

How to Optimise the Productivity of Your Team with Rasheda Hatchett

We encounter different challenges every day. From inconveniences to full-blown disasters, it is difficult to keep up with the pressure from our work and personal lives. When we stretch ourselves too thin, we often push ourselves to the point of physical and emotional burnout. Everybody needs time to rest. Taking the time to take care and check-in with yourself and your team translates to your mindset, how you lead in the workplace and your team's productivity.

This activity aims to guide you through strategies that can help you support yourself through times of hardship and adversity. You can't be an efficient and effective leader when you don't prioritise your and your team's wellness. Find out how leaders optimise their teams during stressful situations or depleted resources with the help of this action guide.

QUOTE TO REMEMBER

'Our systems need an entire culture change. There has to be a change in culture around the way we work — the way that we nurse, the way we do the jobs that we do — that allows for wellness.'

Activity: Reframing Negativity to Bounce Back in Life

I. Looking Out for Warning Signs

Have you ever felt burnt out? Describe the event that triggered this feeling for you. Were you going through career or personal changes? What do you think caused the experience?

Your mind and body give warning signs before experiencing burnout. List the physical and emotional symptoms you experience.

Physical Symptoms	Emotional Symptoms

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It is important to give yourself grace and allow yourself to feel your emotions. How can you acknowledge what you're going through?

II. Building Resilience from Adversity

How you handle personal adversities reflects how you handle adversity in a team setting. Recall a time of great stress or disaster in your life. Describe the experience in the space provided.

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How did you overcome this challenge? What did you learn about yourself when you overcame it?

How do your experiences strengthen and prepare you for future challenges?

Optimising your team means prioritising your team. Write five ways you can check in with your team and give them appreciation in times of hardship.

1.

2.

3.

4.

5. _____

Why is it important to be proactive and not reactive during times of adversity in the workplace?

Using positive language towards yourself can help you think and act your way out of challenges. In the space below, reframe the hardships or negative thoughts in a positive light.

Adversity and Negative Thoughts	Positive Reframing

III. Prioritising Non-Negotiable Self-Care

What does your self-care routine look like? When do you take the time for yourself in your schedule?

Define what empowered self-care means to you. How can you practice this at home and work?

How does practising empowered self-care help with optimising your team's performance?

What You'll Learn from the Activity

The goal of this activity is to prioritise wellness as a way to optimise your and your team's performance.

The first part of the activity helps you practise self-awareness about your physical and emotional limits. It is vital to acknowledge that you have limitations. You don't want to push yourself too much and too fast, or else you'll wind up burnt out. Evaluating what happens to yourself during crises will help you understand yourself better and avoid hurting yourself.

The second part of the activity is all about building resilience strategies. Working on yourself makes you more equipped to listen and help others. Prioritising your wellness is key to optimising your team.

Resilience is like a muscle you exercise to improve. The more you encounter and overcome adversity, the better equipped you are to handle the next wave. Employing positive reframing of events helps you to focus on the silver lining during crises and discourages developing a negative mindset. While it is important to acknowledge the variety of emotions you are feeling, prioritising what you can do can help you solve your way out of dilemmas.

Lastly, by enforcing your boundaries and practising non-negotiable self-care, you are incorporating these strategies into your routine. Your practices influence your team's and family's practices. When you are able to mitigate your burnouts successfully, you can guide others on their own journey. Getting the support you need will help you bounce back when you encounter hardships in the workplace and at home. It is essential to stick to these strategies every day to feel self-empowered and ready to tackle adversity and thrive in life.