

Leadership Crucibles: Managing and Communicating in Crisis

- Red Flags: The Mind-Body Connection
- Positive Stress, Negative Stress, Burnout, Moral Injury
- Keeping Yourself in Check: The Biology of Stress
- Let's Get Real About Resilience
- Weathering the Storm: Staying Cool Under Fire
- The Power of Choice
- Embracing Mindfulness



THE **greatness** OF A

MAN'S **power** IS THE MEASURE

OF HIS **surrender**.

WILLIAM BOOTH

If you are **not willing** to learn,
no one can help you.

If you are.
determined to learn,
no one can stop **you**
—Anonymous

Our Current Reality

- Prolonged Uncertainty
- Social, Political, and Economic Unrest
- No vision of a clear and positive future





What is the relationship between mental, emotional and physical health?

Mental Health Influences Our Thoughts and Actions

Mental health incorporates three main types of well-being:

Psychological:

- Processing and understanding information and experiences
- Decision making
- Attention and focus

Social

- Ability to form healthy and rewarding interpersonal relationships
- Deal effectively with conflict

Emotional

- Awareness of emotions
- Ability to express and self-regulate



Attitude is Mental State

It is the way you view the world around you and choose to see it, either positively or negatively.

Motivation is Emotional State

Motivation is the source of our behavior. Emotion is the feelings associated with our behavior. Emotions can function as motivation:

- * Hit someone because you are angry.
- * Do something because it makes you happy.

Hint: Feelings Follow Action

Physical Health is Inextricably Tied to Mental Health

3 components of physical health

Activity:

- Exercise and movement
- Strength, flexibility, endurance

Nutrition and Diet

- Essential nutrients and eating habits
- The "good" stuff (in moderation)

