

Leadership Mojo for COVID-19

In this worksheet we help leaders focus on the difference between 'reacting to outside conditions' and 'setting the tone for successful outcomes' despite external factors.

We will also explore how to look after ourselves as leaders in a way that makes us constructive and helpful in working with our team during uncertain times.

Leadership Mojo for COVID-19



If there's *one thing* that will determine which leaders win and which leaders lose in this Covid-19 crisis, it is *mindset*. We call this 'Leadership Mojo'.

Leaders who are taking care of their Leadership Mojo will:

- Be emotionally stable and clear thinking, even and especially when conditions aren't ideal
- Be able to create clarity of vision and direction for their teams
- Be functional and constructive in every leadership situation, and able to lead from a place of purpose and inspiration
- Enjoy an abiding knowledge that their identity and value as a leader or professional is unshakeable, and not determined by how much they do or don't achieve in any given moment.

These are the leaders that will see and act with agility and enthusiasm on the opportunities presented by the market right now - and they will *win* as a result.

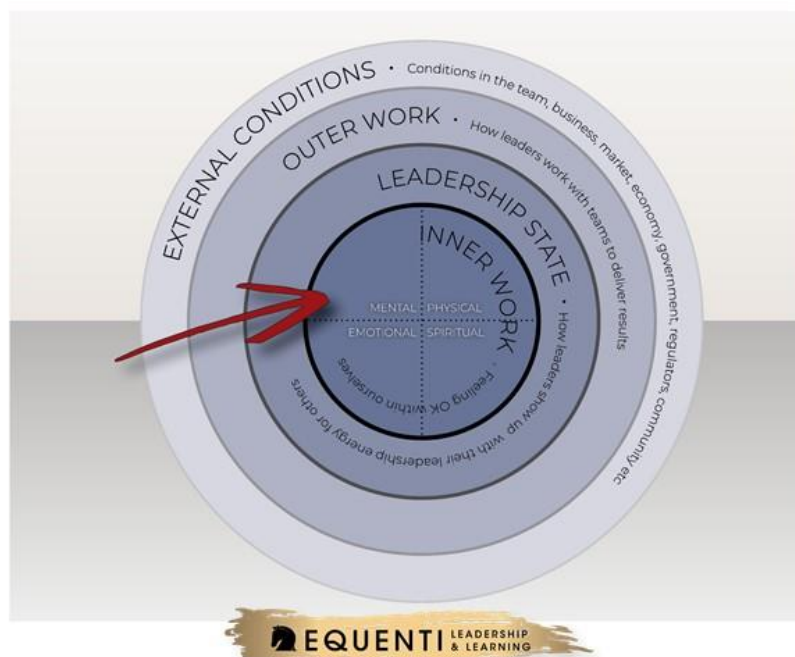
On the other hand, leaders who are merely reacting to the external conditions and becoming frustrated that the team's results aren't there, will be showing up with a compromised leadership state. This means they won't be at their best - and they'll be contributing to the confusion and panic, rather than leading the way through it. Over time, they'll begin to doubt themselves as leaders and wonder if they've really got what it takes to survive this moment in history.

The Leadership Mojo model explains the experience that leaders often report in coaching sessions of being impacted by External Conditions – that is, what’s happening in their teams, business, market, government and community. They report that when those External Conditions are great, it’s easy to do good work.

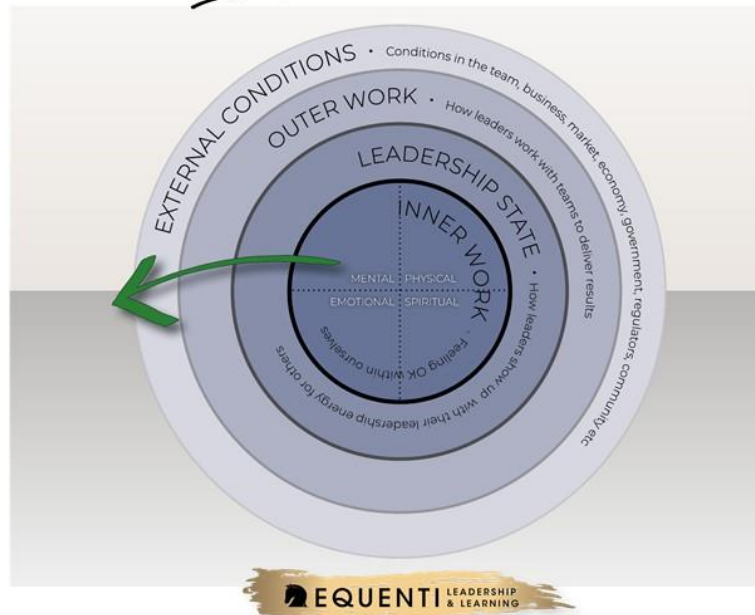
But when those External Conditions are adverse, it can seem difficult to do the Outer Work of Leadership to get the required results with our teams. When this recurs over time, our Leadership State – or the quality of energy with which we show up for our teams – can deteriorate.

