

The Influence of Resilience Skills Towards Entrepreneurial Success

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ABSTRACT

Entrepreneurship is a challenging pursuit that requires tenacity and resilience to navigate the unpredictable business environment. This study examines the influence of resilience skills on entrepreneurial success, specifically in Poblacion, Tagoloan, Misamis Oriental. Resilience skills, including self-awareness, emotional regulation, problem-solving, and adaptability, are essential for entrepreneurs to manage challenges and ensure business sustainability. The study employed a descriptive research design with 100 micro-entrepreneurs across various sectors, selected using purposive heterogeneous sampling. Data were collected through a structured survey and analyzed using descriptive statistics, ANOVA, and Pearson's correlation coefficient. Results indicate a significant positive relationship between resilience skills and entrepreneurial success, with self-awareness and adaptability being the most influential skills. Emotional regulation showed a less direct impact on success, suggesting that while valuable, it requires complementary skills. The study emphasizes the importance of resilience in strategic decision-making, stress management, and market adaptability. These findings support the need for resilience training and mentorship programs to enhance entrepreneurial capabilities. However, the study is limited to micro-entrepreneurs in Poblacion, Tagoloan, and excludes data from larger corporations or regulated sectors. Future research could expand the scope to explore resilience in different business environments and industries. The study's results contribute to the development of more resilient entrepreneurial ecosystems, offering insights for entrepreneurs, business educators, and policymakers. Promoting resilience through training programs can better prepare entrepreneurs for long-term success, fostering more sustainable and innovative business practices in underserved communities. Additionally, it will improve their capacity to handle external pressures effectively, enhancing their business adaptability and overall resilience.

INTRODUCTION

Entrepreneurship is often regarded as a challenging yet rewarding journey that requires resilience, creativity, and the ability to thrive amid uncertainty (Duchek, 2017). In this dynamic business environment, entrepreneurial resilience has become a crucial factor in determining the long-term success and sustainability of new ventures. Resilience is the ability of an entrepreneur to recover from setbacks and continue striving towards success, even when faced with significant adversities. Without resilience, entrepreneurial sustainability is unattainable, as entrepreneurs must face challenges such as financial crises, competition, and constant changes in the market. Research has shown that entrepreneurs frequently experience stress and pressure, from unpredictable market conditions to balancing personal and professional lives (Ahmed et al., 2022).

For small business owners, particularly those in micro-enterprises, resilience is an essential skill to survive difficult times such as financial stress, fierce competition, and shifting customer needs. However, many entrepreneurs lack the skills or preparation to handle these challenges, leading to business failure. In areas like Poblacion, Tagoloan, where entrepreneurs may not be adequately equipped to navigate these hurdles, there is a clear gap in entrepreneurial training. This gap calls for integrating resilience-building practices into educational and community programs to better prepare entrepreneurs for long-term success.

Resilience Theory, proposed by Garmezy (1974) and Rutter (1985), explains how individuals adapt to adversity through growth and proactive actions rather than just endurance. Unfortunately, resilience is not typically taught in schools, leaving entrepreneurs unprepared for the challenges of managing a business. This study aims to address this gap by exploring the influence of resilience on entrepreneurial success, specifically focusing on key resilience skills such as self-awareness, emotional regulation, problem-solving, and adaptability. These skills are critical in ensuring the long-term sustainability of small businesses, particularly in areas like Poblacion, Tagoloan.

The research objectives are as follows:

1. To examine the demographic profile of the respondents, including their age, gender, educational level, years of entrepreneurial experience, and type of business.
2. To assess the extent to which resilience skills—self-awareness, emotional regulation, problem-solving, and adaptability—contribute to entrepreneurial success.
3. To evaluate the level of entrepreneurial success in terms of long-term sustainability.
4. To investigate the relationship between the demographic profile and entrepreneurial success.
5. To analyze the relationship between resilience skills and entrepreneurial success.
6. To determine which resilience skill most significantly influences entrepreneurial success.

By addressing these questions, the study aims to provide valuable insights into how resilience can be cultivated and applied to enhance the outcomes of small businesses, particularly in local and underserved communities. The findings will offer practical recommendations for integrating resilience training into entrepreneurship education and community support programs, ensuring that entrepreneurs are better equipped to face adversity and sustain their ventures. This research seeks to emphasize the importance of resilience in ensuring the sustainability of small businesses, particularly in regions like Poblacion, Tagoloan, where entrepreneurial success can be significantly improved through resilience-building strategies.

MATERIALS AND METHODS

This study employed a descriptive research design, which was deemed appropriate for assessing the significance of resilience skills in relation to entrepreneurial success. The descriptive design allowed for an in-depth analysis of the current state of resilience skills among entrepreneurs and their impact on business sustainability. The aim was to gain a comprehensive understanding of how resilience skills contribute to entrepreneurial outcomes.

The participants consisted of 100 micro-entrepreneurs from Poblacion, Tagoloan, Misamis Oriental, who own microenterprises across various sectors, including agriculture, services, retail, and other industries relevant to the local economy. These participants were selected using purposive heterogeneous sampling to ensure a diverse range of entrepreneurial experiences and

backgrounds, providing a broad representation of entrepreneurs operating under different conditions.

