



The Consulting Team, LLC
Facilitating Positive Change

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Leadership Tips Winter 2025

From Burnout to Balance: Stress Management Strategies That Work

From Marilyn and The Consulting Team



Memo from Marilyn

We dedicate this issue to our dear senior associate, colleague, and gentle friend Stewart Levine, JD, who recently passed.

Stewart was a role model for all of us at TCT. He emanated loving kindness, generosity, deep wisdom, and true collaboration. His books inspired our work in conflict resolution and open communication: "The Book of Agreement", "Getting to Resolution," and "Collaboration 2.0". He found more ways to use agreements, including making agreements with yourself.

As you read our tips on managing stress, see if you can make some new agreements with yourself. Start one new practice that could make your life a little easier. That would make Stewart and all of us smile.

In gratitude,

Marilyn Manning, Ph.D.
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P.S. Please join us on Friday, February 7, 2025 at Noon for our next complimentary 30-min. webinar: **Practical Tools for Stress Management**
Email Admin@TheConsultingTeam.com to obtain login details. (The webinar description is found later in this edition.)

Stewart Levine

In Memoriam



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 2. Complimentary February 7th webinar: *Practical Tools for Stress Management*
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From Burnout to Balance: Stress Management Strategies that Work

As we settle back into our routines after the holidays, it's a good time to take a closer look at how stress shows up in our work lives and what we can do about it. Stress is a natural part of life, and in small doses, it can even motivate us. But when it becomes constant, stress can take a toll—on our health, our relationships, and our ability to thrive at work.

Burnout is one of the most visible signs of chronic stress. It's more than just feeling tired after a busy day or frustrated by a project. Burnout can leave you feeling physically drained, emotionally detached, and mentally foggy. You might notice that your concentration slips or decisions feel harder to make. It can also show up in your behavior—you may find yourself avoiding tasks, procrastinating, or pulling away from colleagues. Recognizing these signs is the first step toward regaining balance.

Stress often stems from factors in the workplace itself. For some, it's the sheer volume of tasks or the pressure of long hours. For others, it's unclear expectations, conflicts with colleagues, or not feeling valued. The physical environment plays a role, too—an uncomfortable chair or a noisy workspace can make an already stressful day feel worse.

Understanding the stress response can help us approach these challenges with greater awareness. When we face a stressful situation, our bodies activate what's called the "fight-or-flight" response. This might have been useful when facing a saber-toothed tiger, but in today's workplaces, this heightened state of alert often does more harm than good. Over time, it can lead to exhaustion, irritability, and even serious health issues.

So, how do we break the cycle? One way is by learning to take control of how we respond to stress. Practices like mindfulness can help us pause and re-center. Simple techniques, such as taking a few deep breaths or stepping outside for a moment, can make a difference. Taking care of our bodies by eating well, moving regularly, and getting enough sleep also builds resilience. Managing our time effectively, staying

organized, and asking for help when needed can reduce the feeling of being overwhelmed.

But addressing workplace stress isn't just about what we do as individuals. Organizations play a critical role, too. When leaders communicate clearly, involve employees in decisions, and foster an environment of mutual respect, it helps everyone feel supported. Building positive relationships at work and creating space for collaboration can make the workplace not only more productive but also more enjoyable.

Leadership matters in setting the tone. When supervisors model healthy stress management and show genuine care for their teams, it encourages everyone to do the same. Simple acts of recognition and fairness can go a long way in creating an environment where employees feel valued.

At The Consulting Team, we believe that managing stress is about more than quick fixes. It's about creating a culture where individuals and organizations work together to address challenges and support one another. By building awareness and taking proactive steps, we can turn stress into an opportunity for growth and innovation.

Stress may be an inevitable part of the workplace, but it doesn't have to define your experience. With a mix of personal strategies and organizational support, we can create a healthier, more balanced way to work—one where everyone feels empowered to bring their best selves to the table.

