

Leadership Bites:

Emotional Wellbeing

LEADERSHIP LEARNING IN 20 MINUTES



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Engage the rational brain:

Messages pass through three parts of the brain– the reptilian brain (always on the lookout for danger), the emotional brain (responsible for feelings) and the rational brain. When you feel emotional, or are faced with one of your triggers, help the messages reach your rational brain before responding. Try:

- Remove yourself from the source of the emotion. Go to a different room or go for a short walk if you can.
- Take deep breaths for a couple of minutes. This calms the effect of adrenaline which prompts a fight/flight/freeze response

Keep an eye out for positive things:

Focusing on positive things helps to remind us to put things into perspective. Try:

- The 10/10/10 rule – will this matter in 10 minutes, 10 weeks or 10 years?
- Keep a gratitude's diary or use an app such as Grateful. Each day, note three things you're grateful for, and in no time, you'll have a wealth of ideas to look back on that will help you deal with difficult times.
- Share 'something that made me smile' as part of a team check-in.
- Think about what's important to you and do one thing each day that links to your purpose

Emotional Energy and Wellbeing

Manage conflict effectively:

Flex your conflict resolution muscles. This helps reduce or avoid the stress associated with conflict, as we'll have strategies to help us manage it better. Try:

- Identify the cause of the conflict – is it because one of your values has been challenged?
- Spot the areas that you both agree on.
- Be aware of any assumptions you may be making about their point of view.
- Ask questions of the other person so you understand their situation fully, and remember, just because you understand, doesn't mean to have to agree.
- Explain why it's important to you, and what an ideal outcome would be

Calming emotions:

Emotions are temporary. How you feel now is not how you'll feel later. Use different strategies to hook-in to positive emotions. Try:

- Use your support network to talk about how you feel
- Write stuff down. No need to share it unless you want to – it just helps the brain to declutter with no other tech getting in the way
- Take a break and do something you enjoy.
- A hug with a partner, friend or pet may often help.
- Listen to music that makes you feel good

Humour:

Laughter releases endorphins and lowers blood pressure. It lightens your mood and creates social bonds with others. Humour is very personal, so find something that you find funny. Try:

- Watching or listening to comedy, a funny film, or even funny cat videos!

Time to reflect...

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Take some time to note down your thoughts on what you've learned:

What resonated?

What has made you curious?

What small changes could you make to start having an impact differently and quickly?

What might you need to share with your team, and commit to 'testing and learning' together?



Further learning ...

For further information and learning, as well as suggested activities, feel free to visit the [People.NHS.uk](https://www.People.NHS.uk) website or our [South East Leadership Academy site](#).

