

# LEAD WELL

## KNOWLEDGE

### GRIEF

#### SUMMARY

I had a mentor who was a clinical psychologist teach me about grief and how leaders often don't grieve. He went on to clarify that leaders may grieve huge losses - yet often don't grieve smaller disappointments that come, and it clogs up short-term processing in their mind. Kind of like having too many windows open on your computer. Instead of consciously acknowledging that grief, leaders often just armor up and keep going. No time to be distracted by acknowledging a disappointment - just power through and hunker down. He said if leaders could gain the skill of *consciously* grieving things when they don't go well - even if just for 30 seconds - it is a healthy thing to do mentally. The issue is stored in long term memory and opens up more bandwidth for short-term processing like problem solving or being more present with people versus distracted.

#### REFLECTION

Have you ever tried to put your finger on something when things feel off? You know something is off yet aren't quite sure what it is. You go through a catalog of emotions or ideas yet it eludes you. Have you considered that it could be grief of some kind that is simmering under the surface?

#### ACTIONABLE ITEMS

- Think about the last time you had a disappointment. Perhaps your project came in way over budget, or a conversation didn't go well. Did you pause and acknowledge it - or just roll up your sleeves and work harder?
- How might you create space to consciously acknowledge your disappointments audibly to help process them to long term memory?