

Coach Leader Self-Care Assessment

What does self-care mean to you, Coach Leader? Let's start with a quick true-false assessment. Rather than being based on empirical research, these answers are based on our over 120 years of combined experience. So, process these statements through that lens and with a light heart.

1. **Taking care of yourself means arriving at work by 6:30 a.m. and staying each night until 10:00 p.m.** *False.* While everyone has their own set of standards for work hours, we offer that arriving early and staying late every day of the week may leave the leader exhausted, short on patience, or unable to think and communicate in a productive manner.
2. **Skipping breakfast and lunch is good for your health and sense of well-being.** *False.* Taking time to have a healthy, balanced meal offers time to stop and rest, possibly by having an energizing conversation with others or by taking a few minutes for yourself, depending on your needs.
3. **Handling all situations immediately, especially when you are upset with a staff member, is good for you and the staff member.** *False.* At one time or another, a staff member will always step out of what is considered expected behavior. It is always best—unless it is a true emergency—to give yourself some space to think and calm down before meeting with the staff member, remembering that these conversations are held privately, not in front of others.
4. **Staying in a high state of stress for most of your time at work makes you a better leader.** *False.* While short periods of stress may increase your focus and reaction time, long periods of stress tend to have negative results and sap your energy and thinking power. Thus, finding ways to relax after stressful times serves the leader and the staff.
5. **Sitting in your office chair all day is good for you.** *False.* We know you are probably laughing now at the silliness of these statements. Of course it is not serving a leader to sit all day. And really, who could do this? It's helpful to remember that movement is important for the mind and the body, and getting some fresh air relieves stress, especially if the leader can take some deep breaths and recharge at the same time. How fortunate we are to live in a time where our watches and phones have features that can support our movement and monitor our heart rate.
6. **Never give positive feedback when people are still learning and growing in their role because telling them what they are doing really well will stop them from growing.** *False.* It is always appropriate to tell people what they are doing well—meaning what specifically aligns with the standards and expectations of the job. Research is clear that one of the reasons people leave their jobs is that they do not receive positive feedback. Coach Leaders notice all aspects of what staff members are doing, and they intentionally look for positive characteristics and behaviors to highlight or commend. They remember that people grow from their strengths rather than their weaknesses.