Webinar Handout: Leading with Calm

## Why This Matters

* Mental wellness is a leadership responsibility.
* Your wellness affects your entire office culture.

## Current Mental Strains Brokers Face

* High-pressure leadership roles
* Policy changes and market instability
* Emotional fatigue and responsibility overload

## Wellness for Brokers First

* Normalize self-care as strength, not weakness.
* Acknowledge burnout before it spreads.

## Mental Wellness Practices

* Quiet 15-minute resets
* Gratitude journaling
* Guided meditation apps (e.g., Calm, Headspace)

## Mindful Leadership Check-In

* Weekly reflection questions: What drained me? What energized me?
* Keep a private log to track emotional patterns.

## Digital Detox Boundaries

* Set 'no notification' hours after 6 PM.
* Respect and encourage personal time.

## Navigating Change with Resilience

* Focus on what you can control.
* Be a calm, steady presence during uncertainty.

## What You Can Do

* Host weekly office huddles.
* Post FAQs or Change Logs where agents can see updates.

## Culture of Transparency

* Say 'I don't know yet, but I'm finding out.'
* Be open and calm—this builds trust.

## Leading Positively

* Listen actively and avoid reactive decisions.
* Celebrate small wins regularly.

## Emotional Intelligence (EQ)

* Self-awareness, self-regulation, empathy, motivation, social skills
* Practice active listening and model emotional discipline.

## Tools for Office Wellness

* Create quiet spaces in the office.
* Invite local wellness practitioners for talks or sessions.

## Walk & Talk Weekly Meetings

* Pair walking with open discussion for better energy and insight.
* Lowers stress and encourages creativity.

## Monthly Wellness Challenges

* Hydration goals, Step Count contests, Self-Care Bingo
* Offer fun rewards: lunch, gift cards, team recognition

## Asking for Help

* Model vulnerability by seeking guidance yourself.
* Create space where it’s safe for others to do the same.

## Online Platforms

* Calm Business, Headspace for Work, Therapy resources via NAR
* Use what supports you—then share with others.

## Closing Affirmation

* "I lead with clarity, strength, and calm. I support my agents by caring for myself first."
* Write your own version and post it somewhere visible.