



Roadside Reflection - Tips for Managing Yourself, Your Work & Your Emotions

When times are uncertain and challenging—like hearing there will be no pay raises due to budget constraints—it's more important than ever to stay grounded and intentional. Here are practical tips to help you manage your emotions, your work, and yourself through this season.

1. Manage Your Emotions

- Acknowledge your feelings: It's okay to feel disappointed, frustrated, or uncertain. Name it to tame it.
- Pause before reacting: Give yourself space to process before responding.
- Reframe the moment: Focus on what you can control and find silver linings.
- Find a healthy outlet: Talk to someone, journal, or take a walk to process emotions.

2. Manage Your Work

- Reconnect with your "why": Remind yourself of the purpose and impact of your work.
- Set personal goals: Small wins build momentum and keep you moving forward.
- Keep making an impact: Even without a raise, your work matters and makes a difference.

3. Manage Yourself

- Take care of you: Get rest, eat well, and protect your energy.
- Invest in growth: Seek opportunities to learn and grow, personally and professionally.
- Seek support: You're not alone—connect with colleagues, friends, or a coach.

This is a season, not the whole story. You've got this.