A structured survey was developed for data collection, measuring the various dimensions of resilience skills and entrepreneurial success. The research instrument was designed to ensure both content validity and theoretical rigor, with each section derived from key studies in resilience and entrepreneurship. Self-awareness (Items A1–A10) was adapted from Park, Kim, and Lee's study on leadership effectiveness, emphasizing the role of self-perception in decision-making. Emotional regulation (Items B11–B20) was based on Mayo et al.'s work, identifying emotional regulation as a predictor of entrepreneurial success. Problem-solving skills (Items C21–C30) were derived from Ayala et al.'s study on cognitive resilience and opportunity recognition. Adaptability (Items D31–D40) was informed by Rawal et al.'s article on entrepreneurship and adaptability, exploring strategies to navigate uncertainty and change. Long-term sustainability (Items E41–E50) was based on Iloanya et al.'s research on resilience and business longevity. Finally, increased productivity and engagement (Items F51–F60) were adapted from Megele et al.'s study on resilience, fostering sustained workplace performance.

Data analysis techniques included descriptive statistics, with frequency counts and percentage distributions used to determine the demographic profile of the participants. The mean and standard deviation were calculated to evaluate the levels of resilience skills and entrepreneurial success. To examine significant differences in long-term sustainability based on varying levels of resilience skills, Analysis of Variance (ANOVA) was applied. Additionally, Pearson Product-Moment Correlation Coefficient was used to assess the relationship between resilience skills and entrepreneurial success, providing insights into how closely related the skills are to sustainable business outcomes.

RESULTS AND DISCUSSION

1. What is the profile of the respondent in terms of:

- 1.1 Age;**
- 1.2 Gender;**
- 1.3 Educational Level;**
- 1.4 Years of Entrepreneurial Experience; and**
- 1.5 Type of Business?**

Table 1. Frequency and Percentage Distribution of the Respondents' Profiles in terms of Age

Age	Frequency	Percentage
18-25	11	11%
26-35	15	15%
36-40	19	19%
41-50	35	35%
51 and above	20	20%
Total	100	100

Table 1 presents the frequency and percentage distribution of participants based on their age. The largest group consists of 35 respondents (35%) aged 41-50 years. The second largest group includes 20 respondents (20%) who are 51 years or older. Nineteen respondents (19%) fall into the 36-40 age range, while 15 respondents (15%) are aged 26-35 years. The smallest group, aged 18-25 years, consists of 11 respondents, accounting for 11% of the total. The average age of the respondents is approximately 41 years, with the majority of respondents being in their early 40s.

The results indicate a strong presence of entrepreneurs in the 41-50 age group, suggesting that most respondents are experienced in business operations. The underrepresentation of younger entrepreneurs (18-25 years) may point to challenges related to resilience development at an early stage of their entrepreneurial journey. According to Iloanya (2021), younger entrepreneurs often lack access to established support networks, which can hinder their ability to build resilience for long-term success. The findings align with previous research by Forbes (2022), which suggests that older entrepreneurs are generally more resilient and able to adapt to market changes, likely due to their accumulated experience. Therefore, younger entrepreneurs could benefit from targeted support and mentorship programs aimed at strengthening their resilience and fostering sustainable business growth.

Table 2. Frequency and Percentage Distribution of the Respondents' Profiles in terms of Sex

Sex	Frequency	Percent
Male	44	44%
Female	56	56%
Total	100	100%

Table 2 presents the frequency and percentage distribution of respondents' sex. The data reveals that 56 respondents (56%) are female, indicating that women make up the majority of the entrepreneurial sample. In contrast, 44 respondents (44%) are male, showing that while men still play a significant role, women have a slightly higher representation in entrepreneurship within this study.

The analysis shows that female entrepreneurs (56%) slightly outnumber male entrepreneurs (44%), reflecting the global trend of increasing female participation in leadership and business ownership. Research by Iloanya (2021) highlights the role of resilience in women's success, enabling them to overcome barriers and thrive. The presence of both male and female entrepreneurs adds diversity, enhancing innovation and decision-making in business, as noted by Smith and Brown (2023). These findings emphasize the growing influence of women in business, promoting gender inclusivity and fostering more sustainable outcomes through diverse perspectives.

Table 3. Frequency and Percentage Distribution of the Respondents' Profile in terms of Educational Level

Educational Level	Frequency	Percent
Grade School	6	6%
High School	44	44%
College Level & Grad	41	41%
Graduate Studies	9	9%
Total	100	100%

Table 3 presents the frequency and percentage distribution of respondents based on their educational level. The largest group consists of 44 respondents (44%) with a high school education, followed by 41 respondents (41%) who are at the college level or have completed their degrees. Nine respondents (9%) have pursued graduate studies, and six respondents (6%) have only completed grade school. The results suggest that while formal education plays a role in developing useful skills, resilience and experience are key to sustaining a business.

The findings indicate that while formal education, particularly high school and college-level education, is common among entrepreneurs, it is not the sole factor determining success.

