


EVERYDAY
LEADER
Prepared for adventure


Stimulus & Stress
Motivate & Manage



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Colin & Everyday Leader
Inspire, Equip & Empower



- 17 Years Headteacher Hertfordshire & Suffolk
- 2017 – Everyday Leader Training & Coaching
- 2017 – TED talk
- 2020 – Published Book

- Empower
- Coaching
- Training
- Podcasts
- Videos
- Blogs

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Stimulus & Stress

Motivation

Stress Management

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Stimulus

What motivates you?

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Stimulus



What de-motivates you?

Patrick Lencioni asked this question of what de-motivates people at work?

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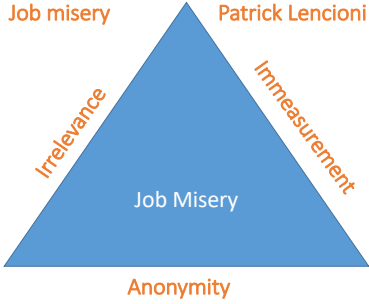
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Job misery

Patrick Lencioni

The Truth About Employee Engagement

Patrick Lencioni



Irrelevance

Immeasurement

Job Misery

Anonymity

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Job Misery

Anonymity	→	Lack of genuine interest in them as people by their bosses
Irrelevance	→	Not being able to see how you are having impact on the lives of others
Immeasurement	→	Isn't given the tools to measure their own success in their role.

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Tripod of Employee Engagement

Identity	→	Value. There is a genuine interest in them as people by their bosses
Influence	→	Knowing how you are having impact on the lives of others
Impact	→	Knowing what success is in their role and can measure their own success

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Tripod of Leader Engagement

Identity	→	I know who I am	Purpose	Values	Strengths
Influence	→	I know who I make a difference to			
Impact	→	I know the difference I am making			
Intent					

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Purpose – Your 'WHY'?




"When you know your why . . . your what has more impact, because you are walking in or towards your purpose."

What do you love doing? What do you have a heart for?
What do you care about?

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Purpose – Your 'WHY'?



"When you know your why . . . your what has more impact, because you are walking in or towards your purpose."

When we know why we are doing things, we can be vulnerable, we can take feedback, we can take things going wrong, because we will pick ourselves back up and dare again greatly because we are driven by our purpose.

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Reflection

On your best day, what do you **do**

Purpose in one word	What is important	about that?
	What is important	about that?
	What is important	about that?

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Tripod of Leader Engagement

Identity → I know who I am **What is my purpose?**

Influence → I know who I make a difference to **Who do I make a difference to?**

Impact → I know the difference I am making **What is the difference I am making?**

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Motivation

Identity **Influence** **Impact** **Intent**

What is my purpose? Who do I make a difference to? What is the difference I am making? How much time am I spending on it?

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Motivation

How much of my week is spent on my purpose?

	Mon	Tue	Wed	Thur	Fri

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Stress

What stresses you?

If you are ok to, please pop some things that stress you in the chat feature

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Stress

What stresses you?

Too much coming at once Lateness

Not enough work Not meeting an order

Things not going to plan Tech failing in tricky moments

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Stress

What sits behind all of these?

Too much coming at once Lateness

Not enough work Not meeting an order

Things not going to plan Tech failing in tricky moments

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Stress

Too much coming at once	What sits behind all of these?	Lateness
Not enough work		Not meeting an order
Things not going to plan		Tech failing in tricky moments

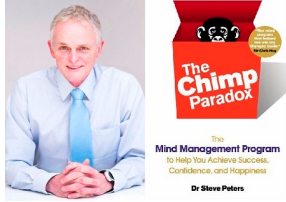
Threat

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Beneath the iceberg

Steve Peter's – Chimp Paradox



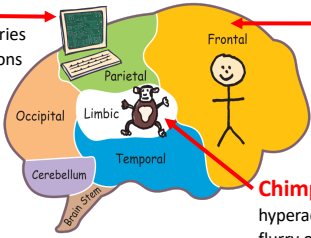
The Mind Management Program to Help You Achieve Success, Confidence, and Happiness
Dr Steve Peters

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The Chimp Paradox

Computer repository for memories and pre-learned actions



Human level-headed and calculated

Chimp hyperactive, animalistic flurry of emotions

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Stress – what sits behind it?

Threat


Things not going to plan	Too much coming at once	Not enough work	Lateness	Not meeting an order	Tech failing in tricky moments
Look bad	Look bad	Financial risk	Reputation	Reputation or deal coming off	Threat to reputation or land the deal

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Chimp Language

Deliver a message with the chimp in mind




Reassure the Chimp		
Recognise the distress	Remind of OK times	Response Time for the human to catch up

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Calming MY Chimp




You can't dismiss the chimp		It makes him feel more agitated	He needs to be reassured
Prime	Recognise Distress	Remind of OK times	Time to catch up
I want to make this better	The emotion I am feeling is XXX	Do you remember when you had a problem with Y, I was able to XXXX. My safety net is ZZZ	Give yourself a break, a walk, some quiet, a cuppa. Come to it in a short while

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Box my Chimp



Express the worry
People might laugh


Cover possible answers
I'll sit with friends

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Chimp & confidence



Threat to position

- Fight
- Flight
- Freeze
- Adapted behaviours

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Play the game not the occasion



Play the game



Not the occasion

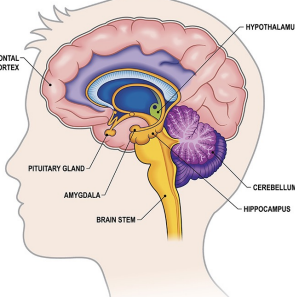


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Amygdala Threat sensor

- Eyes
- Smell
- Ears
- Touch
- Hippocampus Memory
- Amygdala Process fear



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Stress & Cortisol

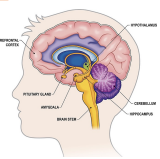
Amygdala (in the brain) detects things are scary

Hypothalamus (in the brain) wakes up the Pituitary

Pituitary sends hormones to Adrenal Gland to release Cortisol

Cortisol Travels through the blood & tells other body parts to react to stress

- Fight
- Flight
- Freeze



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Counteract Cortisol

Proactive

- Diet (Lower sugar)
- Sleep
- Lower stress situations
- Mindfulness (breathing, present)
- Laughter
- Hobby
- Lower caffeine esp evenings
- Quiet
- Relationships
- Pet
- Exercise

Reactive

- Quiet
- Exercise
- Thankfulness
- Mindfulness (breathing, present)

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Present & Control

Present	5 things you can see	5 things you can hear	5 things you can feel
Breathe	In slowly for 5 seconds	Hold for 5 Out for 5	Repeat 5 times
Control	What can't I control?	What can I control?	Wonder woman pose
Action	What is the situation now?	What is in my golden zone?	What are my first 3 steps?

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Reflection Time

Personal Activity

One thing you have learnt?

One step you are going to take?

Powerpoint handout can be found on the website at www.everydayleader.co.uk/womeninbusiness.

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