LEADERSHIP CHALLENGE

Great unrest creates the need for great leadership. Follow the steps below and challenge yourself to adjust your leadership strategy to productively embrace today's new normal.

Identify the "old way". Without judgement or attachment, jot down the way things used to be. This can include:

- Job structure
- Goals and objectives
- Workflows and processes
- Work environment
- Leadership style
- Communication style
- Your approach to getting results
- Home environment
- Hobbies
- Intrinsic and extrinsic definition of success

Identify the "new normal". First, take a moment to pause. Let your breathing relax and allow your imagination and inner wisdom to open up gently and freely. With the understanding that you are fully and uniquely prepared for this moment, ask yourself the following:

How do I choose to lead, and be, during this time?

What do I feel my _____ (team, company, clients, family, friends) need from me now?

What changes am I ready to make in my life that would be helpful immediately?

Allow your insight and deeper understanding to bubble up in a manner that is clear for you and then write down how you are choosing to be in this new normal. Aspects may include (but of course not be limited to):

- New nature of job
- New work rhythms (schedule, breaks, structure)
- Innovations that will be helpful right now
- New leadership that you choose to demonstrate
- New communication you feel is appropriate
- New ways of interacting
- New home environment
- New hobbies
- New definition of intrinsic and extrinsic success
- Next steps

For each of the insights you wrote down above, take a moment to identify the actions you might take to move forward. Keep it simple and be specific. Small, realistic steps every day toward an end goal in mind are typically far easier than large overnight changes. Be sure to include deadlines as relevant to keep you on track, but keep them flexible. (This situation has definitely highlighted the importance of flexibility.)