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Facilitating Positive Change

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## Leadership Tips February 2022: Boost Emotional Well-being to Overcome Fatigue: *Tips to Free You From Fatigue*

### Message from Dr. Marilyn Manning



Dear Friends,

Most of us have or are experiencing Covid and Zoom fatigue. When you feel out of control, your stress level can rise quickly to the point of burnout. I have found that taking 10 to 15 minutes to read a passage from a favorite book can lower my stress immediately. Before reading, I practice a minute of deep breathing to relax my brain.

Do you have a favorite book you can turn to when feeling burned out? I have loved the books written by Dr. Marshall Rosenberg on the topic of “nonviolent or compassionate communication.” I was privileged to attend two of his communication workshops several years ago. I was profoundly impacted by his calm presence, his quiet wisdom, and his deep compassion for everyone he met.

Marshall taught us how to look beyond any negative emotion we are feeling like anger, fear, anxiety, frustration, and burnout. He said to ask yourself: “What are you feeling?” And then accept that feeling. Next, he suggested you ask “what is your unmet need? What do you need right now that is not being met?”

Often my need is for respect, acceptance or serenity. Just admitting my emotion and my unmet needs gives me peace of mind and helps me get beyond anxiety, frustration, or blame. It helps me let go of the negative and embrace the positive. I am then able to experience gratitude, forgiveness and love. I have found Marshall’s books to be practical and comforting.

I am also comforted when I read the teachings of Thich Nhat Hanh and mindfulness. He was a Buddhist monk full of wisdom and grace who wrote over 100 books. His words are so simple and uplifting. He recently died at the age of 95 in his temple in Viet Nam. Like Marshall, he taught the principles of nonviolence and compassion in books like “The Miracle of Mindfulness,” and “You are Here.” He taught me that I can be mindful even when doing very routine tasks and that I can only find peace and love in the present moment.

Feelings come and go like clouds in a windy sky.  
Conscious breathing is my anchor.

— *Thích Nhất Hạnh, Buddhist monk*

Warm Regards,  
Marilyn Manning, Ph.D.  
Owner, The Consulting Team  
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### In this issue of *Leadership Tips*...

1. Article: Free Yourself from the Fatigue and Stress of Our Last 2 Years
2. February 8 Zoom mini-training: *Imposter Syndrome: Take Back Your Power*, 1:00-1:30PM Pacific (No Charge. Register below.)
3. March 8, Zoom mini-training: *Using Communication Styles to Create Rapport and Influence* 1:00-1:30PM Pacific (No Charge. Register below.)



## Free Yourself from the Fatigue and Stress of our Last 2 Years

*During Trying Times, Apply Different Approaches  
to Reduce Your Stress*

Simply put, the last two years have been exhausting. While we've tried to take every precaution to avoid catching the coronavirus, our emotional well-being has been jolted.

Look at all that we've been up against: 2 years of COVID-19, endless online meetings, the confinement of working from home, the ongoing pressure to secure and wear masks, and navigating the ever-changing rules for engagement.

We remain on an emotional roller coaster of work and office openings and closings, supply chain delays, child care scheduling, cycles of COVID testing, vaccines and boosters, coupled with quarantining, mass media doom and gloom, and in some cases illnesses short and long, and even caring for and losing loved ones.

The predictable result: many, if not most of us, are suffering from stress, COVID-19 fatigue, and Zoom fatigue.

The good news? You can counter-balance these pandemic blues and your stressors with new and known strategies to improve your overall well-being.

### Balance Beats the Blahs

For many of us, the monotony of our pandemic routines has eroded the quality of our lives. We've strayed from the practices and habits that previously enriched our varied lives as we've cocooned and been shut off from work colleagues and loved ones. We have also cautiously cut down on travel and socializing.

Almost everything will work again  
if you unplug it for a few minutes, including you.

— Anne Lamott, *writer*

### UNPLUGGING TIPS:

- Restore more balance or create a new balance of community and solitude, outdoor time with family, and times with both human and animal friends.
- Schedule time for replenishment on your calendars. Unplug, leave the house, and go off-script in a different environment to change your perspective.
- Schedule music, the arts, play, and laughter into your daily and weekly routines.
- Treat yourself to a spa treatment, massage, or other healthy pursuit to relax you and clear your head. Remind yourself that you deserve happiness in the midst of all you're doing for others during this new phase of life, as we navigate this pandemic.

### Focus Forward

A good way to overcome your stress  
is to help others out of theirs.”

— Dada J. P. Vaswani, *Indian spiritual leader*

Often, when we focus exclusively inward, our self-talk and patterns of analysis lead us toward a downward spiral of worry. Shifting our focus beyond ourselves changes our mindset and even brain chemistry. When we exert ourselves on behalf of others, the rewards are not just physical. It feels good to help others, contribute to causes we care about, and bolster our communities.

