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## EXECUTIVE VITALITY™: WHEN STRESS IS RELENTLESS

Recent news about war, the Supreme Court decisions, gun violence, and Covid (again) has chipped away at most everyone's ability to feel secure and serene. Many (if not most) people we coach are telling us that they see a big uptick in anxiety, frustration, and dis-ease in themselves, their families, and in general.

Every time there is a shooting, another decision that we cannot control, news of a new Covid variant or "new" disease, trouble at the border, or some other terrible news, almost everyone experiences a deeply shared sense of "this should not have happened and it needs to stop."

As leaders, we must help ourselves and others deal with current events and what feels like an endless amount of anxiety, disbelief, hostility, and depression. How do you do that? How do you stay focused, maintain your personal self-care routines, take care of your family, and continue to do the best you can at work? How do you help others who work with you? Regardless of what is going on in the world, you are expected to achieve your goals—regardless of your own pain, stress, or anxiety. This is when excellent leadership skills are needed the most. Your ability to effectively lead sets the tone for how everyone can keep moving forward. We have written many Leadership Effectiveness articles on this topic. [Leadership Effectiveness: Leading During Divisive Times](#) is from January of this year.

Here are five tips to help you lead effectively during these high-intensity times.

1. Have a Stay Well Plan that includes exercise, good eating habits, massages, family time/time with pets, spiritual practice, meditation, connecting with friends and/or whatever you know helps you feel well and lifts your spirits. Don't leave your well-being up to chance. Make sure every day has some "me time."
2. Know what your triggers are and be prepared to manage so-called trigger events. An example is the news. How much of it can you sanely tolerate?
3. Take time off when you need it and be honest with yourself. Don't push yourself until you break. Write down places you want to visit and trips you want to take in your Stay Well Plan.
4. Invite your co-workers and direct reports into a dialogue about how they are doing and what they need to help maintain their well-being.
5. Seek counseling or peer support. There are so many options. Many are online, including tele-health therapy and 12-step programs. Get specific medical help if you feel like the stress is too much.

*What can you do every day to increase the likelihood of having a great day; what is one thing you can share with others to encourage them in their day?*