



# THE BUSINESS WORLD IS SWIRLING, AS IS THE REST OF THE WORLD

## #TIME TO LEAD

One of the observed characteristics of skilful leaders is their ability to prioritise what to focus on and when, the value of this capability is truly amplified at critical moments of great pressure. The prevailing COVID19 global crisis is creating an environment full of pressure and anxiety that is driving irrational behaviour and feelings of helplessness. In this context companies are also taking seemingly reasonable, but truly draconian measures, that can lead to employees being isolated and disconnected from their everyday familiar pattern of life.

**“THE PREVAILING COVID19 GLOBAL CRISIS IS CREATING AN ENVIRONMENT FULL OF PRESSURE AND ANXIETY THAT IS DRIVING IRRATIONAL BEHAVIOUR AND FEELINGS OF HELPLESSNESS”**

This is a recipe that at a minimum will lead to a temporary disconnection from the purpose and tasks people have within their roles. But at worst this could become a self-fulfilling spiral resulting in a drastic reduction in performance and even total business disaster. **What can be done, and who can do it?**

This is the time for the leaders in your team to step forward and not necessarily just those with 'leader' in their job title. People can choose to see through the overwhelming anxiety and concern driven by a situation that sits firmly in the 'cannot control' bucket. This combination of mental strength and resilience is perfectly defined in Gazing's Red2Blue framework for developing mental skills to perform under pressure. But just 'staying on task' in the face of such a critical situation is not enough to ensure individual and team performance continues....a deliberate focus on specific priorities and tasks is needed.



The role of leaders in this context begins with determining what to prioritise and leading others to do the same. The magic number is '3' - and here are 3 suggestions to help:

1. Decisions around prioritisation are helped by taking a mental, and often physical, step back to enable the 'clear thinking' needed to see through the 'fog'. Stepping back and viewing a bigger picture is a mental skill we call 'the Gazing principle'
2. The human brain deals with 3 things far easier than it deals with 10 - so building your own priority planner that defines 3 specific priority areas of focus will help in normal times and is truly valuable at times of great pressure and overwhelm.
3. Once the priority areas are clear then it is vital to engage your attention in a meaningful specific task. This can be determined by looking at your priority area and selecting a core skill, valuable knowledge or process, or critical mindset that will move that focus area forward. Engaging your attention so that your energy will follow.

**THREE STEPS TO LEADING YOURSELF AND OTHERS IN RETAKING A SENSE OF CONTROL AND REFOCUSING ATTENTION ON KEY PERFORMANCE TASKS, EVEN WHEN IT FEELS LIKE ALL AROUND YOU IS SWIRLING.**

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