

LEAD&LIVE; RICH INSIGHTS

Lead Through the Storm

THE 4-QUESTION LEADERSHIP RESET

A practical clarity tool for leaders navigating change, pressure, and
uncertainty

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Clarity before action

Pressure narrows attention. Change unsettles identity, expectations, and familiar routines. In that condition, leaders often rush to solve the wrong problem, avoid the necessary conversation, or make a permanent decision from a temporary emotional state.

This reset creates a disciplined pause. It does not deny pain or demand instant optimism. It helps you separate facts from interpretations, name what is happening within you, recover stable ground, and choose one wise action.

What changed?	What am I carrying?	What remains?	What comes next?

How to use the reset

Set aside 15-20 uninterrupted minutes. Write brief, honest answers. Do not solve every issue at once. At the end, identify one action you can complete or initiate within the next 72 hours.

Use it personally, with a team, or as the structure for a coaching conversation.

Face reality and name the pressure

1

What has changed - factually, without interpretation?

Describe observable events, decisions, conditions, or losses. Avoid blame, prediction, and language such as 'always' or 'never.' Facts create a stable starting point.

The facts are:

2

What am I grieving, fearing, or resisting?

Leadership does not require emotional denial. Naming the inner response reduces its hidden control over your choices. Distinguish grief, fear, anger, disappointment, and resistance.

What I am carrying is:

Recover your ground and choose the next step

3

What remains true and available to me?

Storms change the landscape, but rarely erase every resource. Identify enduring values, trusted relationships, skills, responsibilities, opportunities, and sources of hope.

What remains true or available is:

4

What is the wisest next action within my control?

Choose an action that is responsible, aligned with your values, and small enough to begin. Do not confuse urgency with importance. One faithful next step can restore momentum.

My wisest next action is:

Turn insight into responsible action

My decision or challenge:

The one action I will complete or initiate:

The person I need to inform, consult, or ask for support:

What success will look like within 72 hours:

COMMITMENT

I will take the next responsible step without demanding certainty about the entire journey.

Your next level of leadership

Clarity is the beginning, not the destination. Sustainable leadership through change also requires resilient habits, meaningful communication, and the capacity to turn disruption into service and impact.

Dr. Yohana helps leaders and organizations move from surviving change to leading through it with purpose, resilience, and responsible action.

BRING LEAD THROUGH THE STORM TO YOUR TEAM

Explore a masterclass, leadership workshop, keynote, or coaching conversation.

Visit: www.dryohana.com/lead-through-the-storm

About Dr. Yohana

Dr. Jean de Dieu 'Yohana' Ndahiriwe is a leadership educator, chaplain, U.S. Navy veteran, and resilience practitioner. Drawing from lived experience as a former child refugee and from advanced study in leadership, trauma-informed practice, and post-traumatic growth, he equips people and institutions to transform disruption into purpose, service, and sustainable impact.

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Purpose. Resilience. Leadership. Impact.