

#BeThinkDo

MAKING A DIFFERENCE: LEADERSHIP OF SELF HANDBOOK



**WORKING
TOGETHER.**



**BEING AT
OUR BEST.**



**MAKING A
DIFFERENCE.**

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**Making a Difference: Leadership of
self (Pre-Survey)**



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INTRODUCTION

Leadership of Self is the first module of the Making a Difference Leadership Programme at NWAS.

It focuses on developing self-awareness, self-management and resilience which are all critical capabilities needed for compassionate, inclusive and resilient leadership.

Leading in the current healthcare climate is one of continual change and rising pressure. Strong, compassionate leadership is needed now more than ever to create a culture where both staff and patients can thrive. This starts with the leadership of yourself!

As a leader, your own health and wellbeing affects your team. By developing your emotional intelligence, you can role model self-care and resilient leadership for others, together with being logical your thinking, even when under pressure.

This handbook contains tools and techniques to grow your self-awareness, manage disruptive emotions, reduce stress and practice self-care.

With dedication to your own development as a leader, you can make a positive difference for your team, NWAS and the patients you serve.

GOLEMAN'S MODEL OVERVIEW

Emotional Intelligence (EI) is the ability to manage both your own emotions and understand the emotions of people around you.

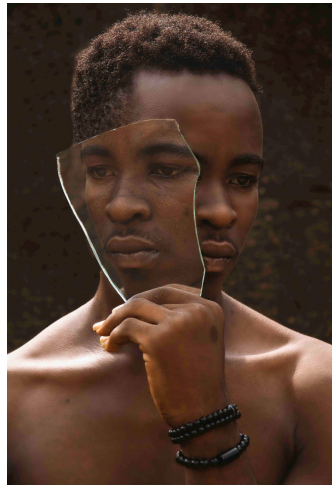


People with high EI can identify how they are feeling, what those feelings mean, and how those emotions impact their behaviour and in turn, other people.

It's hard to 'manage' the emotions of other people - you can't control how someone else feels or behaves, but if you can identify the emotions behind their behaviour, you'll have a better understanding of where they are coming from and how to best interact with them.

SELF-AWARENESS

Self-awareness – You recognise your own emotions and how they affect your thoughts and behaviour. You know your strengths and weaknesses, and have self-confidence.