Resilience, adaptability, and experience play critical roles in sustaining a business, as emphasized by Zhang et al. (2019), who argue that entrepreneurial success depends on a mix of education, experience, and resilience. The lower percentage of entrepreneurs with only a grade school education highlights the need for support programs that enhance skills such as financial literacy and strategic planning for those with less formal education. Mentorship and continuous skill development are essential for entrepreneurs at all education levels to navigate business challenges and ensure sustainability.

Table 4. Frequency and Percentage Distribution of the Respondents' Profile in Terms of Years of Entrepreneurial Experience

Year of Entrepreneurial Experience	Frequency	Percent
Less than a year	10	10%
1 to 4 years	30	30%
5 to 8 years	28	28%
8 years & above	32	32%
Total	100	100%

Table 4 presents the frequency and percentage distribution of respondents based on their years of entrepreneurial experience. The largest group consists of 32 respondents (32%) with 8 years or more of experience, followed by 30 respondents (30%) with 1 to 4 years of experience. Twenty-eight respondents (28%) have between 5 to 8 years of experience, while 10 respondents (10%) have less than a year of experience. The average entrepreneurial experience among the respondents is approximately 5 to 8 years.

The majority of respondents have moderate to extensive entrepreneurial experience, which aligns with research suggesting that business longevity is closely tied to resilience, strategic decision-making, and adaptability. Entrepreneurs with more experience are likely to have developed coping mechanisms for business challenges, contributing to their long-term sustainability. According to Korber (2021), resilient entrepreneurs learn from past failures, helping them bounce back and pivot strategies effectively. The small percentage of entrepreneurs with less than a year of experience emphasizes the need for support systems that focus on resilience-building, financial management, and strategic planning to help new business owners succeed, as highlighted by Duchek (2021). Mentorship and resilience-focused training are essential for early-stage entrepreneurs to build a foundation for long-term business success.

Table 5. Frequency and Percentage Distribution of the Respondents' Profile in terms of Type of Business

Type of Business	Frequency	Percent
Merchandise	30	30%
Service Type	70	70%
Total	100	100%

Table 5 presents the frequency and percentage distribution of respondents based on the type of business. The majority of respondents, 70 (70%), are engaged in service-oriented businesses, while 30 respondents (30%) are involved in merchandise businesses. This shows that service-based businesses dominate the entrepreneurial landscape in the study area.

The results suggest that the majority of entrepreneurs operate service-oriented businesses, reflecting a global trend toward flexible, consumer-driven, and low-capital business models. Merchandise businesses also play an important role, underscoring the significance of trade and

retail in entrepreneurship. However, the absence of manufacturing businesses may indicate barriers such as high capital requirements and operational complexities, which could discourage entrepreneurs from entering this sector. As noted by Krach (2022), a diversified entrepreneurial ecosystem, including service, merchandise, and manufacturing industries, is key to ensuring economic stability and job creation. Policies and initiatives should focus on supporting service and merchandise businesses, while gradually encouraging the development of the manufacturing sector through targeted incentives and capacity-building efforts.

2. What is the extent of the resilience skills that help entrepreneurs succeed in terms of?

- 2.1 Self Awareness;**
- 2.2 Emotional Regulation;**
- 2.3 Problem-Solving Skills; and**
- 2.4 Adaptability?**

Table 6
The Extent of the Resilience Skills that Help Entrepreneurs Succeed in terms of Self-Awareness

Items	Mean	SD	Description	Interpretation
1. Self-awareness enables entrepreneurs to identify their strengths, weaknesses, and areas for growth, helping them make informed decisions.	3.40	0.43	Agree	Moderately Influential
2. Self-aware entrepreneurs are better equipped to make strategic decisions and foster alignment within their teams, driving business success.	3.26	0.44	Strongly Agree	Highly Influential
3. Being self-aware allows entrepreneurs to remain composed under pressure, helping them manage stress effectively during challenging times.	3.30	0.46	Strongly Agree	Highly Influential
4. Entrepreneurs with high self-awareness are able to build strong relationships, encourage collaboration, and cultivate a positive team environment.	3.34	0.48	Strongly Agree	Highly Influential
5. Self-awareness training is essential for enhancing both business acumen and personal growth, empowering entrepreneurs to perform better.	3.36	0.48	Strongly Agree	Highly Influential
6. Businesses led by self-aware entrepreneurs tend to thrive, as their thoughtful decision-making contributes to improved organizational performance.	3.34	0.48	Strongly Agree	Highly Influential
7. Self-awareness helps create an emotionally intelligent workplace, fostering empathy, open communication, and higher employee engagement.	3.35	0.48	Strongly Agree	Highly Influential
8. Reflective practices driven by self-awareness enable entrepreneurs to adapt to changing conditions, ensuring long-term business sustainability.	3.31	0.46	Strongly Agree	Highly Influential
9. Addressing a lack of self-awareness helps entrepreneurs make better decisions, reducing conflicts and preventing potential business failures.	3.38	0.49	Strongly Agree	Highly Influential
10. Self-awareness strengthens entrepreneurial resilience, allowing entrepreneurs to navigate challenges and setbacks with greater ease.	3.29	0.46	Strongly Agree	Highly Influential
Average	3.32	0.47	Strongly Agree	Highly Influential

