TOOL TIP

Episode 1: Do New Managers Really Need to be Trained?

As a new or newly promoted manager, you will often hit frustrating points in your journey, especially if you don't feel prepared. Here's a quick self-assessment tool that you can break out when you feel frustrations.

First: STOP!

- Identify what you're really feeling. Is it anger, sadness, frustration, hopelessness, all the above…?
- Naming your feelings can help to reduce any anxiety that results from your natural emotions. It can also give you insights into how others may be perceiving you and your behavior.
- Emotions are natural so blocking them is difficult. Try instead to use strategies like counting to 10, taking a walk, talking to a mentor, etc. to help bring you back to the self that is most productive.

Second: Ask yourself questions.

- What was my role in helping my team produce that deliverable? (Be specific)
- How have I followed through on expectations? (Mine, my team's, my manager's, the firm's)
- What does my team (or that individual on my team) need from me now?
- What was good and consistent about my behavior/actions?
  - What was good, but inconsistent?
  - What was not good, but consistent?
  - What was not good and inconsistent?
- What has changed for the team and needs to stay?
  - What has changed, but needs to go?
  - What has not changed, but needs to?
  - What should stay as is?
- What leadership skill do I need to work on?
- Who can I seek feedback from? (Team, manager, coach, mentor)

Third: Breathe…

- You're human and you're new to this.
- You don't need to know everything. Think about finding a coach or a mentor.

Your journey as a new leader may be really challenging, but you got this!

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