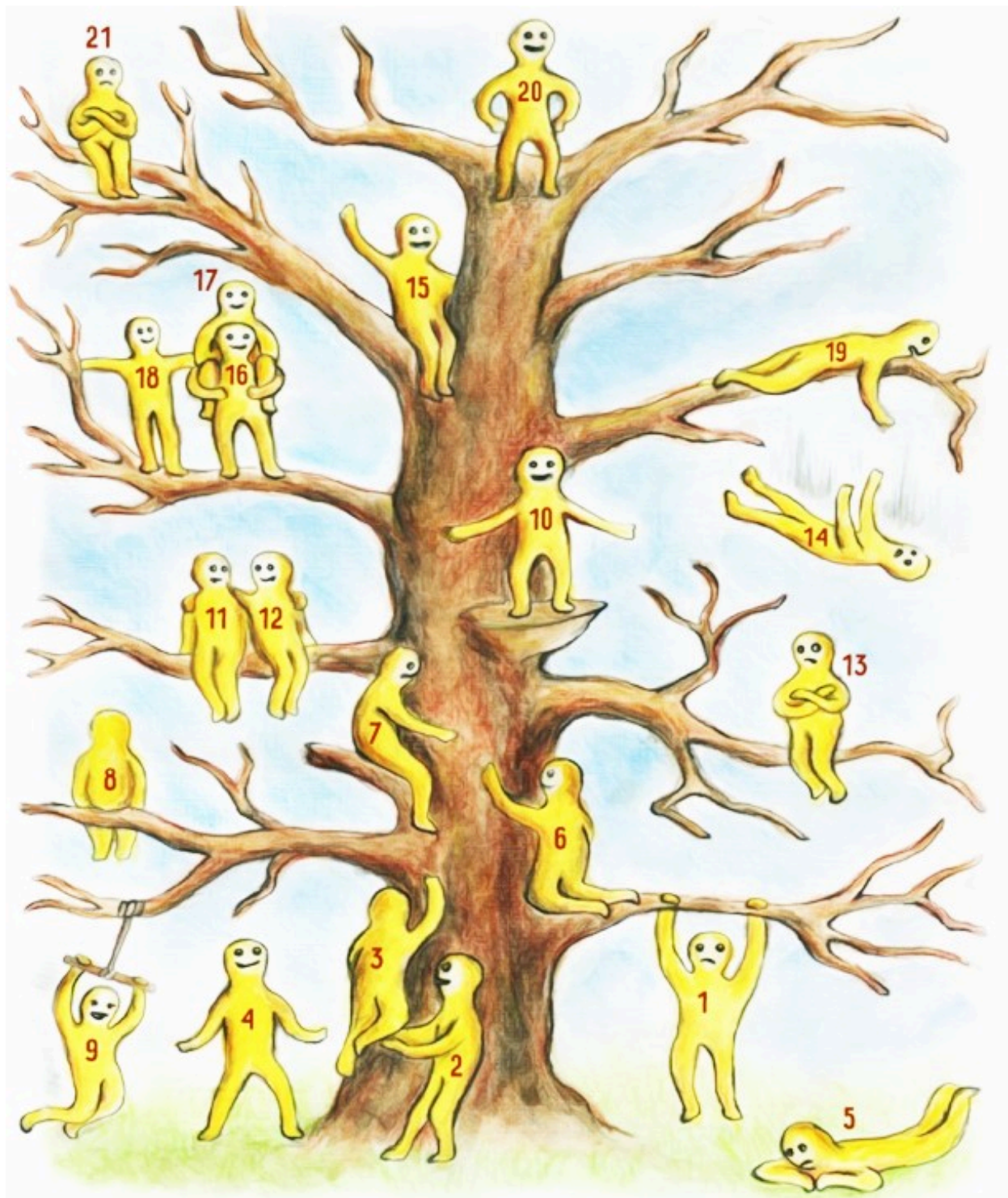


LIFE TREE ACTIVITY

This activity is a metaphor to explore inner thoughts/feelings.

This is the Life Tree where each of the characters represent different aspects of someone's life. Your aim is to think which character you are at this moment and provide reasons why along with thinking about:

- What might it take for you to improve/sustain that position?
- Where do you want to be?
- What will it take to get you there?



SELF-MANAGEMENT

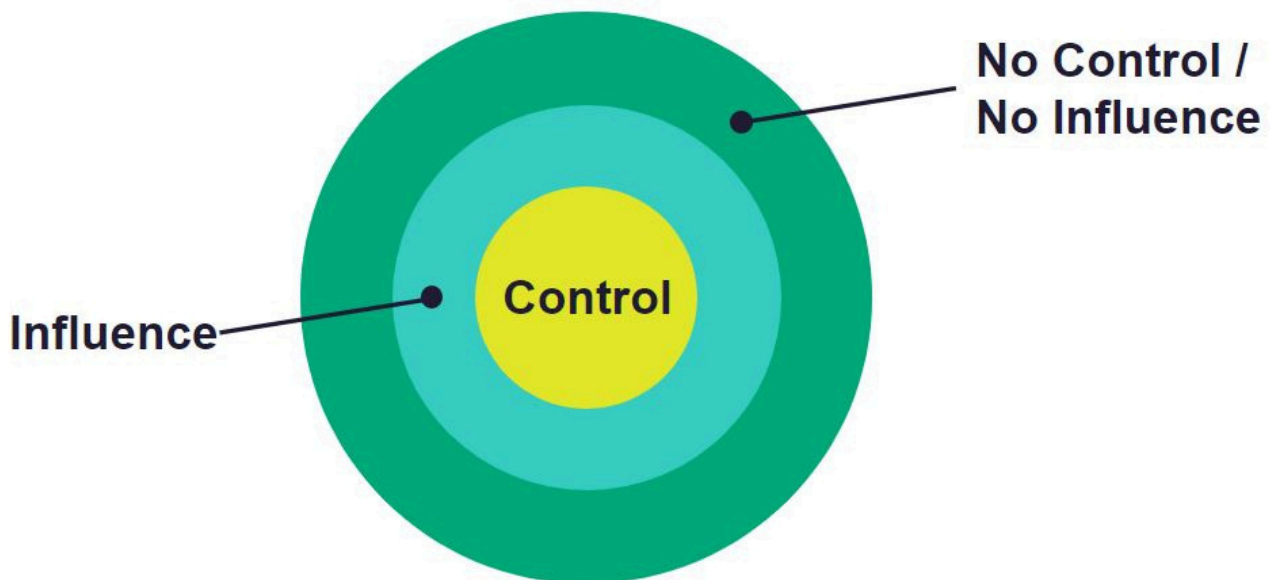
Self-management is critical for resilient leadership – You're able to control:

