoltz coined the term “*Adversity quotient as a measure of the capability of an individual in facing the difficult situations in life*”.^[1] In India, medical and dental professionals working in public and private health institutions may face occupational stress at the workplace. The occupational stress may be due to adversities such as overload of work leading to burnout, workplace bullying, lack of coordination among the different medical and dental disciplines, politics among the co-workers and excessive demanding higher authorities. The above adversities may be overcome by applying the soft skill *adversity quotient* at the workplace. More recently, the adversity quotient skill

Table 1: Fifteen skill sets of adversity quotient

Concentration and cheerful disposition
Cooperative behavior and harmonious relationships with patients and colleagues
High concern and empathy
Effective problem solving and clear and confident decision-making
Good discipline and time-keeping
Timely referral to coworkers based on the disease of appropriate specialty
Stay up-to-date with medical and dental research by attending continuing education programs and reading literature
Appropriate sense of humor
Enhanced achievements and strategies attained regarding patients and revenue
High level of motivation and plenty of energy
Always hopeful with positive autosuggestions and spiritual mind set
Ready to accept criticisms and feelings of being valued and competent
Avail leisure time and leave to attend pleasure trips and social gathering
Separate registers for documentation of cases and patient appointment for higher authorities scrutiny
Institute job crafting behavior to assign different tasks to coworkers based on hierarchy

set exemplification was reported as a commentary in the medical literature from India.^[2] The health professionals may be aware of 15 skill sets of adversity quotient to circumvent occupational stress at the workplace [Table 1].

Financial support and sponsorship

Nil.

Conflicts of interest

There are no conflicts of interest.

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Received: 09-06-2021

Accepted: 01-10-2021

Published: 29-11-2021

Access this article online

Quick Response Code:



Website:
www.jfmpc.com

DOI:
10.4103/jfmpc.jfmpc_1104_21

How to cite this article: Shamim T. The necessity to master the fifteen skill set of adversity quotient to circumvent occupational stress at workplace. J Family Med Prim Care 2021;10:4335.

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