Legend: 1.00-1.75 Strongly Disagree (Less Influential), 1.76-2.50 Disagree (Influential), 2.51-3.25 Agree (Moderately Influential), 3.26-4.00 Strongly Agree (Highly Influential)

Table 6 presents the extent of resilience skills that help entrepreneurs succeed in terms of self-awareness. The overall mean score of 3.32, with a standard deviation of 0.47, indicates that self-awareness is considered "Highly Influential" in entrepreneurial success. The highest-rated statement, "Addressing a lack of self-awareness helps entrepreneurs make better decisions, reducing conflicts and preventing potential business failures" (Mean = 3.38, SD = 0.49),

emphasizes the importance of self-awareness in decision-making. The lowest-rated statement, “Self-awareness enables entrepreneurs to identify their strengths, weaknesses, and areas for growth, helping them make informed decisions” (Mean = 3.24, SD = 0.43), suggests that some entrepreneurs may not prioritize self-reflection in their decision-making process.

The analysis reveals that self-awareness plays a crucial role in entrepreneurial success, especially in strategic decision-making, leadership, and adaptability. Entrepreneurs who develop self-awareness are better equipped to understand their strengths and weaknesses, manage challenges, and make informed decisions. The highest-rated item highlights that self-awareness helps reduce business conflicts and improve decision-making, supporting the idea that self-aware entrepreneurs are better able to navigate uncertainties. However, the lowest-rated item suggests that some entrepreneurs may not fully recognize the importance of self-reflection. This aligns with Baumeister et al. (2018), who argue that self-awareness requires continuous effort, and Goleman et al. (2020), who emphasize its role in emotional intelligence, stress management, and relationship-building. These results suggest that entrepreneurial training programs should integrate self-awareness development strategies, such as mentorship and reflective exercises, to improve decision-making and resilience, ultimately contributing to business sustainability.

Table 7
The Extent of the Resilience Skills that Help Entrepreneurs Succeed in terms of Emotional Regulation

Items	Mean	SD	Description	Interpretation
1. Emotional regulation is crucial for entrepreneurs to maintain focus and composure when facing stressful situations and challenges.	3.30	0.46	Strongly Agree	Highly Influential
2. Entrepreneurs who effectively manage their emotions tend to perform better, make more informed decisions, and maintain productivity even under pressure.	3.30	0.46	Strongly Agree	Highly Influential
3. Including emotional regulation training in entrepreneurship programs equips entrepreneurs with the skills to handle difficulties and uncertainties more effectively.	3.32	0.47	Strongly Agree	Highly Influential
4. The ability to manage emotions enhances decision-making, allowing entrepreneurs to stay calm and think clearly during high-pressure moments.	3.39	0.49	Strongly Agree	Highly Influential
5. Entrepreneurs with strong emotional regulation skills are better equipped to handle stress and uncertainty, contributing to greater resilience.	3.37	0.49	Strongly Agree	Highly Influential
6. Emotional regulation helps entrepreneurs establish positive relationships with key stakeholders, such as investors, customers, and employees, fostering collaboration and trust.	3.40	0.49	Strongly Agree	Highly Influential
7. Struggling with emotional regulation can result in poor performance, negatively affecting leadership, decision-making, and innovation within the business.	3.35	0.48	Strongly Agree	Highly Influential
8. Developing emotional regulation strengthens teamwork, improves conflict resolution, and builds stronger, more cohesive partnerships within the organization.	3.33	0.47	Strongly Agree	Highly Influential
9. Self-awareness plays a critical role in emotional regulation by helping entrepreneurs recognize their emotional triggers and manage their reactions.	3.35	0.48	Strongly Agree	Highly Influential
10. Emotional regulation is a key component of resilience, enabling entrepreneurs to recover from setbacks and continue progressing toward business goals.	3.30	0.46	Strongly Agree	Highly Influential
Average	3.34	0.47	Strongly Agree	Highly Influential

Legend: 1.00-1.75 Strongly Disagree (Less Influential), 1.76-2.50 Disagree (Influential), 2.51-3.25 Agree (Moderately Influential), 3.26-4.00 Strongly Agree (Highly Influential)

Table 7 presents the extent of resilience skills that help entrepreneurs succeed in terms of emotional regulation. The overall mean score of 3.34, with a standard deviation of 0.47, indicates that emotional regulation is considered "Highly Influential" in entrepreneurial success. The highest-rated statement, "Emotional regulation helps entrepreneurs establish positive relationships with key stakeholders, such as investors, customers, and employees, fostering collaboration and trust" (Mean = 3.40, SD = 0.49), emphasizes the importance of emotional control in professional relationships. The lowest-rated statement, "Emotional regulation is crucial for entrepreneurs to maintain focus and composure when facing stressful situations and challenges" (Mean = 3.30, SD = 0.46), suggests that while emotional regulation is recognized as valuable, some entrepreneurs may find it challenging to maintain composure under high pressure.

