UNCERTAINTY

is correlated with *work pressure, anxiety, and depression* [1]

In the US alone that's... [2]

1 in 3 workers affected

35%

a 35% decrease in productivity

$210.5 billion lost a year

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NAVIGATING UNCERTAINTY
How Leaders Can Create Safety

Communicate Transparently

Provide *regular updates* to employees, even when all answers aren't available. Transparency demonstrates that leaders are aware of the uncertainty and are actively working to address it. Be *honest about what is known and unknown* to build trust. [3,4]

Clarify Roles and Goals

Set *clear expectations* for roles, responsibilities, and goals to help teams maintain focus and stability. Ambiguity in job roles can amplify stress during uncertain times. *Break down complex tasks* into manageable steps with clear milestones. [4]

Shift Uncertainty to Opportunity

Encourage teams to experiment with new approaches and view uncertainty as *a chance to innovate*. Emphasize *learning from mistakes* and adjusting quickly to change. Highlight lessons from experiments, to build *resilience and innovation*. [3]

Foster Connection and Belonging

Recognize and *celebrate team efforts*, no matter how small. Acknowledgment can boost morale and motivation during periods of change. Encourage *team-building activities* or regular check-ins to maintain a sense of belonging and connection. Collaboration combats isolation and reinforces a support network. [4]

References:
1. https://pmc.ncbi.nlm.nih.gov/articles/PMC11073527/
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4. https://www.mckinsey.com/featured-insights/mckinsey-on-books/author-talks-turning-uncertainty-into-opportunity