Rest and Sleep

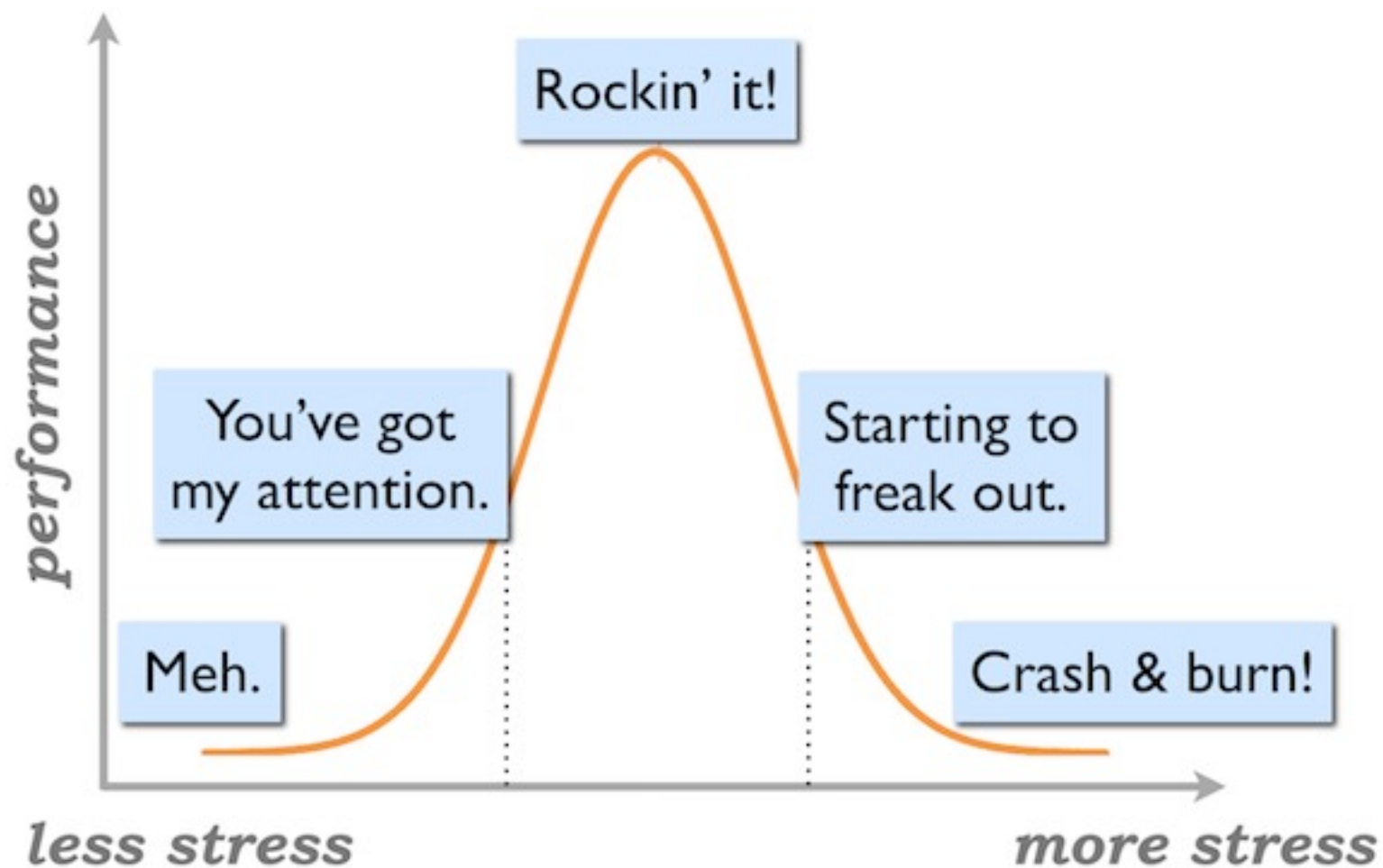
- Environment
- Habits

3 PILLARS OF PHYSICAL HEALTH



Ability is Physical State





Summary of an article of the same name, authored by:

ALEXANDRA MICHEL

BURNOUT AND THE BRAIN

visually translated by @LINDSAYBRAMAN

WHAT IS BURNOUT?

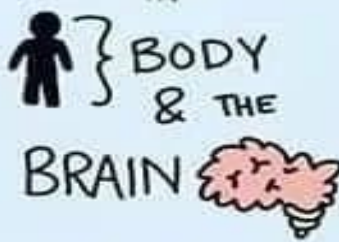
chronic psychosocial stress.

in 1974

HERBERT FREUDENBERGER coined the term 'BURNOUT'

BURNOUT can cause a **CRISIS** in a person's sense of PROFESSIONAL COMPETENCY

burnout affects the



STRESS is a workplace safety issue..

BURNOUT CAN DESTROY: **AMBITION** **IDEALISM** **SENSE OF WORTH**

SYMPTOMS

- ✓ loss of motivation
- ✓ growing emotional depletion
- ✓ cynicism & depletion
- ✓ fatigue

TAKEAWAYS:

1 burnout won't look like what we expect.

burnout will tell us:

I'm bad at this

& I don't even like it or care

this can cause people to abandon a career instead of seeking rest & SUPPORT

OFTEN Burnout gets misdiagnosed as depression.