### ALTRUISTIC TIPS:

- Volunteer to help others during this challenging time in our communities.
- Cook or drive for others in need; volunteer on a phone bank for local social service programs or charities.
- Share your wisdom and experience by mentoring or tutoring.

### Focus Inward

“Breathe. Let go. And remind yourself that this very moment  
is the only one you know you have for sure.”

— Oprah Winfrey

An inward focus always helps us sort and process all that comes at us, while also reconnecting with our core. In our newsletter last month, [\*Listen with Your Ears and Heart\*](#), we reminded people to listen to themselves as well as others. When we listen deeply to ourself, we connect with what's in our heart: gratitude, empathy, joy as well as pain, and love.

### SELF-REGULATION TIPS:

- Abide in silence. Sit with yourself and still your busy mind. Focus on your breathing and let go of confusion, restlessness and busyness.

- Use nature to center yourself. Seek solace in the grandeur of a Redwood grove, summing a peak or overlooking a body of water. Whether you face east to meet the sun in the morning or focus westward at sunset, take time to look within for insight, resolution, peace, and equanimity.
- Use affirmations, declarations, or mantras to help you stay on your path and to focus.

## Stay Present

If you want to conquer the anxiety of life,  
live in the moment, live in the breath.

— Amit Ray, *spiritual teacher*

So often we dwell in the past, not letting go of mistakes, errors, or situations we think we could have handled better. Or we worry about dangers that loom in the future, trying to account for an array of calamities we believe we can control. (Hint: we can't.)

## Make Peace With Yourself

Our anxiety does not come from thinking about the future,  
but from wanting to control it.

— Kahlil Gibran, *writer*

You've no doubt learned to identify the things you can't change from those things you can. Fatigue derives in part by dwelling on what can't be easily changed. Changing your reactions to focus on what is, you can free up mental energy to focus on what you can change.

### TIPS:

- Embrace Marshall Rosenberg's nonviolent communication approach to communicating with oneself:
  1. Observe the situation
  2. Identify the feelings arising from the situation
  3. Identify the needs to be met
  4. Express a clear request that will make your life better
    - Manage your energy by picking your battles carefully. What's worth worrying about? What's not? Let the rest go, and feel the fatigue fall away. Letting go is good.
- Suspend initial judgment. Time often reveals the best solution. Beware of knee-jerk reactions. Often one step backward will reveal the right path.

Fatigue often derives from our spinning our wheels. Seek the counsel of others you know, respect, and trust to help you get unstuck. Their perspectives, input and encouragement can illuminate better ways or validate your own decisions.

## Freedom From Fatigue

We feel fatigue in our bones, our brain, and throughout our body. It can color everything we think, say, and do. When you recognize you're fatigued or stressed, apply these tips to restore your balance, get present, return to your true self, and get a fresh perspective.

These mountains that you are carrying,  
you were only supposed to climb.

— Najwa Zebian, *writer and activist*

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# Free 30-min. Coaching

Schedule a complimentary  
30-minute 1:1 coaching session  
with one of our senior associates.

[Request A Session Here](#)

[Register here for this free 30-min. online mini-training on February 8](#)

**FREE 30-min. online event Tuesday February 8, 1PM Pacific:**

## Imposter Syndrome: *Take Back Your Power*



*Facilitated by Senior Associate Susan Schwartz, PMP*

Why is it experienced professionals do not believe they are good enough, smart enough, or whatever the imposter gremlin whispers in their ear?

Join us on Feb. 8 to learn how activating your Emotional Intelligence can expel the imposter monster from your head and take back your power and confidence.

**Tuesday, February 8  
1:00-1:30PM Pacific**

Limited space: confirm your seat and receive log-in details  
when you register using the button below.

[Click here to register for this free early February mini-training](#)

[Click here to register for our free March 8 mini-training](#)

**FREE 30-min. online event Tuesday March 8, 1PM:**

# "Using Communication Styles to Create Rapport and Influence"



*Facilitated by Senior Associate Kathye Citron*

Do you find some communication styles hard to work with while other styles can seem so easy? We will help you understand the four main communication styles and how to create rapport outside your comfort zone.

- Identify the four key communication styles
- Avoid common listening mistakes that can shut people down
- Learn to flex your style so you can influence and motivate for results

**Tuesday, March 8  
1:00-1:30PM Pacific**

Limited space: confirm your seat and receive log-in details when you register using the button below.

Register for this free 30-min. online mini-training Tuesday, Mar. 8

## Our Team of Trainers, Facilitators, and Coaches



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Contact The Consulting Team to learn more about our online [training](#), [group and one-to-one virtual coaching](#), and [consulting](#) assistance for leaders and employees.

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