The findings suggest that emotional regulation plays a key role in entrepreneurial success by helping business owners manage stress, build trust with stakeholders, and make rational decisions. The highest-rated item highlights the role of emotional regulation in fostering positive relationships, which are crucial for business sustainability. Research by Baron & Tang (2021) supports this, noting that emotional regulation improves leadership and negotiation skills. However, the lower rating on the importance of emotional regulation during stressful situations aligns with Cardon et al. (2019), who found that early-stage entrepreneurs often struggle with emotional stability, particularly when facing financial instability and high-risk decisions. These results emphasize the need for entrepreneurship training programs to incorporate stress management techniques, mindfulness practices, and mentorship to strengthen emotional regulation skills and enhance long-term business sustainability.

Table 8
The Extent of the Resilience Skills that Help Entrepreneurs Succeed in terms of Problem-Solving Skills

Items	Mean	SD	Description	Interpretation
1. Resilience strengthens problem-solving by helping entrepreneurs stay focused and persevere through challenges, leading to effective solutions.	3.28	0.45	Strongly Agree	Highly Influential
2. Turning failure into learning opportunities enhances problem-solving skills, which are essential for entrepreneurial success and adaptability.	3.23	0.42	Agree	Moderately Influential
3. Coping resources like resourcefulness and optimism play a crucial role in enhancing problem-solving skills and overcoming business obstacles.	3.18	0.39	Agree	Moderately Influential
4. Resilient entrepreneurs experience fewer negative emotions, allowing them to think more clearly and solve problems more effectively under pressure.	3.16	0.37	Agree	Moderately Influential
5. Resilient entrepreneurs take decisive actions to address problems, ensuring the survival and growth of their ventures even during challenging times.	3.18	0.39	Agree	Moderately Influential
6. Resilience enables entrepreneurs to approach problem-solving with confidence, reducing stress and encouraging effective solutions.	3.22	0.42	Agree	Moderately Influential
7. Emotional regulation improves problem-solving by helping entrepreneurs maintain composure and make better decisions under pressure.	3.25	0.44	Agree	Moderately Influential
8. Entrepreneurs with strong resilience excel in problem-solving, adapting to dynamic business environments and ensuring long-term sustainability.	3.27	0.45	Strongly Agree	Highly Influential
9. Building resilience enhances problem-solving by boosting creativity and productivity, leading to more successful entrepreneurial outcomes.	3.28	0.45	Strongly Agree	Highly Influential

10. Support networks and mentorship contribute to problem-solving by providing both strategic advice and emotional resources to overcome challenges.	3.27	0.45	Strongly Agree	Highly Influential
Average	3.23	0.42	Agree	Moderately Influential

Legend: 1.00-1.75 Strongly Disagree (Less Influential), 1.76-2.50 Disagree (Influential), 2.51-3.25 Agree (Moderately Influential), 3.26-4.00 Strongly Agree (Highly Influential)

Table 8 presents the extent of resilience skills that help entrepreneurs succeed in terms of problem-solving skills. The overall mean score of 3.23, with a standard deviation of 0.42, suggests that problem-solving is considered “Moderately Influential” in entrepreneurial success. The highest-rated statement, “Resilience strengthens problem-solving by helping entrepreneurs stay focused and persevere through challenges, leading to effective solutions” (Mean = 3.28, SD = 0.45), highlights the strong connection between resilience and problem-solving. The lowest-rated statement, “Resilient entrepreneurs experience fewer negative emotions, allowing them to think more clearly and solve problems more effectively under pressure” (Mean = 3.16, SD = 0.37), suggests that some entrepreneurs may struggle to maintain emotional stability when solving business challenges under pressure.

The analysis indicates that problem-solving skills play a critical role in entrepreneurial success, allowing entrepreneurs to navigate challenges, adapt to uncertainty, and sustain operations. The highest-rated item supports the notion that resilience enhances problem-solving by promoting perseverance and focus, which aligns with Bullough & Renko (2022), who found that resilient entrepreneurs are committed to their ventures and develop creative solutions. However, the lower-rated item suggests that some entrepreneurs may struggle with maintaining emotional stability under stress, which is critical for effective problem-solving. This aligns with Uy et al. (2020), who noted that while emotional control is essential, many entrepreneurs face difficulties remaining calm in high-pressure situations. These findings imply that entrepreneurs would benefit from additional support in emotional regulation and stress management to strengthen their problem-solving abilities. According to Obschonka et al. (2021), resilient entrepreneurs who apply problem-solving strategies effectively experience higher business sustainability and growth. Therefore, entrepreneurial training programs should focus on resilience-building exercises, stress management techniques, and decision-making workshops to improve problem-solving skills and emotional stability.

Table 9 presents the extent of resilience skills that help entrepreneurs succeed in terms of adaptability. The overall mean score of 3.24, with a standard deviation of 0.43, suggests that adaptability is considered “Moderately Influential” in entrepreneurial success. The highest-rated statement, “Adaptability plays a key role in an entrepreneur's ability to make informed decisions in uncertain and rapidly changing environments” (Mean = 3.30, SD = 0.46), highlights the importance of adaptability in decision-making and managing uncertainty. The lowest-rated statement, “Overemphasizing adaptability can undermine the stability and consistency necessary for sound business operations” (Mean = 3.19, SD = 0.39), indicates that while excessive adaptability is not seen as a major risk, frequent strategic shifts may lead to inefficiencies.

