

BUILDING RESILIENCE

COACHING CRIB SHEET



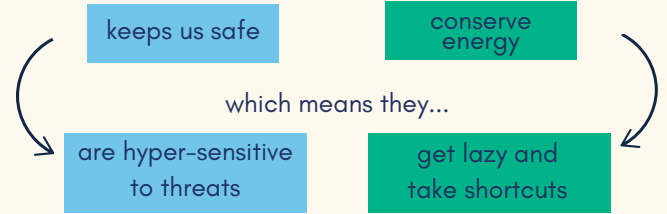
Leaders are more stressed than ever

Leadership demands have skyrocketed over the last half-century. And as we navigate hybrid work, global uncertainty, and post-pandemic life, the stressors mount.

49% of Americans report frequently feeling stressed in daily life. That's up 10% from 1994.

In this challenging environment, leaders need resilience – but it's not easy to build it.

What Our Brains are Designed to Do



We all have evolutionary instincts that help us in some ways – but hinder us in others:

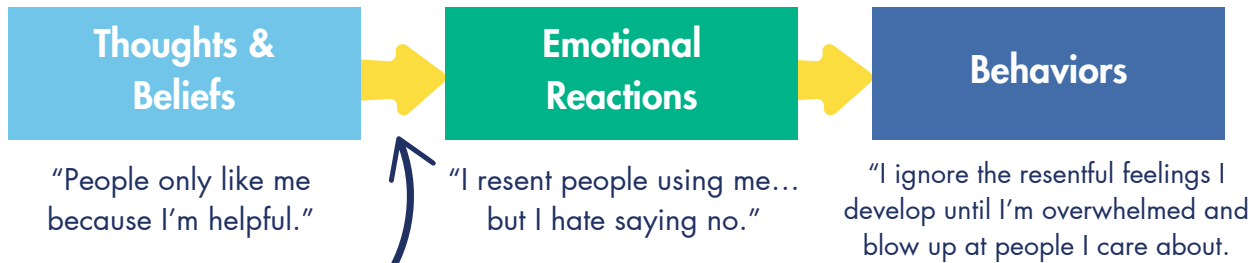
These instincts work when they're processing all the excess information of everyday life. But when our brains take shortcuts in more complex situations, we can make incorrect assumptions and react in unhelpful ways.

How Motivational Self-Awareness Breaks the Reactive Cycle

One way to tame our reactive brain is to achieve greater objectivity. The key: understanding our motivations – what drives us and what drains us – and how those motivations influence our thoughts and reactions.

Motivation can hide below the surface, so a psychometric assessment can be an invaluable tool to reveal them. The Individual Directions Inventory™ reveals a detailed motivational profile that can provide critical insights into why we respond to people and situations the way we do.

EXAMPLE: The influence of a strong motivation for GIVING (being helpful and supportive of others):



Motivational Awareness

Introducing MOTIVATIONAL AWARENESS can break the reactive cycle. When a client learns to recognize their motivational patterns, they are empowered to pause – to take a more objective view of the facts they're processing, before emotional reactions take over.



Scan for citations, on-demand webinar, and all of our additional resources.

Coaching to Break the Cycle

1 Recognize sensitivities & assumptions	"What does my motivational profile tell me about what triggers an emotional response?"	Example in Action: A Leader who is highly motivated by Gaining Stature "If I don't keep doing more than my share, I'll be a disappointment to senior execs."
2 Challenge reactions & beliefs	"What assumptions am I making that may not be true?"	"The higher-ups have never stated that they expect me to take on so much."
3 Connect new awareness to bigger goals & values	"Are my reactions getting in the way of achieving my goals?"	"If I want to be more satisfied and effective in my role, I have to speak up when I am overloaded."
4 Take Action move forward with specificity & intention	"What specific things can I do differently to break the cycle?"	"It's time to have a courageous conversation with my boss about prioritizing my workload"



Scan for a case study with strategies to coach for resilience:



Motivational Self-Awareness Tool: Individual Directions Inventory™

Motivation can hide below the surface, so a psychometric assessment can be an invaluable tool to reveal what drives your client - and what is most likely to trigger the reactive brain. The Individual Directions Inventory™ reveals a detailed motivational profile that can provide critical insights that are nearly impossible to derive from other methods. Learn more about using this assessment in coaching at MRG.com.



Contact us to learn more about how the IDI helps leaders build resilience in the face of challenges.

