

A Reset Point

Supporting Workbook

"I felt important, and that was fine, until it stopped being fine."

Use your experience

99

(Z)

"I was doing so much that I didn't think I was doing some things as well as I could have been."

In this episode, Nandy talks about a time when he recognised that he needed to make a change. It was a difficult situation for him because he knew that what he was doing was important. But he also had the self-awareness to recognise that the work was having a negative impact upon him overall, and he wasn't at his best. Nandy's solution in this case was to take a sabbatical. Of course, not everyone can do that. However, the critical point to note here is that you can look for signs in yourself that things need to change and decide what action you can take.

- Think about how well you reflect on how things are going for you
 how would you score yourself for reflection, out of 10?
- □ Whilst Nandy took a guillotine break, he considered his position with great care. This was not a snap decision.
- □ It's not easy to look in the mirror and tell yourself you're not at your best. But it's essential to give it a go. Because you set the tone and create the environment for your team to operate within.

Notes and reflections:

Ignore your ego

99

 (\mathcal{S})

"So I'd encourage people to be reflective of where they are, and how effective they're being in that role."

Nandy encourages a lot of self-reflection in his story. He also talks about how important, and tough it is to take your ego out of the equation – because you are not the job you do. For many people, their job defines their day, how important they feel and how they are perceived. But Nandy encourages us to step out of that and question who we really are outside the job, to balance the importance of your role for you as an individual, but also for the Trust.

□ Remember to take your ego out of the equation and identify your role outside of work.

□ How are you performing in your 'outside work role'?

□ What changes do you want to make, if any?

Notes and reflections:



Leadership and followership skills

"Good leadership skills require you to have good followership skills as well."

This is all about recognising that as a leader, you still must work as a team. You have to support each other and collaborate, regardless of role or title. Nandy talks about leading by example, building a team around you that shares strong work ethic and a shared vision. For Nandy, it's not about one leadership voice. You must allow other voices to be heard and for ideas to be taken on board.

□ Harness those around you to help with your vision for your team. You're not alone.

□ Use team meetings to share ideas and get input into your plans.

Notes and reflections:

99

F

 (\mathcal{S})

What do you find difficult?

"I find it very difficult when other people don't come to a similar conclusion when given the same information.."

Nandy recognises what he finds difficult. He is happy to call it out. He checks himself and reflects on what is causing the difference. Nandy has noticed a big difference in his approach since he spotted what he calls a 'flaw' in himself. He's used it to learn from.

- □ Nandy acknowledges that it can be difficult for him when people don't agree with him.
- □ It's okay to say that you find some things difficult.
- □ It takes some practice, but raising your own awareness of what you find tricky is helpful, because you start to notice when it happens, can choose how to react, and ultimately learn from it.

Notes and reflections:

99

 (\mathcal{S})

