

Supporting your team's wellbeing

Q&A with our expert

Question	Answer
As a leader, is it okay to admit that you are on the low vibe side?	Absolutely! It is a healthy human state to experience 'duality' which means high vibe and low vibe emotions at the same time around the same context. We have between 50-70 thousand thoughts per day, and most of them are 'unhelpful' because we are hard-wired (reptilian brain) to look for danger and threat all of the time. So admitting to experiencing low vibe emotions is 'normal' and a great way to role model open-ness, honesty and vulnerability to your team. That alone will enable more connection and trust.
How do you encourage someone to share that they maybe at the lower end of the scale without fear?	Explain that we are hard-wired to scan for danger and threat - which means the majority of our time is spent focused on problems (real or imagined) which can only mean low vibe emotional experiences. We don't 'feel good' when focused on a problem! So highlight/reinforce that it is 'normal', and the only way we can feel better is by acknowledging where we are starting from. Pretending we are OK when we're not will not help us move forwards. As a leader going first and sharing your own low vibe experiences is a great strategy.
What do you do with those people who consistently over share? I find it so uncomfortable but don't want to make them feel the same so just don't say anything	<p>The first area to focus is on the content/conversation; check that it really is oversharing (e.g. too much information that isn't necessary for context/sharing 'sensitive' content without it feeling like there is any emotion attached to it) and not simply your discomfort around vulnerability. If you are comfortable that you are experiencing over sharing then a simple strategy as a leader is to share:</p> <ol style="list-style-type: none">1. that you are grateful that they feel comfortable to be open2. that you want to check that the information being shared is relevant to the workplace/impact on them in the workplace3. that you would like them to think about what they might need to feel better about the situation4. rinse and repeat every time you experience the same conversation and importantly share e.g. 'this is the second time we have discussed this' (relevance of content/what they might need...), 'this is the 'third time...'. I use 3 as my 'magic number' - after 3 times I would share that I have noticed nothing changing, so do not want to engage in any further conversation until something does <p>If their performance is being impacted as a result of no action being taken then the next step might be moving into a formal process. None of this is 'easy', but will not be resolved by avoiding it. And it's the fear of social pain that means we avoid it!</p>

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What do you recommend if someone is constantly in the low vibe and refuses to talk about it?	All you can do is check-in regularly, go first with your own experiences and show empathy (listen, not try and fix). We can only help someone to help themselves. If they choose not to, there is nothing we can do to 'make' them. See my response above to the question about over-sharing and my 'magic number 3'; if their performance is being impacted by their consistent low vibe and no action being taken, another conversation will be needed.
Eddie Jones (England Rugby Coach) talks about being comfortable feeling uncomfortable - is this a case of accepting duality and accepting what you can control and influence?	I would absolutely say so yes. Becoming more comfortable with the discomfort in context of emotions would be accepting that duality is 'normal', and that feeling low vibe is part of that - and the more we talk about that openly, the less uncomfortable it becomes. The more we do something, the 'easier' it is over time. All we can control is our thoughts and feelings, and that for many of us is very uncomfortable because we all have some level of control and certainty need - and we focus so much on stuff outside of us! Which is really a waste of valuable energy!
I have worked with people who seem to enjoy conflict, I personally do not. Do they really enjoy conflict or do they think this is what is expected of them?	We can't ever know what is going on for someone else, but what I would say is that I believe no-one enjoys conflict (due to social pain), but some people are more able to deal with/engage with it. I am one of those people. I believe the only way to true unity is often via 'conflict'; having a conversation that feels difficult/sharing thoughts/challenging/giving feedback - to resolve issues. TRUE unity cannot happen when there are issues unresolved/unspoken. I never enjoy it though, but know from experience that it always helps to face into this stuff. I also believe there are people who may be stuck in a low vibe place (e.g. resentment/anger) that do confront in an unhelpful way, which means it feels like they enjoy it.
So can you be focussed and overwhelmed?	Absolutely! A common state of duality - and one very familiar to me! Thoughts like 'I have so much to do today', 'I don't know where to start', 'I'm not going to get it all done on time' - drive overwhelm. But along with thoughts of 'I can write a list and prioritise', 'I can do this I've done it before', 'OK, which is most important/urgent right now' - will take me into focus. And you can spend all day bouncing between all of these thoughts!
Is there anywhere we can find more information on this way of working?	Of course! Check out our website at www.rising-vibe.com or contact us at hello@rising-vibe.com .