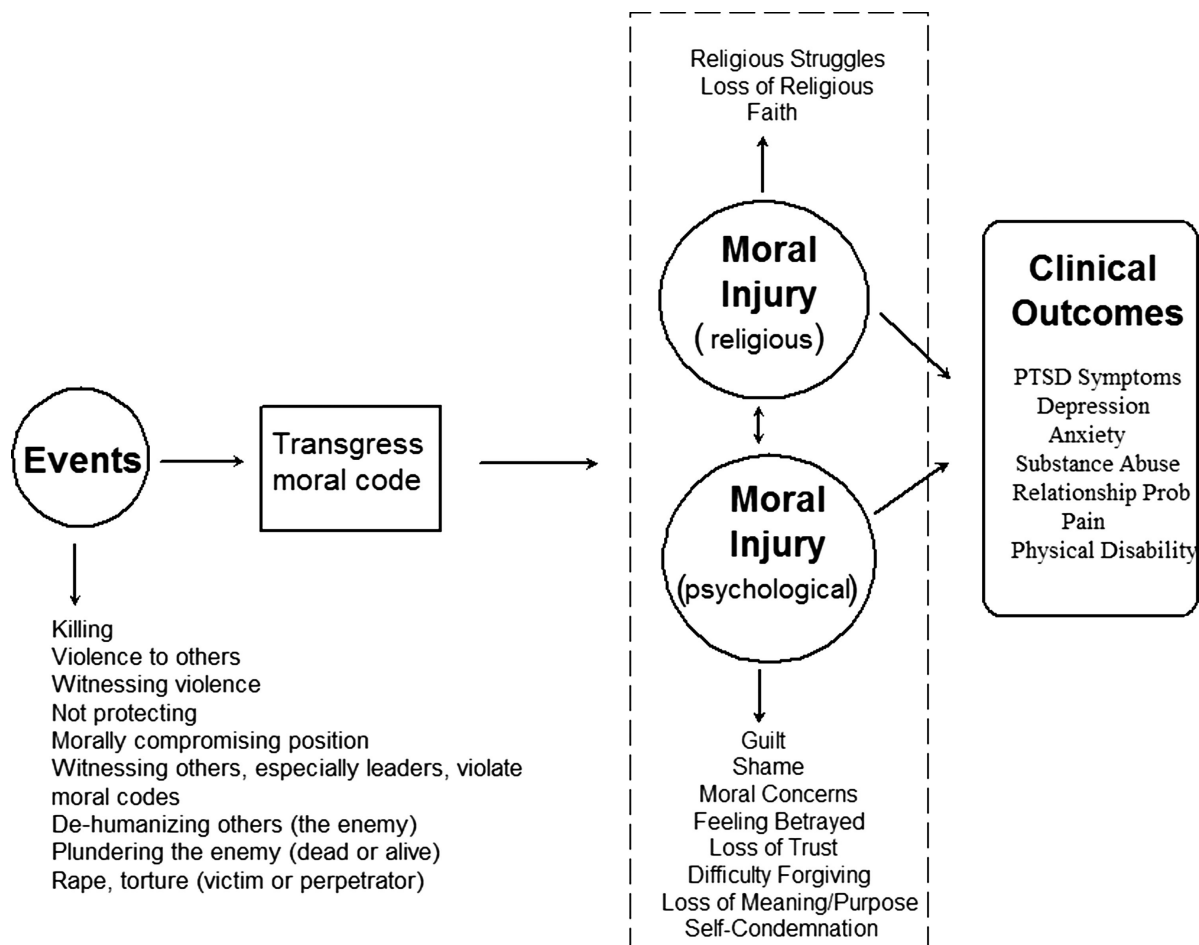
2 say it with me...

STRESS DOESN'T CAUSE BURNOUT!

stress + inadequate support resources causes burnout.



Figure 1. Model of dynamics involved in moral injury (adapted from Koenig et al, 2017).²⁹





POSITIVE
EMOTIONS



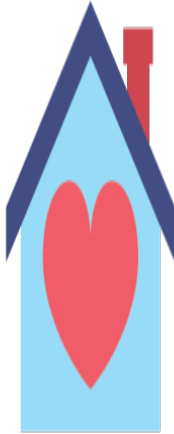
SOCIAL
SUPPORT



COPING



MEANING
IN LIFE



PHYSICAL
WELL-BEING

Resilience



resilience

(noun) re-sil-ience

"...the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress – such as family and relationship problems, serious health problems or workplace and financial stressors."

"It means 'bouncing back' from difficult experiences."





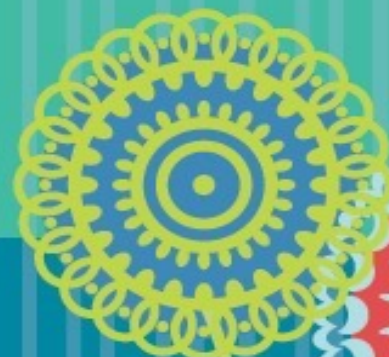
**YOU
CHOOSE**

Change Your
Beliefs

Change

Your

Life



The Choose Challenge

“I
choose”

2 words...

30 days...

1 lifetime of
FREEDOM

Get

Have

Choose

A hallway with three doors. The left door is yellow, the middle door is red, and the right door is blue. Each door has a silver handle and is set in a white frame. The walls are white with decorative paneling.