The analysis suggests that adaptability is a crucial skill for navigating uncertainty and making informed decisions in a changing business environment. The highest-rated item underscores the value of adaptability in strategic decision-making, which aligns with Zhou et al. (2022), who argue that adaptability enables entrepreneurs to create agile business models that respond efficiently to market changes. However, Urban & Wood (2021) caution that excessive adaptability may lead to instability and frequent strategic shifts, which can negatively affect business efficiency. While most entrepreneurs in this study do not perceive over-adaptability

as a significant risk, the findings suggest that maintaining a balance between adaptability and strategic consistency is key to long-term business sustainability. As Breznik & Hisrich (2020) note, adaptable entrepreneurs are better equipped to thrive in dynamic environments. Therefore, training programs should emphasize adaptability alongside structured planning and risk management strategies to ensure sustainable business growth.

Table 9
The Extent of the Resilience Skills that Help Entrepreneurs Succeed in terms of Adaptability

Items	Mean	SD	Description	Interpretation
1. Adaptability is essential for entrepreneurs to successfully navigate environmental shifts and achieve sustainable business growth.	3.27	0.45	Strongly Agree	Highly Influential
2. Entrepreneurs who are adaptable are better positioned to embrace technical and market changes that drive innovation.	3.23	0.42	Agree	Moderately Influential
3. Adaptability plays a key role in an entrepreneur's ability to make informed decisions in uncertain and rapidly changing environments.	3.30	0.46	Strongly Agree	Highly Influential
4. Excessive adaptability may lead to instability in decision-making, causing entrepreneurs to change strategies too frequently without enough analysis.	3.25	0.44	Agree	Moderately Influential
5. Entrepreneurs should prioritize adaptability over long-term planning and consistency to stay competitive in evolving markets.	3.23	0.42	Agree	Moderately Influential
6. Being adaptable allows entrepreneurs to recognize new opportunities and respond to uncertainty with greater resilience.	3.25	0.44	Agree	Moderately Influential
7. Adaptability in entrepreneurship should be balanced with strategic foresight and careful decision-making to ensure long-term success.	3.24	0.43	Agree	Moderately Influential
8. Overemphasizing adaptability can undermine the stability and consistency necessary for sound business operations.	3.19	0.39	Agree	Moderately Influential
9. Adaptability is one of the most important skills for entrepreneurs to thrive in uncertain business environments.	3.20	0.40	Agree	Moderately Influential
10. Future research should focus on the relationship between adaptability and other entrepreneurial competencies to create a more holistic approach to business success.	3.20	0.40	Agree	Moderately Influential
Average	3.24	0.43	Agree	Moderately Influential

Legend: 1.00-1.75 Strongly Disagree (Less Influential), 1.76-2.50 Disagree (Influential), 2.51-3.25 Agree (Moderately Influential), 3.26-4.00 Strongly Agree (Highly Influential)

3. What is the extent of entrepreneurial success in terms of:

3.1 Long-term Sustainability?

Table 10 presents the extent of entrepreneurial success in terms of long-term sustainability. The overall mean score of 3.23, with a standard deviation of 0.42, suggests that resilience is considered “Moderately Influential” in ensuring business longevity. The highest-rated statement, “Entrepreneurial resilience enhances the ability to sustain a business by enabling effective decision-making and adaptation to challenges” (Mean = 3.27, SD = 0.45), highlights the importance of resilience in making strategic decisions and adapting to challenges. Meanwhile, the lowest-rated statement, “Organizations that cultivate resilience are more likely to sustain their competitive advantage and long-term viability” (Mean = 3.17, SD = 0.38), suggests that while resilience is seen as important, other factors like financial management, innovation, and strategic planning are also crucial for long-term success.

Table 10
The Extent of Entrepreneurial Success in terms of Long-Term Sustainability

Items	Mean	SD	Description	Interpretation
1. Resilience is both an individual and organizational characteristic that defines the long-term sustainability of businesses.	3.24	0.43	Agree	Moderately Influential
2. Entrepreneurs lacking resilience may struggle with crises, reducing their ability to adapt and jeopardizing long-term business sustainability.	3.24	0.43	Agree	Moderately Influential
3. Organizations that prioritize resilience are more likely to overcome challenges and achieve sustainable growth.	3.21	0.41	Agree	Moderately Influential
4. Adapting quickly to market changes is essential for maintaining long-term business sustainability and competitive advantage.	3.26	0.44	Strongly Agree	Highly Influential
5. Resilient entrepreneurs can maintain operations and recover more quickly from setbacks, ensuring the longevity of their business.	3.22	0.42	Agree	Moderately Influential
6. Organizational resilience plays a pivotal role in sustaining success in competitive markets over the long term.	3.22	0.42	Agree	Moderately Influential
7. Financial resilience, when combined with adaptability, is crucial for maintaining the sustainable performance of businesses.	3.26	0.44	Strongly Agree	Highly Influential
8. Entrepreneurial resilience enhances the ability to sustain a business by enabling effective decision-making and adaptation to challenges.	3.27	0.45	Strongly Agree	Highly Influential
9. Learning from past mistakes fosters resilience, which is essential for maintaining long-term business success.	3.19	0.39	Agree	Moderately Influential
10. Organizations that cultivate resilience are more likely to sustain their competitive advantage and long-term viability.	3.17	0.38	Agree	Moderately Influential
Average	3.23	0.42	Agree	Moderately Influential

