



REGAIN YOUR GROUND

A self-guided resource for bouncing back from setbacks in the workplace.

W E L C O M E

Over the years, we've sat with many capable, thoughtful people who've been quietly knocked by something at work.

Sometimes it is a restructure, a tough working relationship, or a period where things just felt off. On the surface, everything looks fine, but inside, there can be a lot of second-guessing, overthinking, and a sense that confidence has quietly slipped away.

This resource is a companion for those times. It's not here to fix or diagnose you. It simply offers small, real things we've used ourselves, and clients have found useful.

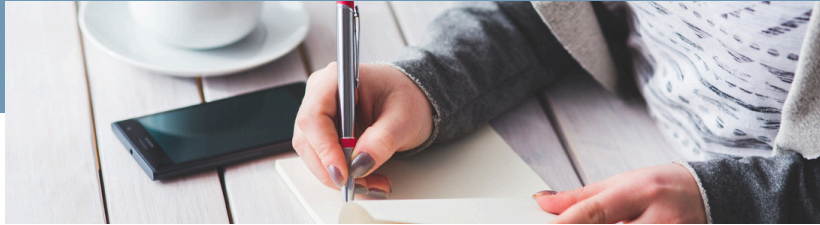
No experience is the same, but the impact often follows familiar patterns. This resource guides you through seven phases - go at your own pace, in whatever order feels right. If something here feels useful, take it. If not, leave it behind.

Our hope is that this can help you remember and regain your strength and confidence for leadership and life.

Adam and Penny

1 ACKNOWLEDGE & ANCHOR

Seeing what is happening without judgement



Mindsets to try on

- Can I see what is happening without judgement?
 - I can remember that this is a normal human response.
 - There is nothing wrong with me for feeling this way.
-

Reflection prompts



The thing that has been playing on repeat in my head is...



I keep wondering whether I should have...



Something I haven't said out loud yet is...



If I could be really honest with myself, I would admit...

ACKNOWLEDGE & ANCHOR

Seeing what is happening without judgement

Try this: Rumination Pattern Map

Draw a circle in the middle of a page. Inside it, write the thought that keeps coming back. Around it, add notes about what triggers it, what feeds it, and how it leaves you feeling.

Ideas for daily life



On your walk or commute, name the thought once and then give yourself permission to focus on something else.

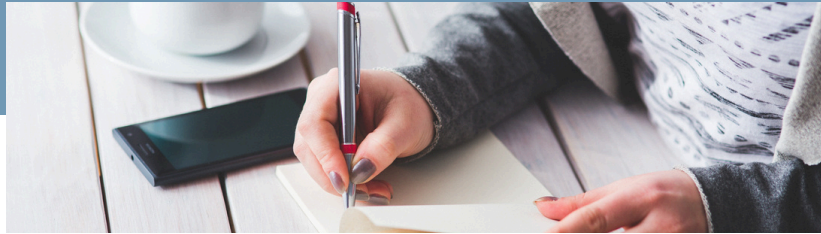


Keep a notebook by your bed and let your mind put down the thought there, instead of looping it at night.

2

REFLECT AND REFRAME

Creating space to see this differently



Mindsets to try on

- I can remember that meaning-making is mine.
 - I am allowed to tell a more honest version of the story.
-

Reflection prompts



The story I have been telling myself is...



Another version of the story could be...



A value that was challenged for me in this situation is...



What I want to carry forward from this is...

REFLECT AND REFRAME

Creating space to see this differently

Try this: Storymapping Layers

Write down:

1. What happened - just the facts
2. What I made it mean
3. What this revealed I care deeply about
4. What story I want to move forward with

Ideas for daily life



Try retelling the story using gentler words when you are walking or journaling.

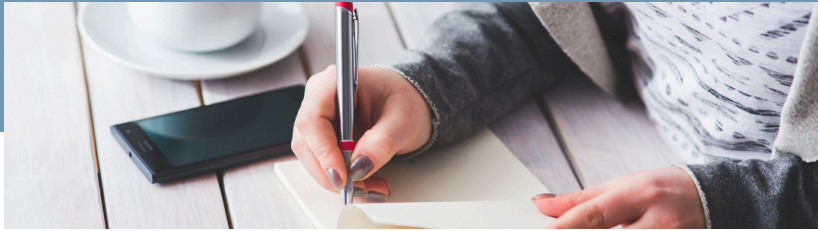


Share your new story version with someone you trust, Note what shifts.

3

RECOVER AND REINTEGRATE

Rebuilding your sense of steadiness



Mindsets to try on

- I can remember that I don't need to feel fully recovered to take a step forward.
- Small is good. Small counts.

Reflection prompts



One thing I used to do with ease that I want to return to is...



A part of me I still trust is...



Today, feeling steady might look like...



Possibilities I sense are...

RECOVER AND REINTEGRATE

Rebuilding your sense of steadiness

Try this: Seeds of Greatness

Think of three moments when you showed courage, clarity, kindness or resilience. Write each one on its own card or page. These are seeds you can come back to and plant again.

