Self-Regard

Knowing how you are doing has a powerful and significant impact on your overall self-esteem. Receiving feedback on your strengths and areas for enhancement are important to measure your success.

Find experts/ thought leaders to follow-they are a great source of feedback

Received positive feedback? Celebrate it!







Always check-in on your performancenever check out

Self-Actualization

Having a clear vision is paramount to leading through times of intense change. Be okay with not achieving goals right away, as long as you are moving towards your vision.

> Ask what is motivating you and your team members

Shift from long-term to short-term planning





EQ-i^{2,0°}

Rethink today's priorities and set smaller digestible goals

Emotional Self-Awareness

Being aware of your own emotions puts you in charge!

EQ-i^{2.0°}

Label emotions and notice when they change

Openly discuss challenges/ anxieties

Insert a break between meetingsespecially virtual ones





Emotional Expression

Knowing when and how to express yourself will help you get the most out of your emotions; from building authentic relationships to getting the work done. Emotions prioritize what you need to pay attention to.

Disengage (yourself) to engage (with others)

Write down a few words that describe how you are feeling, before you express it







Keep distressing emotions in check; not suppressed

Assertiveness

Words have weight; therefore, manage the message. This is particularly important in virtual working conditions where context can be missing. EQ-i^{2,0°}

Encourage respectful open conversations

Use 'l' statements instead of 'you'

Test drive a tough conversation with a trusted friend





Independence

Embracing new ways of working can empower your team to truly own how they accomplish objectives, allowing you all to be a little more self-directed. EQ-i^{2,0°}

Postmortem a recent decision you made. What can you learn for next time?

Create space for others to shine

Not feeling confident to act? Pilot test your idea



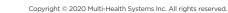


Interpersonal Relationships

Deepen your interpersonal relationships. Build stronger, more meaningful connections while increasing the engagement and productivity of your team.

Swap stories of imperfection; be transparent about your learnings

Laughter and acts as social glue







Set up frequent **15-minute chats** or check-ins

relieves stress

Empathy

Investing the time to truly grasp how someone is coping is to develop genuine compassion for their personal experiences. Especially when the pressure is on, carve out time to:

> Offer help. Including nonwork related tasks.

Find the right words to relate and reassure





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Ask: "How are you feeling?"

Social Responsibility

As a leader and responsive ambassador of the larger team, acting in the interests that go beyond yourself ensures you all succeed.

> Do your objectives connect to the broader vision?

Renew communication with lost contacts/ networks





EQ-i^{2,0°}

Every bit of support counts. Brainstorm activities that you can all engage in

Problem Solving

When facing uncharted territory the ability to detach emotions from addressing challenges confidently steers the team towards favourable outcomes.

Label the emotions involved, extract information from them

Check out how your competition is approaching the problem





EQ-i^{2.0°} assess. predict. perform.

Explain the problem to a trusted peer

Reality Testing

Maintaining a realistic perspective is a vital leadership skill to ensure you are a guiding compass for your team in a quickly changing environment. EQ-i^{2,0°}

Gut-check+ fact-check = balance emotions with data

Check the perspective of someone outside of the situation

Identify what is clouding judgment





Impulse Control

Wait!! Intentionally taking the time under trying circumstances to weigh the pros and cons before rushing to a decision is an admirable leadership skill that boosts your credibility with your team.

10 second delay/walk away before responding

Test drive your response with a trusted peer; you'll have time to cool off







2.0°

predict. perform.

Write down your triggers; watch for them particularly when under pressure

Flexibility

When unknowns arise, showing interest in how people are coping or resisting those changes is critical to the team's future success. Change is personal. Be sensitive to the different ways people approach change

Acknowledge emotions by discussing them

Explore alternate solutions







Stress Tolerance

Stress arises and shows up differently for everyone. Particularly when the pressure is on and the world is in major flux, leaders need to harness stress for its energy in order to remain resilient.

Calm the mind for 5 minutes before jumping into your next meeting

Share a story of team/personal resiliency





EQ-i^{2,0°}

Mountain or molehill? Contextualize the size of the problem

Optimism

Believing that a challenging circumstance is temporary and finding the bright side when you don't feel in control is a super-strength that you can benefit from in times of uncertainty.

> Encourage 'blue-sky' thinking, brainstorm opportunities together

Look for the good in everything-it is out there





EQ-i^{2,0°}

Optimism can be learnedview a setback as fleeting and changeable

Well-Being/ Happiness

Happiness is a rich emotion that can have a lasting impact on the type of legacy you want to leave behind. Happiness can help move you and others through times of chaos and crisis; it's the long-lasting fuel you need to overcome tough days.

Exchange positive mental and physical health activities

Attitude of gratitudewrite down 5 things you are grateful for today





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Surround yourself with positive people