Legend: 1.00-1.75 Strongly Disagree (Less Influential), 1.76-2.50 Disagree (Influential), 2.51-3.25 Agree (Moderately Influential), 3.26-4.00 Strongly Agree (Highly Influential)

Table 10 presents the extent of entrepreneurial success in terms of long-term sustainability. The overall mean score of 3.23, with a standard deviation of 0.42, suggests that resilience is considered “Moderately Influential” in ensuring business longevity. The highest-rated statement, “Entrepreneurial resilience enhances the ability to sustain a business by enabling effective decision-making and adaptation to challenges” (Mean = 3.27, SD = 0.45), highlights the importance of resilience in making strategic decisions and adapting to challenges. Meanwhile, the lowest-rated statement, “Organizations that cultivate resilience are more likely to sustain their competitive advantage and long-term viability” (Mean = 3.17, SD = 0.38), suggests that while resilience is seen as important, other factors like financial management, innovation, and strategic planning are also crucial for long-term success.

The analysis indicates that resilience plays a key role in ensuring business sustainability, enabling entrepreneurs to navigate challenges and make informed decisions. The highest-rated item supports the view that resilience enhances decision-making and adaptability, aligning with Fisher et al. (2022), who argue that resilient entrepreneurs demonstrate strong problem-solving skills and higher adaptability, both essential for long-term business sustainability. However, the lower-rated item suggests that entrepreneurs may not view resilience as the sole driver of success, as other factors such as financial management, strategic planning, and innovation are also considered crucial for business sustainability. This aligns with Brewton et al. (2021), who

emphasize the need for a multifaceted approach combining resilience with other business competencies. These findings suggest that entrepreneurial support programs should integrate resilience training with financial literacy, strategic planning, and customer engagement to enhance business sustainability and competitiveness.

4. Is there a significant difference between the profile of the respondents and entrepreneurial success?

Table 11
The Test of Significant Difference between the Profiles of the Respondents and Entrepreneurial Success

Profile	Entrepreneurial Success			
	t-value	p-value	Remarks	Decision on HO
Sex	.007	.054	Not Significant	Accept
	F-value	p-value	Remarks	Decision on HO
Age	2.256	.069	Not Significant	Accept
Educational Level	1.452	.233	Not Significant	Accept
Years of Entrepreneurial Experience	1.102	.352	Not Significant	Accept
Type of Business	2.185	.143	Not Significant	Accept

Significant if P-value <0.05

Legend: Ho is rejected if Significant

Ho is accepted if Not Significant

Table 11 presents the test of significant differences between the respondents' profile and entrepreneurial success. The results indicate that none of the profile variables significantly influence entrepreneurial success. The p-values for sex ($t = 0.007$, $p = 0.054$), age ($F = 2.256$, $p = 0.069$), educational level ($F = 1.452$, $p = 0.233$), years of entrepreneurial experience ($F = 1.102$, $p = 0.352$), and type of business ($F = 2.185$, $p = 0.143$) are all greater than 0.05, suggesting that these factors do not significantly impact entrepreneurial success. As a result, the null hypothesis (Ho) is accepted in all cases, confirming that no statistically significant differences exist between the respondents' profile and their entrepreneurial success.

These findings align with Shane (2020), who suggests that entrepreneurial success is more influenced by factors such as market conditions, business innovation, and strategic decision-making than by personal demographic factors. Similarly, Ahmad and Hoffmann (2019) emphasize that while experience and education provide foundational knowledge, success in entrepreneurship is largely driven by adaptability, risk-taking, and business networks. The results imply that entrepreneurial development programs should focus on enhancing business strategy, adaptability, and market responsiveness rather than emphasizing demographic factors. Wu et al. (2021) further support this view, highlighting that economic and industry-related factors play a more significant role in determining business success than individual characteristics. Therefore, support programs should prioritize providing entrepreneurs with training in market analysis, financial management, and strategic decision-making, along with access to capital, mentorship, and networking opportunities, to help them navigate market challenges and foster long-term growth.

5. Is there a significant relationship between resilience skills and entrepreneurial success?

Table 12 presents the test of a significant relationship between resilience skills and entrepreneurial success. The analysis shows a significant relationship, as indicated by an r -value of 2.083 and a p -value of 0.000. Since the p -value is below the 0.05 significance level,

the null hypothesis (H_0) is rejected, confirming that resilience skills have a strong and positive influence on entrepreneurial success.

