# Resilience Strategies for Executive Leaders

As a leader, you play a key role in the success and wellness of your agency. You are the decision-maker, and you provide support for your officers as well as community members. It is important that you focus on your own wellbeing to be better prepared to lead and develop a culture of wellness in your agency.

<table>
<thead>
<tr>
<th>Stressor</th>
<th>Resilience Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Having Difficult Conversations</td>
<td><strong>PLAN AHEAD</strong> regarding your approach to a difficult conversation, listen, and utilize honesty and transparency for a more effective conversation.</td>
</tr>
<tr>
<td>Experiencing Political Pressure and Acting as the Public Face of the Agency</td>
<td>Identify your character strengths – such as honesty, creativity, humor, and leadership – and leverage these to navigate challenges and <strong>STRENGTHEN CONNECTIONS</strong>. Stay connected with those you serve through formal and informal engagement.</td>
</tr>
<tr>
<td>Prolonged Stress Leading to Negative Physical Health Effects</td>
<td>Practice mindfulness (being present and deliberately aware of what you are seeing and feeling) and <strong>ENGAGE IN HEALTHY ACTIVITIES</strong>, such as exercising, listening to music, meditating, and journaling. Incorporate breathing exercises, a healthy diet, and positive sleeping habits into your daily routine.</td>
</tr>
<tr>
<td>Leadership Fatigue</td>
<td>Refocus on your purpose and assess the impact of your daily routines to restore your energy and <strong>REINVIGORATE YOUR PASSION</strong> for the policing profession.</td>
</tr>
</tbody>
</table>

---

**VALOR**

**BJA**

**IACP**
Reduce anxiety and improve focus and energy with deliberate breathing.

**Inhale** 2...3...4

**Hold** 2...3...4

**Exhale** 2...3...4

**Rest** 2...3...4

**Breathe**

**LOOK FOR THE GOOD**

NOTICE and REFLECT on everyday positive experiences in your role as a police leader, how others have helped you, and the good in the world. Deliberate recognition of even the smallest of good things can cultivate gratitude, which can lead to many benefits including improved mental health, increased sleep, and higher productivity.

**YOUR TURN**

Identify and reflect on **THREE** positive experiences, or benefits from a challenging experience, within the last 24 hours to build resilience and practice gratitude.

For more resilience skills and wellness practices, contact OSW@theIACP.org or visit www.theiacp.org/osw.

This project was supported by Grant No. 2017-VI-BX-K001 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Department of Justice’s Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the SMART Office. Points of view or opinions in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.