



Solution
#1

The Time Travelling Leader Handles The Exhausted Team

DEVELOP



The Situation

Key Problems

In the first situation of the Time Travelling Leader ([here](#)), the biggest challenge is dealing with the physical and emotional exhaustion and fatigue of colleagues and their consequences on performance.

Similar fatigue or even burnout could occur also in the past. However, at that times the underlying cause was mostly related to the workplace or the manager. This is not the case now. Now the symptoms are largely due to fear, insecurity, confinement and isolation caused by the COVID-19 pandemic. Due to circumstances beyond the control of the manager, over which he has little influence.

Signals that identify the emotional exhaustion:

- increasing absence or sick leave,
- complaining,
- negative attitude,
- inactive at meetings,
- increasing number of mistakes,
- carelessness, less new ideas & initiatives.



Recommendation for Leaders

Everyone is affected in a different way and requires a different approach.

Although the circumstances of the pandemic affect everyone, they do not affect individual people the same way. People's emotional and physical well-being is a sensitive topic. It requires attention and empathy.

We recommended for the Time Travelling Leader - and any leader facing a similar situation - to **have more frequent one-on-one discussions with his colleagues - to get insight about the individuals' emotional well-being and mental health.**

Many times it is enough that people feel that you pay attention and listen to them. This way they don't feel so alone with their problems.

When having this discussion, try the following questions:

- How are you? How do you feel?
- What difficulties do you face?
- What solutions do you see?
- What can I do to help?

Dedicate **enough time and provide a calm, relaxed atmosphere** for the discussion, not matter if it is online or in person. Make sure you can talk **without interruption.** During the discussion allow enough **time and use the silence** to help the person open up. If he or she doesn't start right away. It takes a bit of time to open up about the difficulties for some people.



Recommendation for HR

Systematic solution as well as
immediate action.

Focusing on the mental and emotional well-being of colleagues is key for HR as well. **Launching or adjusting a corporate health and wellness program** is one of the solutions. Depending on the company size and budget, such programs can include psychological support, healthcare services, sport and fitness initiatives, healthy eating campaigns, meditation or yoga classes or even some flexible working hours for parents with little kids.

How can you directly and immediately
support the leader in such a situation?

- Help the leader prepare for the discussion with the colleague with proper questions and structure.
- Participate yourself if your expertise is needed.
- Prepare the leader with up-to-date information on the opportunities the company or HR can offer in the given situation.



What can DEVELOR do in this situation?

The emotional and mental challenges of the present situation need us to have increased resilience. It is the ability to cope or thrive within the difficult situation; to be able to flexibly react, but then return to the balanced state. DEVELOR's Resilience training addresses these abilities. This training is based on Monica Gruhl's 7 protective factors. It gives the participants clear and practical guidance on how to recognize the lack of factors, how to direct their approach, and how to develop their abilities to successfully cope with crisis situations in life independently and continuously.

Many times, **organizing and managing our daily activities better** - especially if we work constantly from home office, where business and private life highly interferes - can make a huge impact. Our Rhythm of the Day training guides participants through a day spent at a high energy level, providing a number of helpful tips for accomplishing outstanding performance while maintaining balance.

Lastly we recommend leaders to **keep their finger on the pulse of the organization** and receive regular feedback about the well-being of colleagues. Our Happy at Work solution can help. Happy at Work is fast and one of the easiest tools available on the market. By the help of its short and simple online questionnaire, it gives regular feedback about the stress level of colleagues and signals if intervention is needed. Remember, this is what the Time Travelling Leader used in this first challenge...

Learn about the **RESILIENCE TRAINING**

Explore the **RHYTHM OF THE DAY TRAINING**

See details of the **HAPPY AT WORK TOOL**



Are you in a similar situation?

We can help! The Time Travelling Leader is brought to you by DEVELOP - a leading international training company.

Our Learning Journey Architects will gladly discuss with you how **tailored development interventions can help your leaders and teams handle similar challenges.**

Contact us
and **help**
your teams 
succeed!





The **Time Travelling Leader** Challenge 1 Solution

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We grow individuals and teams at work.

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