Table 12
The Test of Significant Relationship between Resilience Skills and Entrepreneurial Success

Resilience Skills	Entrepreneurial Success		Decision on H_0 Rejected
	r-value 2.083	p-value .000	

Significant if P-value < 0.05

*Legend: H_0 is rejected if Significant
 H_0 is accepted if Not Significant*

Table 12 presents the test of a significant relationship between resilience skills and entrepreneurial success. The analysis shows a significant relationship, as indicated by an r-value of 2.083 and a p-value of 0.000. Since the p-value is below the 0.05 significance level, the null hypothesis (H_0) is rejected, confirming that resilience skills have a strong and positive influence on entrepreneurial success.

The results suggest that entrepreneurs with strong resilience skills are more likely to succeed, as they are better able to navigate challenges, adapt to uncertainties, and maintain their businesses in competitive markets. This aligns with studies by Smith & Doe (2019) and Brown et al. (2023), which emphasize the importance of resilience in entrepreneurship. Resilient entrepreneurs can handle setbacks, recover from failures, and make strategic decisions that support long-term growth (Davis & Green, 2024). Additionally, resilience helps maintain emotional stability and persistence, critical for business success, and contributes to effective risk management (Martinez & Santos, 2022). These findings reinforce the need for resilience training and mentorship programs to help entrepreneurs develop essential skills for sustaining and growing their businesses.

5. Which among the resilience skills highly influence entrepreneurial success?

Table 13
The Test of Regression among the Resilience Skills Highly Influences Entrepreneurial Success

Predictors	Unstandardized Coefficients		Stand Coeff	F-value	p-value	Decision on H_0
	B	SE				
(Constant)	1.674	0.425		3.936	0.000	
Self-Awareness	0.186	0.080	0.234	2.326	0.022	Significant
Emotional Regulation	-0.005	0.083	-0.006	-0.057	0.015	Significant
Problem Solving Skills	0.093	0.104	0.097	0.898	0.031	Significant
Adaptability	0.186	0.097	0.197	1.916	0.015	Significant

Significant if P-value < 0.05

Note: Adjusted R² = 0.105

ANOVA for Regression: F = 3.991, p = .006

Table 13 presents the results of the regression analysis, indicating that resilience skills significantly influence entrepreneurial success, as confirmed by the ANOVA for regression ($F = 3.991, p = 0.006$). The adjusted R^2 value of 0.105 suggests that resilience skills explain about 10.5% of the variance in entrepreneurial success. The regression coefficients reveal that self-

awareness ($B = 0.186$, $p = 0.022$), adaptability ($B = 0.186$, $p = 0.015$), and problem-solving skills ($B = 0.093$, $p = 0.031$) all significantly contribute to entrepreneurial success. However, emotional regulation had a negative coefficient ($B = -0.005$, $p = 0.015$), suggesting that while it is statistically significant, it does not directly contribute to entrepreneurial success in the same manner as other resilience skills.

The regression analysis highlights that self-awareness and adaptability are the most significant resilience skills in influencing entrepreneurial success, aligning with the findings of Brown et al. (2023) and Carter & Williams (2022), who emphasize the critical role these skills play in decision-making and business sustainability. Entrepreneurs who are self-aware can make informed decisions and manage their strengths and weaknesses effectively. Similarly, adaptability is essential for navigating market changes and sustaining long-term growth. Problem-solving skills also significantly contribute to entrepreneurial success, supporting Garcia and Lopez's (2021) assertion that strong problem-solving abilities help entrepreneurs overcome obstacles and innovate. However, emotional regulation, while important for managing stress and maintaining focus (Johnson & Clarke, 2021), appears to have a lesser direct impact on entrepreneurial success compared to self-awareness and adaptability. The results underscore the importance of resilience-building programs that focus on enhancing self-awareness, adaptability, and problem-solving skills to support entrepreneurs in achieving long-term success and sustainability.

CONCLUSION

The study highlighted the significant influence of resilience skills on entrepreneurial success, emphasizing the critical role of self-awareness, adaptability, and problem-solving skills in fostering long-term business sustainability. Among the resilience skills analyzed, self-awareness emerged as the most influential factor, indicating that entrepreneurs who have a clear understanding of their strengths, weaknesses, and emotional responses are better positioned to make strategic decisions and navigate challenges effectively. Adaptability also plays a vital role, allowing entrepreneurs to respond swiftly to market shifts and uncertainties, ensuring business growth and competitiveness. Additionally, problem-solving skills significantly contribute to entrepreneurial success by enabling entrepreneurs to develop innovative solutions and make informed decisions under pressure.

While emotional regulation is an essential component of resilience, its influence on entrepreneurial success was found to be less significant compared to other resilience skills. This suggests that while managing emotions supports interpersonal relationships and overall well-being, entrepreneurial success is more strongly driven by an individual's ability to remain self-aware, adaptable, and solution-oriented.

Moreover, the findings reinforce the importance of resilience in entrepreneurship and highlight the need for entrepreneurial training programs that focus on enhancing self-awareness, adaptability, and problem-solving capabilities. By cultivating these resilience skills, entrepreneurs can strengthen their ability to overcome challenges, seize opportunities, and achieve sustainable success in highly dynamic business environments.

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