

Keeping your CEO-self in the driver's seat

Using your mental health plan

Simple format

The simplest way to do this is to make mental health a topic of every biz planning/check-in conversation you're already having with supportive others.

You can amplify the conversations by following this check-in outline.

1. What's working?
2. What's not working?
3. What is one lesson I'm taking from the answers to questions 1 & 2 above?
4. What do I need to change?

The answer to question 4 above becomes your lead indicator for the next period. At your next check-in, apply the 4 questions above to it.

You can extend the integration by adding a mental health check-in to your weekly, monthly, quarterly and yearly reviews and plans as outlined in the strategic format below.

Strategic format

This model below assumes you are already engaged in yearly, quarterly, monthly and weekly planning and reviews. Once you understand your KPIs and build your initial mental health plan, your mental health planning can be easily integrated into your already-existing planning process, becoming a 5-10 minute process integrated into your weekly review.

Set-up

- identify and record your lag and lead indicators



Weekly

- Assess: Notice performance of lag indicators in relationship to lead indicators.
 - What is going on around me? (IOW which of the 7 factors were at play this week?)
 - Did I or didn't I implement the three principles of stress resilience?
 - How am I feeling?
 - How is my mood?
 - How is my CEO-self?
 - How are my "symptoms"?
- Review
 - What worked? (lag and lead indicators)
 - What didn't work? (lag and lead indicators)
- Plan
 - Can I / will I change anything? (as a function of what didn't work)
 - What is my plan for this week's lead indicators? (as a function of both what worked and what didn't)
 - Soothe
 - Discharge
 - Nourish

Quarterly and yearly

- As part of your regular strategic planning, it's important to review and possibly revise your lag and lead indicators based on your current situation and external circumstances.
- It's also important to review what worked and what didn't overall, in the same way you review all your strategic planning and goal outcomes.

For reference

Lead indicators for mental health

- Strategies, actions, tactics, behaviours and situations that lead to outcomes
 - 7 factors (situational): out of your control
 - 3 principles: in your control

Lag indicators for mental health

- Outcomes that result from the situations and the implementation (or non-implementation) of the strategies, actions and tactics above
 - “symptoms” or signs of being out of balance or “unwell” in your body, emotions, thinking, spirituality and executive functioning
 - Lack of symptoms / signs of being in balance or “well” in your body, emotions, thinking, spirituality and executive functioning

Seven factors

1. Isolation
2. The hustle (aka systems of oppression)
3. VUCA (volatility, uncertainty, complexity, ambiguity)
4. Barriers to support
5. Linking self-worth to business success
6. Predisposition to mental health challenges
7. Invisible potentiation of the previous 6 factors

7 factors: <https://entrepreneurstherapist.click/7factors>

Three principles

1. Soothe
2. Discharge
3. Nourish

3 principles: <https://entrepreneurstherapist.click/principles>