We begin to lead from fear and doubt, rather than inspiration and purpose. The natural evolution of this problem, when it goes on for long enough, is that it begins to affect how we feel about ourselves, our value, our identity and we may become plagued with self-doubt and a crisis of confidence.

THE OUTSIDE *In* STORY



THE *Inside* OUT STORY



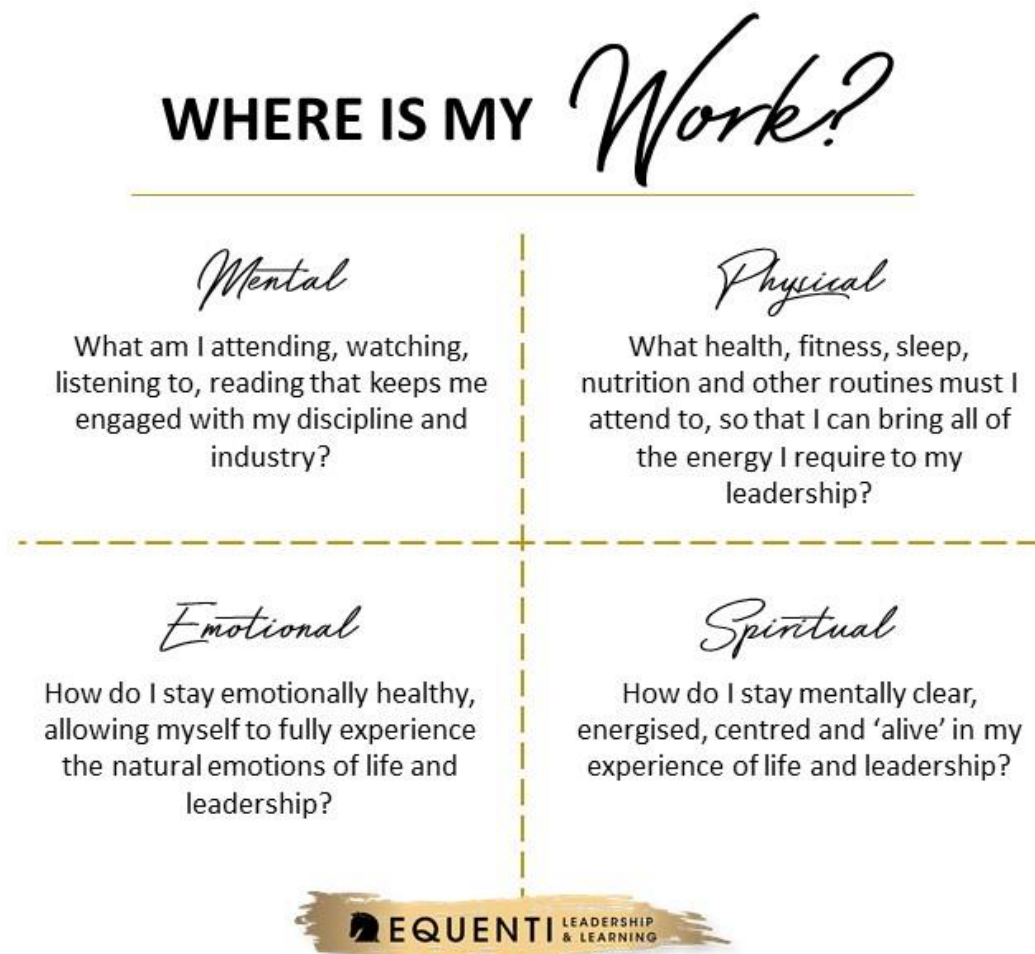
One of the objectives of leadership coaching is to help us turn this story *inside out*.

