

THE PATHWAYS GROUP

Foundations for Leadership

Emotional Resilience, Stress Management and Improved Team Communication

Participant Workbook

A fillable companion for working through each module

Name:

How to Use This Workbook

This workbook is a companion to the course itself, it holds no teaching content of its own. Each module here mirrors the module in the participant guide, giving you dedicated space to respond, reflect, and work through the exercises before moving on.

Some of what's asked of you here is personal. Take it at your own pace, and be honest rather than tidy, this workbook is for you, not for anyone else to review unless you choose to share it.

MODULE 1 OF 6

Recognising Stress Responses in the Workplace

This module looks at the physical, emotional, cognitive and behavioural signs of stress, and your own early warning signs.

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 1 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically, not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

MODULE 2 OF 6

Managing Anxiety and Uncertainty at Work

This module looks at the link between uncertainty, perceived control, and anxiety (the Certainty–Control Model).

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 2 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically, not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

MODULE 3 OF 6

Regulating Strong Emotions in the Moment

This module looks at recognising when you've moved outside your window of tolerance, and what brings you back.

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 3 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically - not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

MODULE 4 OF 6

Building Sustainable Wellbeing and Self-Care Habits

This module looks at the different dimensions of wellbeing (the Wellbeing Wheel) and where yours needs attention.

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 4 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically, not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

MODULE 5 OF 6

Communicating Assertively as a Team

This module looks at recognising communication styles in yourself and others, and communicating assertively rather than passively or aggressively.

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 5 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically, not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

MODULE 6 OF 6

Listening and Navigating Difficult Conversations

This module looks at moving up the Listening Ladder, and handling difficult conversations without avoiding or escalating them.

KEY INSIGHT - IN YOUR OWN WORDS

What's the one idea from this module you don't want to lose?

WHERE THIS SHOWS UP FOR YOU

Think of a recent moment at work this module speaks to directly. What happened?

YOUR EARLY WARNING SIGNS

What's the first sign you notice in yourself, physically, emotionally, or in your behaviour, before things escalate?

MODULE 6 - REFLECTION & PRACTICE

1. What tends to trigger this for you, specifically, not in general, but the actual pattern?

2. What have you tried before that helped, even a little?

3. Who could support you with this, and have you actually told them what you need?

ONE THING I'LL TRY THIS WEEK

Pulling It Together

You've now worked through all 6 modules of Emotional Resilience. Before you close this workbook, take a few minutes with these last prompts.

WHAT SHIFTED FOR YOU

Looking back across the whole programme, what's different in how you notice and handle pressure now?

YOUR PERSONAL WARNING SIGNS, ALL IN ONE PLACE

Pull together the early warning signs you named module by module, your own personal signature for when things are building.

THE ONE COMMITMENT YOU'RE CARRYING FORWARD

Of everything you tried week by week, what's the one thing worth keeping as a permanent habit?

REVISIT THIS ON

Set a date, a month from now is a good default, to come back and reread what you wrote.