

## Strategies for success – Dr Phil

Having only watched Dr Phil's show once or twice, I had no real expectations of a seminar at which Dr Phil was being interviewed. I was prepared to be entertained but unprepared for the extent of his wisdom as he tackled subject after subject of real life, everyday issues.

It's tough picking my top 3 but here are some which seem relevant today as we continue to operate in the constraining circumstances of Covid 19, which are taking their toll on more and more staff.

### **1 Wellness programmes for staff are essential!**

As leaders, we need to help people learn how to cope. We need to meet people where they are at, we need to walk in their shoes, understand their world and listen to understand their fears and concerns. When we can provide space in a group session for people to safely



share some of their concerns, they realise that others have similar issues and they find ways of supporting each other. Some teams have benefitted from video-based yoga and mediation sessions, others from simply having self-care on the agenda at team meetings.

This summer I have facilitated support sessions for staff across a myriad of settings and agencies and the commonly identified benefits were that staff felt appreciated, it was good to talk about the benefits and constraints of working from home, they felt less isolated and they got help from colleagues with overcoming some challenges. Our goal as leaders is to empower staff and to do that successfully we need to build on their existing strengths. In Covid we have all had days it was hard to stay motivated and, on those days, a little kindness went a long way.

### **2 The Universe Rewards Action**

Decide on Your Outcome, make a plan and take action. The difference between dreams and goals is a timeline and action. Sometimes the goal is so big it feels overwhelming so we can't get started. We need to learn to take life in smaller bites. Doing one thing a day can accumulate massive change over 6 months.

I constantly help leaders to 'chunk' their goals into manageable pieces and then tackle them one a day, two a week or identify the pieces only they can do and delegate the other parts.

It's amazing how often once we start something that seemed too big, that the parts start falling into place. Dr Phil said the number one reason for not taking action in the direction of our goals is fear of losing what we have, while reaching for what we want. He counsels that whether it's about our job or our relationships, we cannot have one foot on the dock and one on the boat.

### **3 Peer Groups Matter.**

We need to surround ourselves with positive people and people who are smarter than we are. We need to identify colleagues and mentors who we can look up to and learn from. We need to associate with people who are completely different, who have a different viewpoint, who are more creative, or more systemic.

We also need to be willing to ask for help when appropriate and accept that it's not a weakness to say I'm stuck, I need help. We grow by getting constructive feedback from people we admire. However, Dr Phil cautions us not to listen to negative people, not to take advice from people who are less competent or less happy than ourselves. Tony Robbins, Jim Rohn and Steadman Graham similarly counsel that we should rid ourselves of the people in our families, at work and in our social circle who drag us down with their negative attitude. If we are unable to totally distance ourselves, we can choose to spend less time in their company, we can find strategies for minimising the impact they have and we can consciously seek out more positive, fun, interesting, stimulating and nurturing companions. And of course, add value by offering all those qualities to others.

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