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stressed, share, hide, organization, personality tests, personality, team, business, work, emails, motivate, situations, leader, decisions, better communicators, motivation, concerns, strategy, disappear, information



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Hi, everyone, this is Katrina. Welcome to another episode of legendary leaders. We've been talking about motivation, and how do you motivate your team or other people when you're stressed. And we've talked about not sharing business related concerns with your overarching organization



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rather than the game, right, having



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a plan around that. We've talked about not sharing personal concerns



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with individuals in your



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organization, depending upon the role that they play and the concerns that you have. And so, you know, we have a little bit of a strategy around those two. The third topic that I want to talk about today is is related to still motivation when stressed, but I want to focus

on the perspective of the fact that even though you're not going to share certain things, you still need to be present.



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Okay, you can't hide



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and I say that from experience because, you know, my nature and I don't know, if any Have you all have taken various personality tests or leadership tests? You know, I used to do, I've done almost every one of them, I think, whenever I was in my corporate career, but one of the big ones that I used in one of the organizations that I worked with was the Berkman. And so for the Berkman, if any one of you are familiar with the Berkman. I'm a blue, red, blue, which means my interest is blue strategy and thinking and my nature is red, which is action oriented. And then my stress and my needs are blue. And so that's interesting, right? Because if you know anything about the Berkman, the red and the blue are exact opposite. Okay, so, most people when the red is let's go, let's get it done. Let's move forward. Let's take action. You know, it's a fast pace. It's very direct conversation. And you know, you move forward. Well, that is my normal nature. That's just who I am. Especially in business when I'm comfortable at I have great conversations, I'm directing my communication. And I can quickly make decisions based off of the experiences that I have had in my past as well as the information is coming to me. And so I make really quick decisions. And they typically work out the majority of the time and I'll move forward and



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and that's my personality.



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Well, when I stress though, I'm actually the exact opposite. And that's really hard for people to understand because, right, what you see is what you think you get. And when you see me moving forward and making fast decisions, that's what you think you get, but when I'm stressing, I'm very much the opposite. And so the blue is, okay, I get really quiet, pull myself out of situations, I really want to think a little bit more. And so I share that to say, I'm not sure what your personality is like you have to know yourself. And if you're not

sure, go take one of the personality tests, right? There's nothing wrong with that. I mean, all it does is give us additional insight as to who we are. So then we can be better communicators about Our personalities and all work to ensure that the the personalities that we have the things that we have within us that make us us don't negatively impact the individuals around us. Okay. And so I know



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that when I stress in certain situations, not every situation but in in high pressure, corporate situations, not not in legend, that's different because it's not quite as stressful to me, that's always fun. Even whenever it's a little stressful. It's still fun, right? So I'm still engaged, I still stay mostly in that red zone. But in the corporate situations that I lived in, in the past, I would stress it would be a lot of stress. And my team would be like, Oh, my God, we're cheating. I mean, the emails would stop, you know, for like, half a day or you know, the phone would stop ringing. You know, I wouldn't check out for weeks at a time it would be half a day. Right? Because I needed to collect my thoughts. I needed to figure out what the heck was going on. And so when my team started to figure out that was what was going on, like, oh, gosh, something's wrong. You know, she hasn't sent an email in a while, or she hasn't called in a while. And so they started to pick up on that pattern of behavior. And so I share all of that to say, what we what we can share with our teams is critically important. And we need to have good judgment around that to maintain motivation of our team. But we can't go so far in our stress pattern or feel like we can't share anything to the point that we just pull out. And our team, you know, considers us Am I right? They're going oh, my gosh, where'd she go? where's where's my leader? I've got a question. I can't find her. not answering her phone. emails are going unanswered. Right. We cannot disappear when we're stressed. It's really, really important. Again, it goes back to the team is watching you. You have set the tone. You know, you're the leader of your organization. You are the supreme Politicians so to speak, you're in the eye of your public. And you cannot just completely disappear. You have to come out and let people see you working and moving forward. They don't have to see everything. Right? They don't have to. But they need to see enough to know that you have a handle on whatever's happening in the business or in your personal life. So again, they maintain the trust in you to lead them. And then when you're ready to share certain things you can, but the way that you motivate your team, whenever you're stressed is by not disappearing. Because disappearing means Oh, gosh, something's wrong. And yeah, I don't know what to do next. If she's stressed and uh, should I be stressed and what are we What are we supposed to be stressed about? You know, it just starts everyone's spiraling down this rabbit hole. So it's okay to be human. It's okay to need a few minutes away. It's I've had to take a lunch away. It's okay to let everybody know you Got some personal appointments and you're going to be back or take an afternoon off, whatever it may be to give yourself a little bit

of space and time. That's normal. No one in your organization expects you not to be human. But what you can't do is get stressed and completely hide. And I learned that again through taking the Bertman understanding my personality and the way that I react to stress, seeing it play out, right as I lead large teams in a corporation, and then starting to actively work very hard in the career that I've had in the smaller startup, as well as in legend. I've learned through taking that test and applying, you know, applying that knowledge to saying oh my gosh, I when I get stressed, I hide. I cannot do that, because it freaked my team out. And so I become better and better at not doing that with my team and explaining Hey, I just need a little bit of time. You know, I'm working on some strategy in my mind. I'm gonna take the afternoon to think through it. Everybody's gonna have Understand that, right? They don't see that as a problem, they just say, See you going off and being a good leader that you are. But if you hide and say nothing, the human brain assumes the worst. And that's what I teach everyone. Without information, the human brain assumes the worst. So when you go hide, or pull away, or share nothing, and again, sharing doesn't mean you share about a problem. Sharing just means Hey, how's it going? What are you working on today? How's that project going? You know, how are we doing relative to the overall business, talking and just sharing basic information about your business? You if you don't do that, you've shared nothing. And with the absence of information, most people will start to assume the worst that is just naturally, what the majority of people do, like it or not. So how do you motivate when you're stressed? One key thing is don't go hide. Don't go spill your guts and share everything right use good judgment. But continue to talk about the business show up when you need to show up. Let People know that you're going to take some time off if you need to, to think through the strategy or work through some next phases of the business. All of that is acceptable. But what you don't want to do is cause people to not be motivated and to be distracted and be non productive while you're figuring out whatever's going on while you're stressed. So it makes sense.



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I hope so. I would love your feedback.



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I appreciate you listening. We're going to continue on. We're going to talk about motivation again tomorrow. I hope this helped think about how do I not hide, keep people engaged, but at the same time, take care of myself. Find the balance



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thanks.