- Impulsive feelings and behaviours,
- Manage your emotions in healthy ways,
- Take initiative,
- Follow through on commitments, and
- Adapt to changing circumstances.



YOUR NOTES

CIRCLES OF INFLUENCE



This activity is designed to help you identify and manage the factors that are within your control (Circle of Influence) and those that are outside their control (Circle of no influence or control).

This may help you to enhance your effectiveness and reduce stress by helping you recognise and focus on the areas you can control or influence while letting go of concerns beyond your control.

For those items you have placed in the influence/control circle, set specific goals and strategies for making positive changes.

For those items you have placed in the no control/influence circle, you need to accept that some things are beyond your control.

MINIMISING STRESS

Facts on stress:

- Everyone experiences stress at some point in their lives.
- People respond to stress differently. What one person finds stressful, another may not.
- Not all stress is harmful. Positive stress can motivate and energise.

Emotional hijacking:

This occurs when the brain's amygdala perceives a situation as a threat and triggers the 'fight or flight' response. This can happen in milliseconds and often bypasses the brain's more rational, cognitive centres.

Its most associated with emotions like fear, anger, and extreme stress. These emotions can temporarily disrupt an individual's ability to think clearly and make rational decisions.

When emotional hijacking occurs, cognitive functions like problem-solving, reasoning, and impulse control are compromised. This can lead to impulsive and regrettable decisions.

Burnout:

Burnout is characterised by profound physical and emotional fatigue.

Burnout typically consists of three main dimensions:

- Emotional exhaustion (feeling emotionally depleted),
- Denationalisation (developing negative, cynical attitudes toward work or colleagues), and
- Reduced personal accomplishment (feeling ineffective and unproductive).

SELF-CARE

At work:

- What are three small things you can do each morning to start your workday on a positive note?
- What strategies do you use to manage workplace stress, even amid a busy day?
- How do you practice mindfulness or relaxation techniques to stay centred and focused at work?
- Do you celebrate your achievements and small wins at work? How can you acknowledge and reward yourself for your efforts?

Outside work:

- What activities or hobbies outside of work bring you joy and relaxation? How often do you engage in them?
- What small dietary or exercise choices can you make to prioritise your physical well-being outside of work?
- How do you practice gratitude and self-compassion in your personal life, even when facing challenges?

Stress management:

Is crucial for leaders, as they often face high levels of responsibility, pressure, and expectations. To help:

- Understand your own stress triggers and responses.
- Use time management techniques to prioritise tasks and focus on high-impact activities.
- Trust your team and delegate tasks and responsibilities to capable individuals.
- Make time for regular physical activity.
- Eat a balanced and nutritious diet.
- Prioritise sleep and ensure you get enough rest each night.
- Cultivate a support network of peers
- Explore stress-reduction techniques such as deep breathing, relaxation or visualisation.

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Thank you for joining us today

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