

From Resistance To Resilience Mastering The Art Of Leading A High-Performing Team

Core mindset shifts

- From problems to solutions

Every time you notice a problem, immediately ask: “what can I do about this?”

- From accountability to Responsibility

Accountability means being answerable to others. Responsibility means owning your actions because you choose to. Step into responsibility.

- From surviving to thriving

Don't just get through your shift - claim small victories every day.

Win the day by focusing on one time, one right action at a time. Small wins build unshakable confidence.

State control and break state

When stress spikes, shift your physiology and thoughts in seconds:

1. Change your posturer - stand tall, roll your shoulders back.
 2. Take three deep, slow breaths.
 3. Ask yourself: “what do I want to feel right now?”
- This interrupts stress and resets your focus.

Anchoring confidence

1. Think of a time you felt unstoppable
2. Intensify the feeling - see what you saw, hear what you heard, feel what you felt
3. Squeeze your fist tightly
4. Repeat daily until squeezing your fists brings the confidence instantly.

Reframing language

- Instead of: “this shift is killing me”
 - Say: “ this shift is testing my strength and I’m rising to it.”
- Language shapes your reality. Choose empowering words.

Victory list

At the end of each shift write down 3 wins no matter how small.

Example:

- I stayed calm under pressure
- I supported a colleague
- I stuck to protocol despite what seemed to be chaos.

Team strengthening

- Support first: check in on teammates, even if it's just a smile or short encouragement.
- Lead by example: Responsibility is contagious- if you show it, others follow.
- Shared wins: celebrate small victories together, not just the big ones.

Reference Reminders

- Breathe - Reset - Refocus
- Choose empowering language
- Anchor positive states daily
- End every shift with your 3 victories
- You are not just accountable - you are responsible

Quality Statement

Better quality information leads to better decision making

Leadership isn't rank - sometimes "you" are the problem.

Responsibility = what am I expected to do, I'll also be accountable for

Accountability = what you must own in the end.

5 questions for functional thinking:

1. Is It a fact - do you have data
2. Are my stress levels elevated
3. My short- and long-term goals - are they being met?
4. How often am I in unwanted conflict?
5. Are these the feelings I want to feel?

When accountability walks without responsibility, the most effective stance is:

"Even if I didn't do the task myself, I am empowered to create the conditions, systems, and support that make success inevitable."

That way, accountability isn't just a burden — it becomes a driver for leadership and solution-focused thinking.

Want me to give you the reverse scenario too — where responsibility walks without accountability? That contrast really lands the lesson when teaching.

Closing thought

You are the backbone of the healthcare. Your strengths, mindsets, and leadership ripple out to patients, families, and your colleagues. Carry this guide with you, and in moments of doubt, remember:

"I am responsible. I am resilient. I am a True Alpha"

<https://www.truealpha.co.za/>