



5 tips for leading your team during times of crisis

When the path ahead is uncertain, people turn to leaders to help them gain clarity and a grounded hope for a better future. They want someone with a positive vision, who is confident about tackling the problems we all face yet courageous enough to confront uncomfortable truths and admit what they do not know. But that is hard to do in a crisis, since humans are biologically wired to have a fight or flight stress response when confronted with volatile environments, unpredictable events, and constant stress. By managing your physical and mental well-being, you'll be able to lead through adversity and help your team navigate the crisis at hand with optimism.

1. Review your priorities

By evaluating your work and personal priorities, you'll be able to function at your best. Think about your aspirations and what and who are important to you. What are your values? How important is family?

Recognize what gives you energy and adds meaning to your life and prioritize accordingly. Maybe it's cooking nutritious meals, spending time with family, volunteering in the community, or mentoring a colleague.

Practice self-care and healthy habits that help you be present and efficient. Lead by example by exercising, eating well, getting enough sleep, practicing mindfulness, and working reasonable hours.



Tips for leaders:

- + Review your priorities
- + Be intentional
- + Reframe your perspective
- + Manage your energy
- + Practice mindfulness



2. Be intentional

Take a few minutes at the start of the day to go through your agenda, identify high priorities, and set an intention for what you want to accomplish. Think about possible challenges you might face, how you intend to stay focused, how you may react, how your actions may affect your colleagues, business partners, and family, and what will help you stay grounded.

3. Reframe your perspective

When we're tired from stress, we tend to see negative messages and threats more readily than opportunities and positive messages. When facing a difficult situation, try to shift from viewing challenges as roadblocks to seeing them as problems to be solved. Create a positive work environment by celebrating small wins, surrounding yourself with positive people or music, expressing gratitude towards your team, and using positive language.

4. Manage your energy

One of the most difficult things to do in stressful times is to balance work needs with your own well-being. It's important to recharge and practice self-care so you can bring your best self to work. Eat a nutritious breakfast, move for 30 minutes each day, aim to get 7-8 hours of sleep, and take regular breaks during the day. Take time to be with family and loved ones and express appreciation for others. At work, focus on one thing at a time, spend time on activities with long-term value, and unplug at night. Fuel your sense of purpose by allocating energy and time to doing what you enjoy and making a positive difference in the world.

5. Practice mindfulness

Start by practicing mindfulness at home; try meditation, yoga, walking, listening to music or spending time in nature. Essentially, anything that allows you to come back to the present moment is an act of mindfulness. Then think about how you can be more present at work; try answering emails during dedicated periods of time, finishing one task before the other, or turning off pop-up notifications. Bring self-awareness, an open mind, emotional regulation, and empathy to your interactions with colleagues and business partners.

**Want to learn more about how you can support workplace mental well-being?
Our team will be glad to help!**

WorkplaceWellness@providence.org | [ProvidenceHealthPlan.com](https://www.providencehealthplan.com)