Successful leaders have a sustainably *internal* locus of control, which means that their core sense of identity and value is so stable that they can usually choose a functional and constructive leadership state to influence results with their teams, no matter the quality of the conditions in which they're operating.

Because they look after themselves so well, at the core of who they are, they are in a better position to choose the leadership state they offer their teams. They are more easily able to bring the best parts of themselves forward – it's never about wearing a mask of positivity (which can seem inauthentic) – and always about accessing the most functional leadership state we can offer in any given moment.

So, how to do we access the most functional leadership state when those external conditions and results feel challenging?

It's about understanding where we most need to do the 'Inner Work' of leadership. We must be mentally engaged in our discipline and industry, and physically, emotionally and spiritually well.



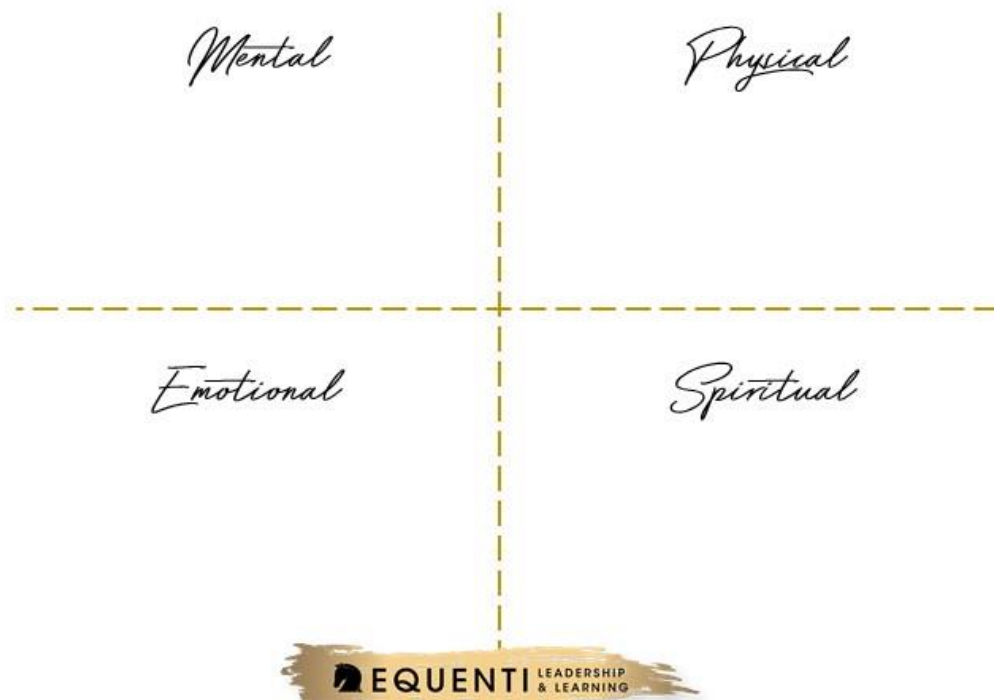
Leaders who are taking care of the inner work in these four domains are leaders who can sustainably show up for their teams with clarity, energy and stability – even and especially in a crisis.

So, where is *your* work? Reviewing each of the four domains of the Inner Work of leadership, what are the 1-2 areas that need the most attention?

Or said differently, what are the areas that would benefit from additional attention right now? What would make you feel energised, clearer, lighter and more centred?

This is the Inner Work of leadership. And only YOU can do it.

WHERE IS MY *Work?*



Use the space above to make some notes about what you feel inspired to do in each domain of the Inner Work of leadership, to support a more constructive and functional leadership state.

The next and *only* thing to do is act. If you need guidance, just reach out for a conversation. I'm here to help you.



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LEADERSHIP & LEARNING



Congratulations on completing the Leadership Mojo for COVID-19 coaching tool. We encourage you to share this resource with your team so they can also gain clarity in their work and engage in effective selfcare at this time.

Need help navigating the new working environment? Please reach out for a conversation. I'm here to help you.

Lead yourself well and everything else falls into place.

- Angela Koning -

Let's Connect!



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