



ELEVATED LEADERSHIP MINDSET SHIFTS

MYTH: Great leaders put the needs of their teams first.

TRUTH: Your emotional health as a leader comes first and is a non-negotiable component of your and your team's success.

- Your emotional awareness, health, and well-being dramatically improve your ability to do your best work and positively impact everyone and everything you lead.
- Research shows that emotional awareness and well-being increase productivity, problem solving, clear decision making, creativity, and resilience during change and challenges.
- As a leader, your job is about managing emotions—your own, those of others, and how they impact each other—and you have to begin with yourself, even if it means prioritizing your well-being over time with your team.

MYTH: You can and should cover up your emotions at work.

TRUTH: As a leader, your emotions are obvious and have a huge impact on everyone you work with.

- Emotions are contagious and your team members sense how you feel even when you try to pretend otherwise.
- Because you're in the position of power, your stress, frustration, and overwhelm have an outsized impact—a stronger and broader ripple effect on other people—but so does your compassion, warmth, and kindness.
- Research shows that stressed out bosses have a significant negative impact on employee morale and performance. By contrast, warm and compassionate leaders are more trusted and effective, and thriving leaders are more likely to have thriving employees on their teams.

MYTH: Great leaders are always upbeat and confident.

TRUTH: Great leaders practice emotional awareness and acceptance, including of their difficult emotions, and model this behavior for their teams.

- Research shows that when we allow ourselves to feel our difficult emotions without judgement or escape, we move through them faster and feel them with less intensity.
- By modeling acceptance of difficult emotions and openly practicing emotional honesty, leaders help to create a culture of psychological safety, where team members feel encouraged to take interpersonal risks, including sharing their mistakes and challenges, without being judged. By contrast, leaders who always put on a brave face, discourage openness and honesty, particularly around learning from mistakes.
- Psychological safety has been shown to dramatically increase effectiveness of teams, including collaboration, creativity, and innovation.

MYTH: Achievements and results lead to happiness.

TRUTH: Practicing and leading with emotional health skills increases your and your team's happiness and resilience, which leads to better performance.

- Because of our brain's adaptability and negativity bias, no external achievement or degree of success can bring lasting happiness and fulfillment.
- Having a set of skills and practices you and your team can rely on eliminates counterproductive fears of challenges or change, and increases everyone's resilience and motivation to work through them.
- Research shows that happier employees are more productive and creative, more motivated to work through difficult problems, are more likely to help each other, and deliver higher quality customer experiences.

MYTH: Being a great leader and achieving success inevitably comes with struggle.

TRUTH: Challenge is constant but struggle is optional.

- Challenge comes from circumstances, situations, and behaviors outside of you, but struggle is mostly caused by how you react to what happens.
- When you consistently practice your emotional health skills you cultivate a positive relationship with yourself, your reality, and people you work with, which boosts your resilience and ability to achieve long-term, sustainable success.
- You can't achieve meaningful success alone — and by practicing emotional health skills like gratitude and intentional kindness, you build stronger relationships with your colleagues and your team.

5 Emotional Health Skills for Leaders



- **ACCEPTANCE:** Learning to look at how you feel and how things are with clarity rather than judgement and allowing yourself to experience the full range of emotions, including the difficult ones.
- **GRATITUDE:** Making an active choice to notice the small, positive moments in everyday life—even when times are challenging—and sharing your appreciation for other people with them.
- **INTENTIONAL KINDNESS:** Being actively kind to others with the intent to support or elevate them in some way, without expecting anything in return.
- **THE BIGGER WHY:** Regularly connecting with your sense of meaning and purpose by identifying how your daily activities and tasks support bigger goals, help others, or contribute to a cause you believe in.
- **SELF-CARE:** Actively nurturing a kinder friendship with yourself by practicing self-compassion, learning how to rest and renew, and finding ways to fuel your mind, body, and soul.