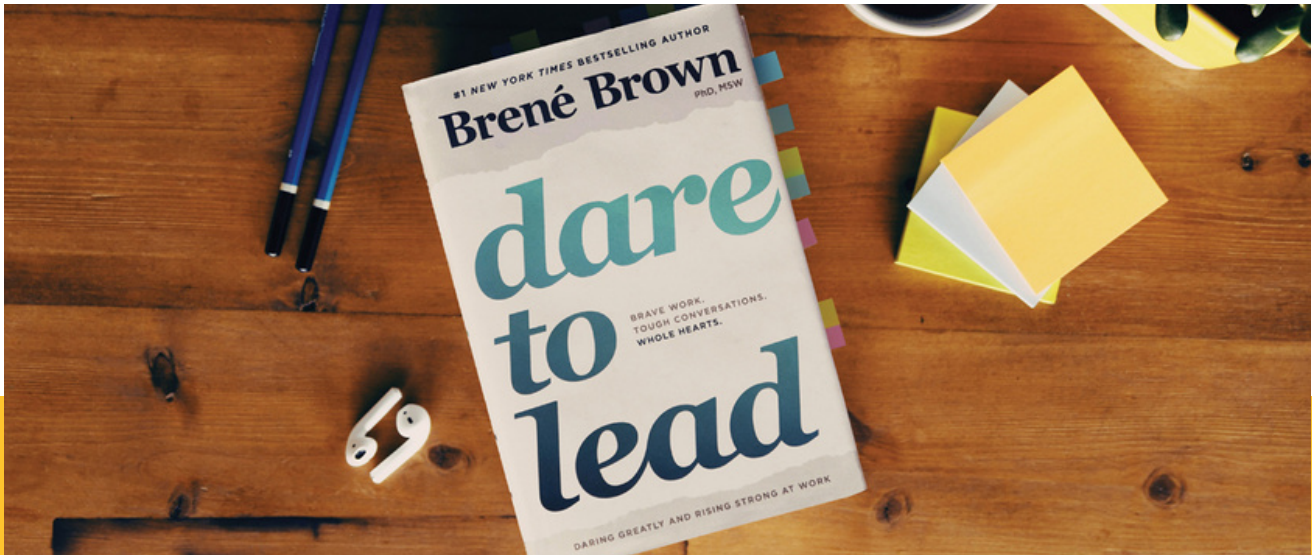


A Leader's Guide to "Learning to Rise": Supporting Workplace Mental Health

Real-life scenarios and prompts to help apply Dr. Brené Brown's "Learning to Rise" model in your daily work, challenging your perceptions about mental health and enhancing your leadership resilience.



Hello and Welcome!

Welcome to our practical guide to transforming mental health perceptions and boosting leadership resilience. This guide is based on the 'Learning to Rise' model, an integral component of the Dare to Lead™ program founded on the insightful research of Dr. Brené Brown.

In today's fast-paced, high-stress work environment, leaders are facing an increasingly complex array of challenges. Among these, mental health stands out as a critical concern that demands immediate attention.

Managers often find themselves ill-equipped to support their employees' mental health due to a lack of training and time.

It's here that the 'Learning to Rise' model becomes invaluable, offering a comprehensive approach to understanding, discussing, and managing mental health in the workplace.

The Reckoning

The first step in the 'Learning to Rise' model is the Reckoning.

Here, leaders awaken to their emotional experiences, especially under stressful conditions.

These may include budget cuts, layoffs, unmanageable workloads, and tight deadlines, to name a few.



Reckoning Action Steps:

- ✓ Recognize your emotions when faced with stress.
- ✓ Ask yourself, "What am I feeling right now?" "What concerns me about this situation?"
- ✓ Practice active listening and empathy.
- ✓ Start a conversation with a team member if you notice changes in their behaviour or performance by asking R U OK?



The Rumble

The Rumble involves confronting our fears, insecurities, and the stories we construct around them.

These narratives often mislead us, causing misunderstandings and stigma around mental health.



Rumble Action Steps:

- ✓ Regularly challenge your perceptions about mental health.
- ✓ Use the 'pattern interrupt' technique: Ask, "Is the story I'm making up forming my own assumptive narrative of what they're experiencing?"
- ✓ Communicate effectively with team members, fostering an open dialogue and understanding.



The Revolution

In the Revolution stage, leaders own their stories, lead with vulnerability, and embrace empathy.

Openness encourages others to share, paving the way for a supportive work culture.



Revolution Action Steps:

- ✓ Model vulnerability by discussing your own experiences and lessons related to mental health.
- ✓ Foster an environment that allows for open dialogue about mental health and well-being.
- ✓ Use the Mental Health Continuum as a language to talk about mental well-being.



The Transformation

Leaders who embody the 'Learning to Rise' journey can build a work culture that supports mental health and encourages resilience.

It's about confronting challenges head-on, learning from them, and rising stronger together.



Transformation Action Steps:

- ✓ Encourage a culture of resilience and open dialogue.
- ✓ Accept the non-linear nature of the journey. There may be times of rapid growth and improvement when progress seems slow. It's entirely normal and to be expected. Setbacks are not failures; they are opportunities to learn and grow. It's okay to ask for help when you feel stuck or overwhelmed, and it's essential to celebrate victories, no matter how small they might seem.



Thank you for supporting your people.

Implementing the 'Learning to Rise' model is an ongoing journey, not a one-time event. Each step you take strengthens your leadership resilience and positively impacts your team's mental health. This guide is your companion in this transformative process, offering actionable steps and insights.

Remember, your commitment and actions can inspire your team, fostering a supportive, understanding, and resilient work environment.



We're here to help.

[Schedule a Call](#)

If your organization wants to build courageous leaders who are not afraid to have tough conversations, our qualified experts are ready to guide and support you.

