



## Why Regulation?

Regulation tools enable us to cope with stress, reduce burnout, and navigate challenging situations with greater ease.

## How Regulated Are Your Responses to Stress?

Your survey responses indicate behaviors related to regulation come naturally to you. In fact, you are likely to be a stabilizing influence for others during stressful times and have a healthy confidence in your abilities.

## Leaning into Your Natural Strength Toward Regulation

If you are not already leaning into this natural strength, here are some low effort “easy wins” for you that will combat burnout.

### Explore Stress Management Techniques

Exploring some stress-management techniques such as deep breathing exercises, mindfulness meditation, or physical activities like yoga or walking which are beneficial to everyone. Find what works best for you and incorporate these techniques into your daily routine. Proactively managing stress in these ways equips you with the tools needed to navigate high-pressure situations calmly and maintain composure.

### Seek Support and Feedback

You may also want to remind yourself of the support you have around you. Don't hesitate to seek support and feedback from trusted colleagues, mentors, or supervisors. Engaging in open conversations about challenging situations can provide valuable insights, guidance, and different perspectives. Actively seeking constructive input on how you have handled challenging situations can help you identify areas for growth and refine your approach.

### Cultivate Self-Awareness

Developing and strengthening any skill starts with self-awareness. Take time to reflect on your emotional triggers, stressors, and reactions. Regularly check in with yourself to identify patterns and recognize when stress is mounting. This heightened self-awareness allows you to respond consciously rather than react impulsively, empowering you to maintain composure during challenging situations.

## Practice Mindful Responses

Reminding yourself that in a challenging situation, consciously choosing your responses rather than reacting impulsively is worthwhile. Developing a habit of pausing before responding allows you a moment to consider the best course of action. This practice of mindful responses helps you maintain composure, make rational decisions, and prevent escalating conflicts that contribute to burnout and stress.

## Jot Down Some Stress Notes

Taking some notes or keeping a stress journal can help you identify patterns, triggers, and reactions related to maintaining composure in different situations, and it isn't very time consuming. Consider these quick, five points to a journal entry:

- 1. Record Stressful Situations:** Whenever you encounter a situation that triggers stress, jot it down in your journal. Include details such as the nature of the situation, people involved, and your initial emotional reaction.  
**Example:** You can write, "Team meeting - Conflicting opinions on project direction - Felt frustrated and overwhelmed."
- 2. Reflect on Emotional Responses:** Take a moment to reflect on your emotional responses to the recorded situations. Consider how you initially reacted and whether your composure was affected.  
**Example:** Reflecting on the above example, you might note, "Reacted defensively and felt my composure slipping."
- 3. Analyze Triggers:** Look for patterns and common triggers. Identify specific factors or circumstances that contribute to your emotional reactions.  
**Example:** Analyzing multiple entries in your stress journal, you may observe that conflicting opinions, tight deadlines, or unexpected changes consistently trigger stress and impact your emotional regulation.
- 4. Note Coping Strategies:** Reflect on the strategies you employed to manage the situation and remain or regain calm. Document what worked well and what you could improve upon.  
**Example:** In the team meeting scenario, you might write, "Took a deep breath, listened actively, and asked open-ended questions to understand different perspectives. However, became stressed when interrupted."

- 5. Plan for Improvement:** Based on your observations, identify specific areas for improvement and develop strategies to enhance your emotional regulation in future situations. Consider techniques such as mindfulness exercises, reframing perspectives, or seeking support from colleagues.

**Example:** You could write, “Practice active listening without interruption. Implement a grounding technique, such as counting to five before responding, to remain centered.”

By using a stress journal, you can gain valuable insights into your emotional responses, triggers, and coping strategies. This self-awareness will empower you to make conscious improvements, develop new habits, and enhance your ability to maintain emotional regulation even in challenging work situations.

## Watch Out for Overuse

It's important to maintain a balance between self-regulation and authentic expression. Over-regulating can lead to compromising your own well-being and/or failing to advocate for your ideas and concerns. This can lead to a lack of authenticity, challenges building genuine relationships, and ineffective communication.



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