Ideas for daily life



Keep one of your seed stories in your phone notes or purse for quiet reminders.



Whisper one to yourself before a meeting or at the start of the day.

4

PERSONAL CHEER SQUAD

Letting belief be held by others when it feels far away



Mindsets to try on

- I can remember that I do not have to hold all the belief myself.
 - Others have seen things in me that are still true.
-

Reflection prompts



If someone who really believes in me were here, they would say...



When I imagine being seen through kind eyes, I am reminded that...



One message I would love to hear right now is...



Possibilities I sense are...

PERSONAL CHEER SQUAD

*Letting belief be held by others
when it feels far away*

Try this: Sheer Squad Visualisation

Picture three people who have always been in your corner. They might be real people, ancestors, imaginary figures, or even a future version of yourself. Visualise them standing behind you. What would each of them want you to know right now?.

Ideas for daily life



Set a calendar alert with a kind message from your cheer squad.



Before a hard moment, pause and ask, "What would they remind me of?" This is a great trick when entering a meeting room - sometimes just picturing those people at your back is enough to shift your state.

5

OWN WHAT'S YOURS

Claiming what is yours to carry, and releasing what's not



Mindsets to try on

- I can remember that it is possible to be responsible without blaming myself.
 - I do not have to carry what was never mine.
-

Reflection prompts



My part in this situation was.....



What is not mine to carry is...



What I want to take forward with me is...



Possibilities I sense are...

OWN WHAT'S YOURS

*Claiming what is yours to carry, and
releasing what's not*

Try this: My Responsibility Line

Draw a line down the middle of a page. On one side, write "Mine." On the other, write "Not mine." Begin sorting the pieces of the situation - decisions, behaviours, feelings - into each column.

Ideas for daily life



Use the responsibility line after a difficult meeting to help clear your head.



Look at the "Not mine" list before bed, and say it quietly to yourself: "I release this."

6

TRAIN THE BRAIN

Using awareness to shift the pattern



Mindsets to try on

- I can remember that my thoughts are not facts.
 - I can ask better questions and soften the way I speak to myself.
-

Reflection prompts



A more helpful question I could ask myself is...



A pattern I've noticed in my thinking is...



A new phrase I want to practice when I'm feeling shaky is...



Possibilities I sense are...

TRAIN THE BRAIN

Using awareness to shift the pattern

Try this: The GIRAFFE Model

G: Ground - What is real right now?

I : Interpret - What am I making this mean?

R: Reframe - What else might be true?

A: Act - What small steps would help?

F: Feel - What emotion needs space?

F: Focus - What matters most to me right now?

E: Evaluate- What feels different now?

Ideas for daily life



Pick one GIRAFFE prompt to reflect on each morning.



Pause and do a quick GIRAFFE check-in after a triggering moment.

7

ENERGETIC RECOVERY

Calming the system and bringing yourself back




Mindsets to try on

- I am allowed to rest.
- I do not have to push through everything.
- Rest is repair.

Reflection prompts

 I feel most grounded when...

 One small thing I could do to feel more like myself today is...

 When I listen to my body, it tells me.....

 Possibilities I sense are...

ENERGETIC RECOVERY

Calming the system and bringing yourself back

Try this: Energy Reset List

Create your own list of small resets - things that help bring you back to yourself. This could include stepping outside for one deep breath, lying on the floor for two minutes, or making a cup of tea and doing nothing while you drink it.

Ideas for daily life



Choose one reset to use after work before transitioning to home life.



Use a “reset song” on your playlist and take three minutes just for you.

CLOSING OUT

Regaining your ground often begins with small, quiet choices to turn back toward yourself.

You're doing that now. And that's something to be proud of.

If what you're experiencing feels too heavy to work through on your own, please know that professional support is always a good and brave option. A trusted coach, counsellor, GP or therapist can walk alongside you if things feel stuck, overwhelming, or start to affect your wellbeing more deeply.

If you'd like a space to talk things through, we offer coaching packages and also one off coaching sessions that can help you make sense of what's going on and decide where to go from here. No pressure, just support if and when you need it.

If something in this resource has helped you, or you want to share what worked - we'd love to hear from you.

In the meantime, go well, we'll be cheering you on.

Adam and Penny

WILD GEESSE

BY MARY OLIVER

You do not have to be good.

*You do not have to walk on your knees
or a hundred miles through the desert, repenting.*

*You only have to let the soft animal of your body
love what it loves.*

Tell me about despair, yours, and I will tell you mine.

*Meanwhile the world goes on.
Meanwhile the sun and the clear pebbles of the rain
are moving across the landscapes,
over the prairies and the deep trees,
the mountains and the rivers.*

*Meanwhile the wild geese, high in the clean blue air,
are heading home again.*

*Whoever you are, no matter how lonely,
the world offers itself to your imagination,
calls to you like the wild geese, harsh and exciting -
over and over announcing your place
in the family of things.*