CERI NEWTON-SARGUNAR
@HOTCUPOFTEAPLS
@AHOTCUPOFTEAPLS
#AGILE2023
Stress

Burnout

Conflict
Hope
How safe do you feel?
Amphi-oxus!

Where?
Nobody calls me chicken...
prefrontal cortex

limbic system

brain stem

cortex

amygdala
Adrenaline 🏃‍♀️

Cortisol 🏋️‍♂️⏬

Acetylcholine ⏰

(N“A seat’ll go lean”)

Norepinephrine 😳
#ThanksAmygdala
Stimulus 👉 Response
Stimulus + State 👉 Response

# AGILE 2023
Novel Unpredictable Threatening Sense of control
Norepinephrine 😳

The image shows a scene from a movie where a character is driving a car and says, “Rule #31. Check the back seat.”
SOURCE OF WORKPLACE DRAMA

- **Ego Behaviours**: 32%
- **Accountability**: 23%
- **Change resistance**: 13%
- **Employee engagement**: 8%
- **Buy-in, alignment**: 14%
- **Other**: 10%

Reality-Based Leadership, Cy Wakeman / Kantar Futures Company, 2015
https://www.realitybasedleadership.com

# A G I L E 2 0 2 3
Safety, longevity

Validation

Acceptance

I am a good person

If I am a good...

Friend

Employee

Parent

Partner

action

action

action

action

action

action

#AGILE2023
Stonewalling
Defensiveness
Contempt
Blame / Criticism
I feel like you're being super judgy. Like, I'm getting a real anti-me vibe off of you.
* Not An actual brain

* Also not an actual brain

* Not a nut (or a brain)

* Not actual size

* Not actually human

* Disney 🐘
The problem is not reality.

The problem is *how we see reality.*
Adrenaline 🏃‍♀️

Acetylcholine ⏰
(“A seat’ll go lean”) 🏃‍♀️🤸‍♂️🕺👩‍🦽🤹‍♀️

Cortisol 🏋️‍♂️⏬

Norepinephrine 😳

@ HOTCUPOFTEAPLS

# AGILE 2023
“...confront the most brutal facts of your current reality, whatever they might be.”

- Jim Stockdale
  “Hanoi Hilton” POW, Vietnam
Chaos happens

doi: 10.3389/fpubh.2022.1016156
https://www.who.int/publications/i/item/9789241514064
Tiny Accomplishments and Successes
TAccoS

Yummy!

C E R I  N E W T O N - S A R G U N A R

@ H O T C U P O F T E A P L S

@ A H O T C U P O F T E A P L S

# A G I L E 2 0 2 3
New BFF!
36 Questions for Increasing Closeness

To feel more connected, skip the small talk and ask these questions instead.

🌟🌟🌟🌟 (20 ratings)

Duration: 45 mins   Frequency: Variable   Difficulty: Moderate
Given a choice of anyone in the world, who would you want as a dinner guest?
Would you like to be famous?

In what way?
If you were to die this evening with no opportunity to communicate with anyone, what would you most regret not having told someone?

Why haven't you told them yet?
Newly WED!
<table>
<thead>
<tr>
<th>Can</th>
<th>Can with help</th>
<th>Can’t</th>
</tr>
</thead>
</table>

(CERI NEWTON-SARGUNAR)

@HOTCUPOFTEAPLS

@AHOTCUPOFTEAPL

#AGILE2023
<table>
<thead>
<tr>
<th>Can</th>
<th>Can with help</th>
<th>Can’t</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who?</td>
<td>Who?</td>
<td>Who?</td>
</tr>
<tr>
<td>How?</td>
<td>How?</td>
<td>How?</td>
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<tr>
<td>When?</td>
<td>When?</td>
<td>When?</td>
</tr>
</tbody>
</table>

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# A G I L E 2 0 2 3

@ H O T C U P O F T E A P L S

LinkedIn: CERI NEWTON-SARGUNAR

Twitter: @HOTCUPOFTEAPLS

Instagram: @AHOTCUPOFTEAPLS
<table>
<thead>
<tr>
<th>Keep Doing</th>
<th>Do More</th>
<th>Kudos</th>
</tr>
</thead>
</table>

[CERI NEWTON-SARGUNAR] [HOTCUPOFTEAPLS] [AHOTCUPOFTEAPLS]
A Hot Cup of Tea Pls

Wall of Awesome

Keep doing

What’s going well?

What’s working?

Do more of

Thanks!

Communicating

Listening

Building real trust in each other

Suggesting improvements

Planning

Who’s been helpful?

Who’s been out of their way?

#AGILE2023

Ceri Newton-Sargunar

@HOTCUPOFTEAPLS

@AHOTCUPOFTEAPLS
“Every corpse on Everest was an extremely motivated person. Without a support system, the individual will fail.”

- Dave Snowden
CERI NEWTON-SARGUNAR

@HOTCUPOFTEAPLS

#AGILE2023
l – you – we
Common sense ≠ action

Simple ≠ easy

Hard ≠ impossible
Thank You!