

# Leading Your Team During a Pandemic

[www.15be.com](http://www.15be.com)



**WELLTEAM**  
LEADERSHIP

## HEART VS. HEAD

How much do you lead with your heart vs. your head?



**Head-based leaders** analyze, solve, and organize.

But your team needs a sense of connection.

Check in on people. Find out what they're feeling. Share how you're feeling.



**Heart-based leaders** prioritize connection, emotion, and listening.

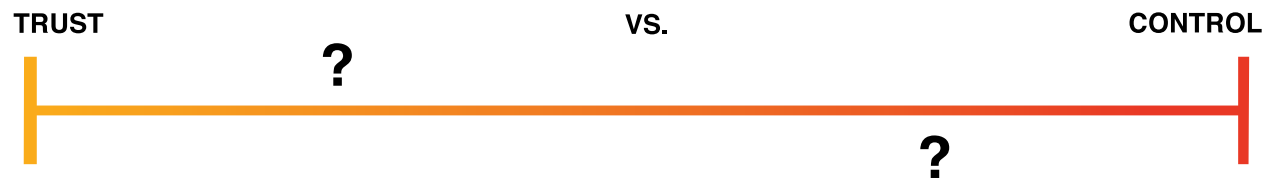
But your team needs information and action.

Now may be the time for you to direct, prioritize, decide.

Give your team a well-rounded leader. Consider your default style and how you can tap into an “opposing type” to develop as a leader and give employees more of what they need in times of stress.

## TRUST CONTINUUM

How are you managing people working from home?



**Trust leaders** expect everyone is getting their work done, putting forward their best effort, and using systems appropriately.

**Control leaders** want proof that work is getting done. They like to see people working. They emphasize tracking, metrics, and frequent status updates.

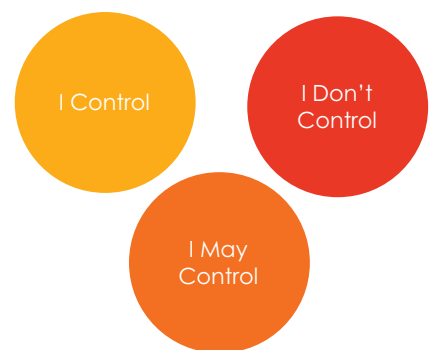
Now's the time to find a balance. Trust but verify. Relax control while keeping some structure in place.

## CONTROL

How are you managing frustration over things outside your control?

Make a list of what you *control*, what you don't control, and what you *might control*. Do the same for your team members.

Meet to discuss. Then set your expectations based on what you and your team can/may control. Encourage your team to let the rest go.



# THREE LEADERSHIP SKILLS FOR STRESSFUL TIMES

## Cultivate Courage

Build your ability to act in the face of unknown odds, communicate and act outside your norm, and step outside yourself with compassion and grace.

- » Get personal
- » Talk about things that matter
- » Manage up
- » Make decisions in the face of ambiguity
- » Stand up for the needs of self/others

## Be Intentional

Choose what you can accept and what you can change. Take thoughtful action, even when you can't take informed-action. Be mindful in all things.

- » Set daily intention
- » Don't react or avoid
- » Reflect at the end of the day
- » Communicate the why
- » Presume good intention

## Stay Grounded

Cultivate a sense of stability and solidity. Remember and reconnect with yourself and what matters to you.

- » Identify what YOU want and need today
- » Turn off notifications
- » Go outside; be in nature
- » Check in with yourself
- » Listen before speaking

**Want to learn more or offer a webinar to your team members?**

Reach out to us at [www.15be.com](http://www.15be.com)