STAY

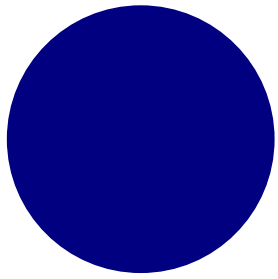
LEAVE

CHANGE

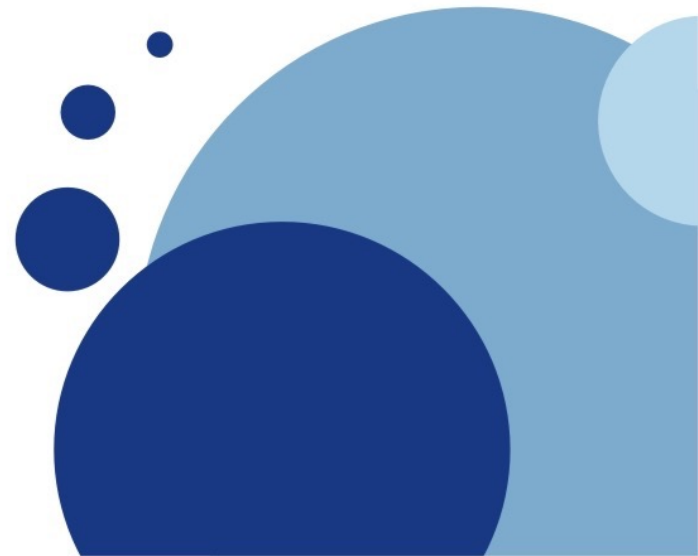
3 DOORS

When you complain, you
make yourself a victim.
Leave the situation,
change the situation,
or accept it.
All else is madness.