Register for our next complimentary 30-minute webinar, Friday, February 7, Noon, Pacific

FREE WEBINAR: Practical Tools for Stress Management



Facilitated by Senior Associate Naushad Godrej

Join our free mini workshop to learn some **Practical Tools for Stress Management**. You'll experience a few simple tools to live with more ease:

- Somatic exercises to balance the nervous system
- Breathing exercises for improving peace of mind
- Guided meditation to work with challenging emotions

The value: You'll learn how you can work with stress to help you grow instead of becoming a victim to it.

Friday, February 7, 2025
Noon -12:30 PM Pacific

Confirm your seat and receive log-in details
when you register using the button below.

Register for our next complimentary 30-minute webinar, Friday, February 7, Noon, Pacific



Success Stories from The Consulting Team

From Isolation to Connection: Teambuilding as a Path to Stress Reduction

With many employees continuing to work remotely, teams are navigating a mix of retirements, new hires, and shifting workplace dynamics. Many colleagues have yet to meet their teammates in person, and the resulting isolation has led to disengagement and increased stress. Now more than ever, there is a call for intentional team building to strengthen connections and reduce stress.

Regular team meetings can be transformed into opportunities for team building. When done thoughtfully, these gatherings can promote connection, collaboration and trust, alleviating some of the workplace stress that arises from disconnection. Take our team, for example. Each quarter, one of us presents a 30-minute mini-training for our clients. The team meets a week before the presentation to preview it and provide feedback. We take turns offering candid insights, focusing first on the presenter's strengths, followed by constructive suggestions for improvement. During these sessions, everyone has a voice, feels heard, and shares a sense of ownership for the success of the upcoming training.

Upon further reflection, I realized that these meetings aren't just about preparing for presentations - they are powerful teambuilding experiences. They allow us to engage deeply with one another, transforming stress into joy and creating a profound sense of belonging.

This sense of connection and collaboration is something we can support your team in achieving, too.

The Role of Team Norms and Values

As Nina Morris Collins, one of our Senior Associates, highlights, much of workplace stress stems from unclear expectations and communication breakdowns. A client recently shared that their team's performance issues weren't due to technical shortcomings but rather a lack of political acumen and alignment with team values. The manager was stressed because employees weren't behaving in ways that supported the team's success, and employees were stressed because they weren't clear on what

was expected of them.

The root of the issue? A lack of clearly defined expectations and values - and the failure to communicate them effectively.

In our teambuilding sessions, we work with managers to identify the root causes of stress within their teams, often related to communication gaps or a lack of trust. These sessions focus on setting clear team norms, values, and expectations while demonstrating the skills needed to communicate them effectively.

Teambuilding in Action

In one of Nina's workshops, participants used the DiSC personal profile assessment to explore their communication styles. A breakthrough came when team members recognized how their strengths - and potential irritants - affected their interactions with others. For example, "C" types (fact-focused) often struggle with "I" and "S" types, which are more relationship focused.

This understanding led the team to form agreements about how they'd interact going forward, fostering greater collaboration and reducing conflict. Just 10 days after the training, one participant texted Nina to share how the insights from the session had transformed their working relationship. More transparent communication and a deeper understanding of one another's styles made the team more collaborative and effective.

Building Teams That Thrive

Teambuilding isn't only about creating harmony, it's about addressing stressors at their source and fostering a culture of clarity, trust, and collaboration. Whether through regular team check-ins, feedback sessions, or tailored workshops, these intentional efforts can help teams turn stress into connection and disengagement into engagement. If your team feels disconnected or stressed, we'd love to support you in creating an environment where everyone feels valued, empowered, and ready to collaborate. Let's build a team that thrives—together.

***Give us a call for a free brainstorming session.
(650) 464-6024***

COACHING

We offer coaching for managers, executives and individuals, including one-to-one career development and success coaching for executive team members and mid-managers.



In Person: Initial intake session



Virtual coaching sessions

Areas of focus may include setting and achieving professional development objectives, clarifying goals, gaining self-awareness, inclusive and empowering leadership, operational planning, team effectiveness, collaborative emotional intelligence, and communication skill-building. [Learn more here.](#)

**Free
30-minute**

Schedule a complimentary 30-minute 1:1 coaching session with one of our twelve senior associate

Coaching Session:

coaches.

[Request A Session Here](#)

The Consulting Team

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