

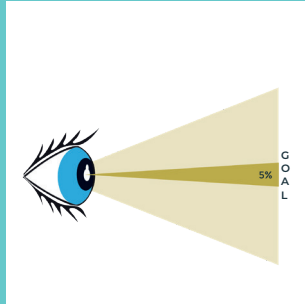
The secure base leader

Bond with your employees in times of crisis and transition

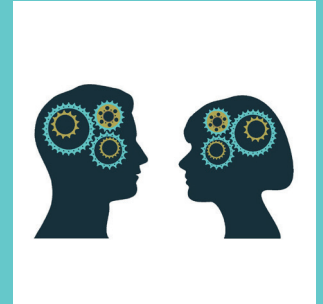
It's exactly in times of crisis and transition that your employees need a secure base. What should leaders do and not do? *Please ask for help even if you are a leader!*

DO'S

#1
Be *curious* about your employee's story.

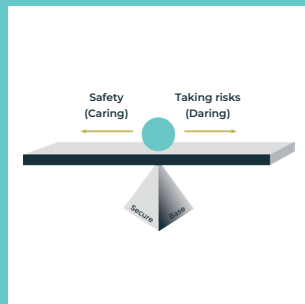


#2
Listen and *para-phrase* so that the other feels seen and heard.



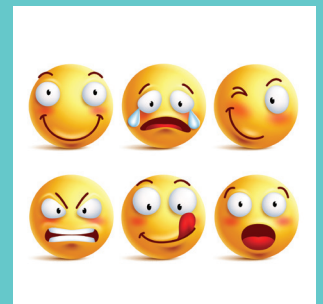
#3
Always be *100% caring and daring*.

Focus on bonding and learning *and* developing.

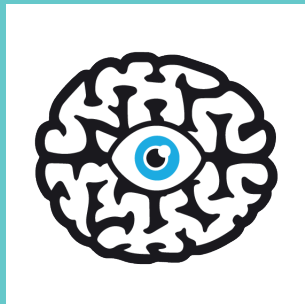


#4
Welcome emotions – the other's and your own.

Dare be *vulnerable* and use the silences that fall.



#5
Bring *clarity and focus*.



#6
Be a *secure base*. Help the other take his/her role

Connect with your own secure bases!



DON'TS

- + Do not take over, interpret, decide what is best for the other.
- + Do not assume what the other is feeling or thinking.
- + Do not suggest solutions unless asked.
- + Do not be afraid to ask difficult questions.
- + Try to avoid conversation stoppers like 'everything will be ok'.

DE SCHOOL
VOOR
TRANSITIE