

LEADING PERSPECTIVE IN TURBULENT TIMES

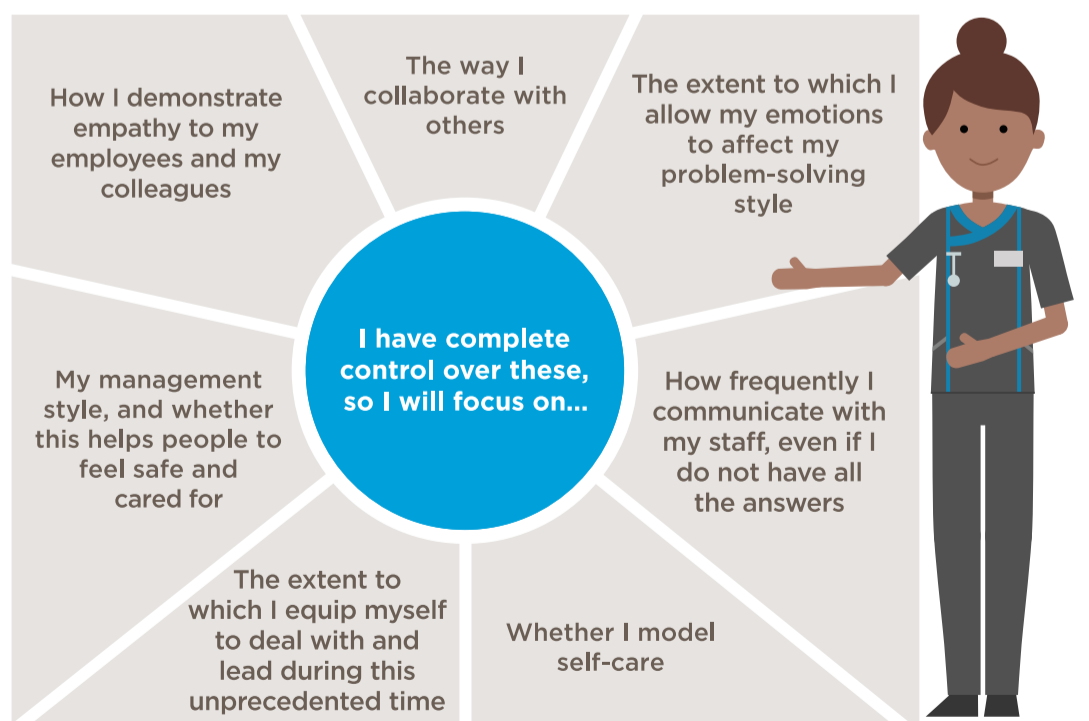
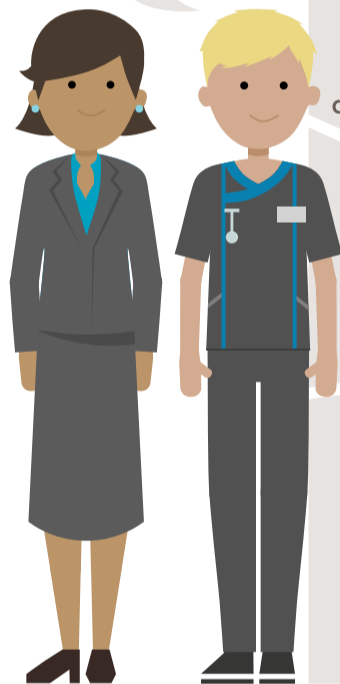
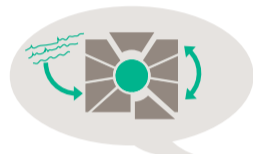
As a leader during times of crisis, you may be experiencing considerable pressure and anxiety, which may lead to periods of feeling overwhelmed, or even out of control. In addition to your own concerns, there is also the added responsibility of managing your team members, who may have their own fears and worries.

When people feel anxious, it can be helpful to look at what can and cannot be controlled. For leaders, we can consider an additional layer – **what can be influenced**.

Separating the concerns that you or others may have into these different categories may help to reduce feelings of anxiety. By focusing on the things that can be managed (or even changed), you are more likely to feel empowered, make progress and reduce that feeling of being overwhelmed.

TAKE ACTION

1. Look at the examples on the right and identify those that apply to you.
2. For those aspects that you can influence, list one to two action steps you can take to shift people's perspectives, and implement accordingly. Small changes can have a big impact.
3. Schedule time and regularly check in with your staff. Make a list of their fears, worries and concerns, and with their input, group these into the different categories. Help them to keep perspective, emphasising that heightened emotions are very normal during these turbulent times.



EXPERTISE YOU CAN TRUST.