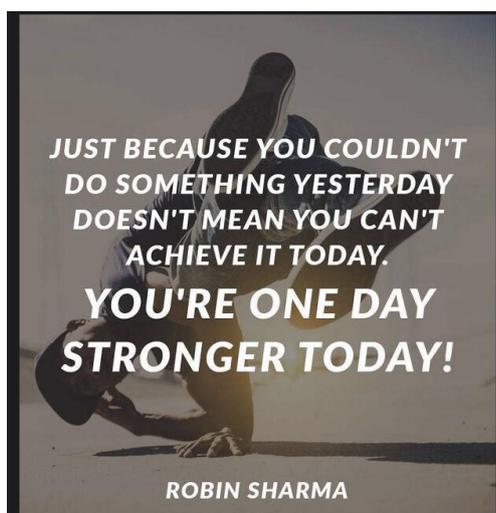


Developing a strong, resilient mindset

Often in life and business, we have to face challenges that can seem insurmountable, yet somehow we manage to come up with solutions. Consider the amazing resilience many people locally, nationally, and globally are demonstrating as we collectively tackle the ongoing impact of the Covid -19 virus.

As leaders we must actively focus on how we show up on a daily basis and the words we routinely use - are they empowering or are they self-defeating? Do we inspire those around us by focussing on what we can do to mitigate challenges, as opposed to dwelling on the difficulties? Coping with the pandemic has required huge adjustments and different working arrangements with many staff working remotely. While some have adjusted relatively easily others have struggled with isolation, reduced access to peer support, challenges in establishing appropriate workspace or setting boundaries around their working day. Managers must maintain regular contact with individual employees to better understand individual circumstances and to support and empower them to become more resilient.

When someone reports feeling 'stressed' or 'overwhelmed' listen to understand their perspective and then ask empowering questions like, what have you tried, what else might help, if there was a way round this what would it be? Help them to prioritise and to break down tasks into simple achievable steps. Assist them in identifying and celebrating accomplishments. Encourage the development of a growth mindset that pushes outside of the comfort zone, is committed to learning and improvement, accepts and integrates feedback, and pushes on in search of solutions and answers.



Resilience is really all about an attitude of mind, yet where are we taught how to develop our emotional intelligence, to practice self-determination, to focus on solutions rather than problems, and to be self-sufficient?; that it is okay to try something new and fail, because that is how we learn. Where do we learn to unpick our strategies for success so we can do more of what works? Resilience comes from changing the meaning we give to events and the quality of the questions we ask ourselves. It is about controlling our minds rather than letting the little voice inside our heads wear us down.

Continue to grow your own mind-set and support those whom you lead to strengthen theirs, by living on purpose, focusing on the goals, asking empowering questions and using strong positive language. **Where focus goes, energy flows** and when we focus on solving problems, we energise ourselves and others with all the ideas and options we create.

Whatever challenges you are currently facing, find more ways to step up as a leader and as a role model, for your team, your family, your friends and for all of those who need your leadership at this time.

For more articles that may be of interest see www.lynnpeyton.com/covid-19 where you can also access information on my CORE leadership programme.