

THE TLC RESILIENCE & SELF-CARE PLAN

Your Leadership Safety Plan for When the Heat Is On



If you live in the Adelaide Foothills, like I do, you know what it means to prepare for bushfire season. You don't wait until the flames are at your fence line to decide what to do. You plan ahead and draft a Bushfire Plan — because when things heat up, you want clarity, calm, and action.

Leadership works the same way. Pressure, conflict, and uncertainty are inevitable. The leaders who thrive are those who lead themselves first. They mentally prepare, understand their triggers, recognise early warning signs, and know what helps them recover before burnout sets in.

This **Resilience & Self-Care Plan** is your personal leadership safety plan. It's designed to help you recognise the signs of stress, respond proactively, and put simple supports in place to avoid exhaustion and burnout.

When you lead yourself well, you lead others better.

So, take five minutes now to complete this plan — it's a small investment that can prevent a mountain of stress later.



QUICK RESILIENCE TIPS FOR LEADERS



- Check your internal weather forecast. Notice when the temperature is rising (tight shoulders, short patience, racing mind) and take a break before it is too late.
- Protect your energy like your phone battery. Don't wait until you're at 1 %. Plug in regularly through rest, reflection, and boundaries.
- Connection is protection. Isolation amplifies stress. Reach out and ask for help before things feel too overwhelming.
- Model what you want your team to do. When you show that self-care is part of high performance, you can create healthy habits for all team members.



MY PERSONAL RESILIENCE & SELF-CARE PLAN

Please take 5 minutes to write this plan and save it for when the heat is on.

When this is happening around me...

What situations or dynamics tend to trigger stress, frustration, or overwhelm?

e.g. high conflict, unclear expectations, constant change, feeling undervalued.

When I'm under stress, I tend to...

Describe how you behave — what others might notice.

e.g. withdraw, become irritable, over-control, stop delegating.

MY PERSONAL RESILIENCE & SELF-CARE PLAN

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The emotions I notice most when stressed are...

What feelings come up for you?
e.g. anxiety, anger, guilt, sadness, helplessness.

To tap into my inner resilience, I will...

Write down practical things that calm or centre you.
e.g. walk outdoors, journal, breathe deeply, listen to music, speak with a mentor.

MY PERSONAL RESILIENCE & SELF-CARE PLAN

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People I can reach out to for support.

Name at least one trusted person and include contact details.
e.g. a coach, colleague, family member, GP, or trusted friend.

My Three Action Steps

Set yourself three simple, realistic actions to take when the pressure is on.

Share them with your support person and ask them to hold you accountable — so you can take the action that protects your health and wellbeing before things escalate.

Resilience isn't about being unshakable. It's about being prepared, self-aware, and supported.

Just as a bushfire plan protects your home, your resilience plan protects your leadership.

Being prepared is being ahead.

Thilan Legierse

Founder & Leadership Coach, TLC Leadership Group
Helping leaders be courageous, confident & connected.