— *Eckhart Tolle*



Six Techniques to Increase Resiliency, Emotional Intelligence & Well-Being





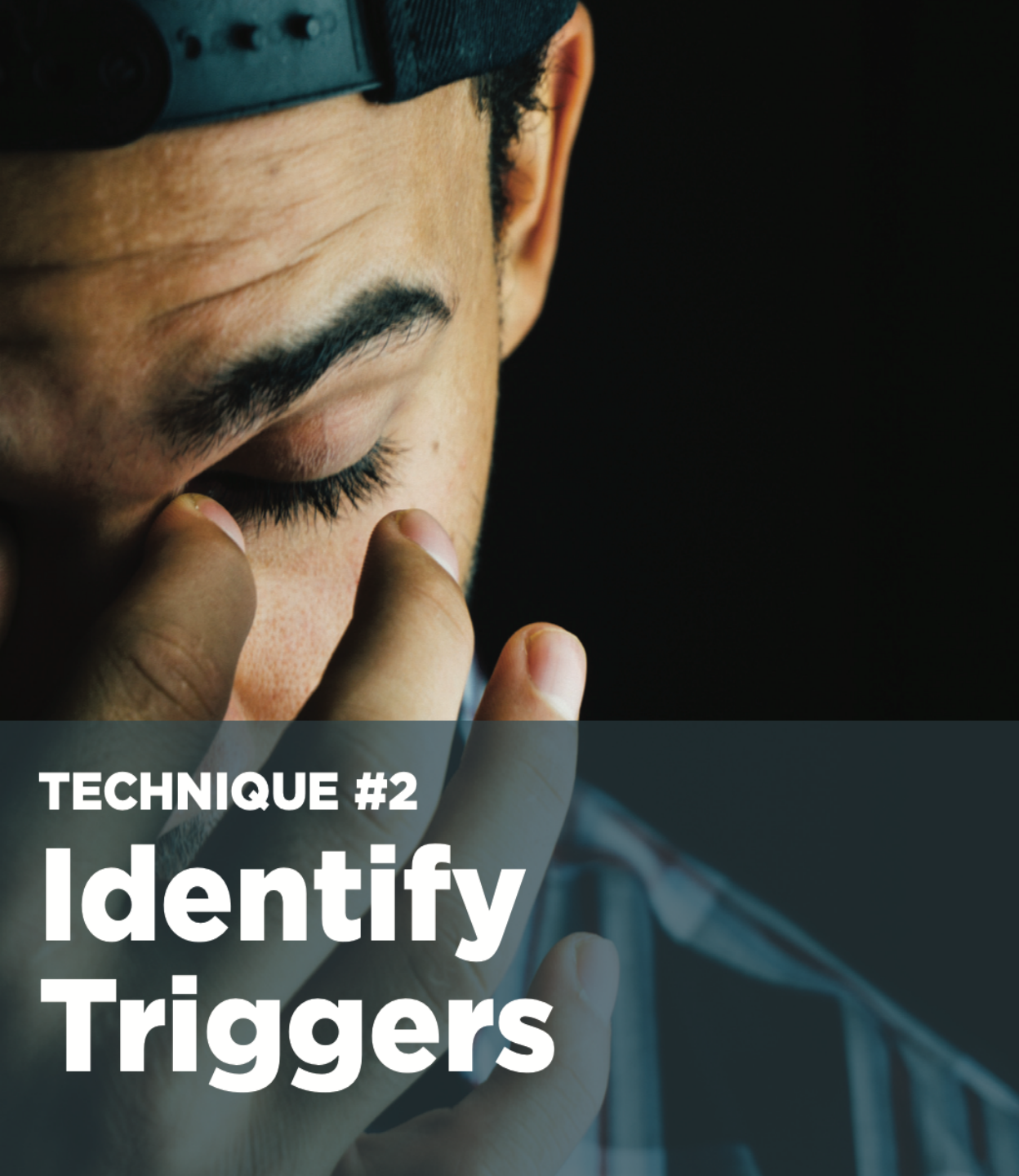
TECHNIQUE #1

Journal Every Day

Each day, reflect on your presence and journal how your emotions impact your goals, motivations, strengths and key aspirations. Be completely honest with yourself; this is an opportunity to learn and grow. Once you have identified behavioral trends, discuss your observations with a trusted advisor, family member or friend. Develop a plan to identify and address the instances that impact your ability to maintain composure.

Ask Yourself

- When did I feel good today?
- When did I not feel good today?
- How do I act when I feel good vs. when I don't feel good?



TECHNIQUE #2

Identify Triggers

Each day, reflect on the connection between your emotions and your behavior. **Identify those behaviors that trigger a negative reaction.** Once you have identified the negative triggers, come up with three alternative responses that you can have ready the next time you encounter a trigger.

Ask Yourself

- When I am set off, how do I respond?
- What would be a better response?
- How can I change those responses?



Regular physical activity increases your ability to manage your emotions and relax. Physical exertion produces chemicals in the brain that improve your mood and make you more relaxed. Specifically, the brain releases feel-good chemicals called endorphins throughout the body.

Ask Yourself

- What kind of exercise do I enjoy most?
- How can I get more of this exercise?
- Are there small activities I can do throughout the day, like walking at lunch or taking the stairs?

TECHNIQUE #3

Exercise Regularly



TECHNIQUE #4

Practice Mindfulness

Meditation, daily quiet reflection and yoga are three common methodologies used to practice mindfulness. **In its most simple form, mindfulness can be nothing more than slowing yourself down to give your mind and body a break.** During this time, consider not only what you are feeling, but also how these emotions came to be and if they are serving you well. A frequently used exercise in meditation is asking “what is the worst that can happen?” which helps to put things in perspective.

Ask Yourself

- What emotions am I feeling?
- What caused these emotions?
- What is the worst that can happen?




Once you identify your specific emotional intelligence goals you need to improve, revisit them regularly to ensure you are on track to achieve them. Place these in a journal or on your calendar so that you can make them visible. Create a ritual where you review your goals and targets each day. Celebrate your small victories!

Ask Yourself

- What do I want to accomplish with regard to my emotions and feelings?
- When do I want to achieve these goals?
- Which rituals and/or habits do I need to practice to help these goals?

TECHNIQUE #5

Document Specific Goals



PUNCH
TODAY
IN THE
FACE.

It's important to not only consider the journey to accomplish your goals, but also what the end state will look like. Specifically, print out pictures to create a mood or vision board. Change your background photo on your laptop and cell phone to help you visualize your end game. Seeing the end on a daily basis helps you to keep your goals and their progress top of mind.

Ask Yourself

- What does my ideal state look like?
- How will I feel when I get there?
- Why is this goal important to me?

TECHNIQUE #6

Visualize Your Aspirations

Remember...



Thank you!

I believe in YOU ... Do you?