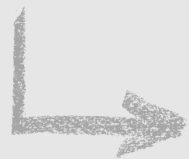


# Why Leadership Feels Like Mental Algebra



...and 10 tips  
to help you  
**ace the test**



1

# Knowing which client panics at uncertainty

**Don't**

Don't lead with risk or ambiguity.

**Say**

Here's what we've already solved.



**2**

## **Tracking shifts in team morale**

**Don't**

Don't wait for someone to blow up or burn out.

**Say**

You've seemed off lately. Want to talk?



**3**

# **Prepping backup plans that no one else knows about**

**Don't**

Don't be the only one holding the contingency plan.

**Say**

Let's document this, just in case.



**4**

# **Anticipating resistance to upcoming change**

**Don't**

Don't mistake silence  
for alignment.

**Say**

What concerns do  
you have?



**5**

## **Managing your own tone based on personality types**

**Don't**

Don't expect everyone to process feedback the same.

**Say**

What kind of support is most helpful for you?



6

# Editing your emails for political landmines

**Don't**

Don't send it just because  
it's technically correct.

**Say**

Would love your eyes on  
this—anything I missed?



7

# Remembering who's at capacity (even when they say yes)

**Don't**

Don't reward burnout with more work.

**Say**

Would it help to share this with someone else?



8

# Smoothing over dynamics between peers

**Don't**

Don't hope it works  
itself out.

**Say**

I've noticed some tension.  
Want to talk through it?



9

# Mentally translating exec priorities for your team

**Don't**

Don't just pass down  
the ask.

**Say**

Here's what this  
really means for us.



**10**

# **Being the buffer between strategy and emotion**

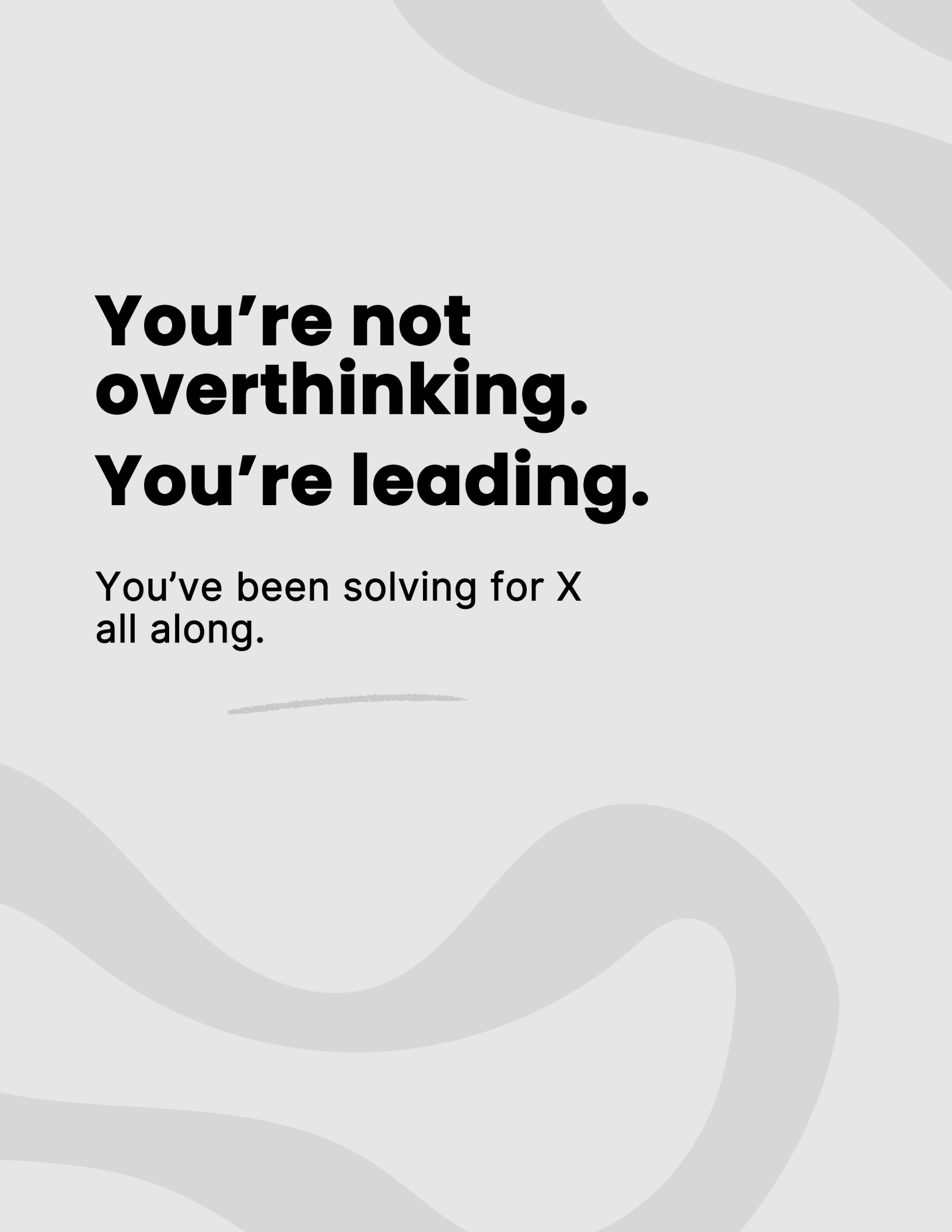
**Don't**

Don't just absorb the pressure.

**Say**


Let's name what's hard so we can move through it.





**You're not  
overthinking.  
You're leading.**

You've been solving for X  
all along.



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**Stephanie  
Eidelman**

