



**ANNUAL
CONFERENCE**
2025 BRECKENRIDGE

Panic to Power: Turning Fear into Power

Speak Up & Be Heard!
Pause, Pivot, and Lead with Purpose



COLORADO
MUNICIPAL
LEAGUE



Coach-Kristen
CMC,
CMCA Board
Director,
City of Boulder



Coach Tee-
CMC, NBC
HWC,
City of Fort
Collins

Shared Agreements & Housekeeping

- Safe space & show up as you are
- Be kind, accepting of everyone
- Lean into discomfort and what's working
- Stay curious.



Recognize Your
Emotions



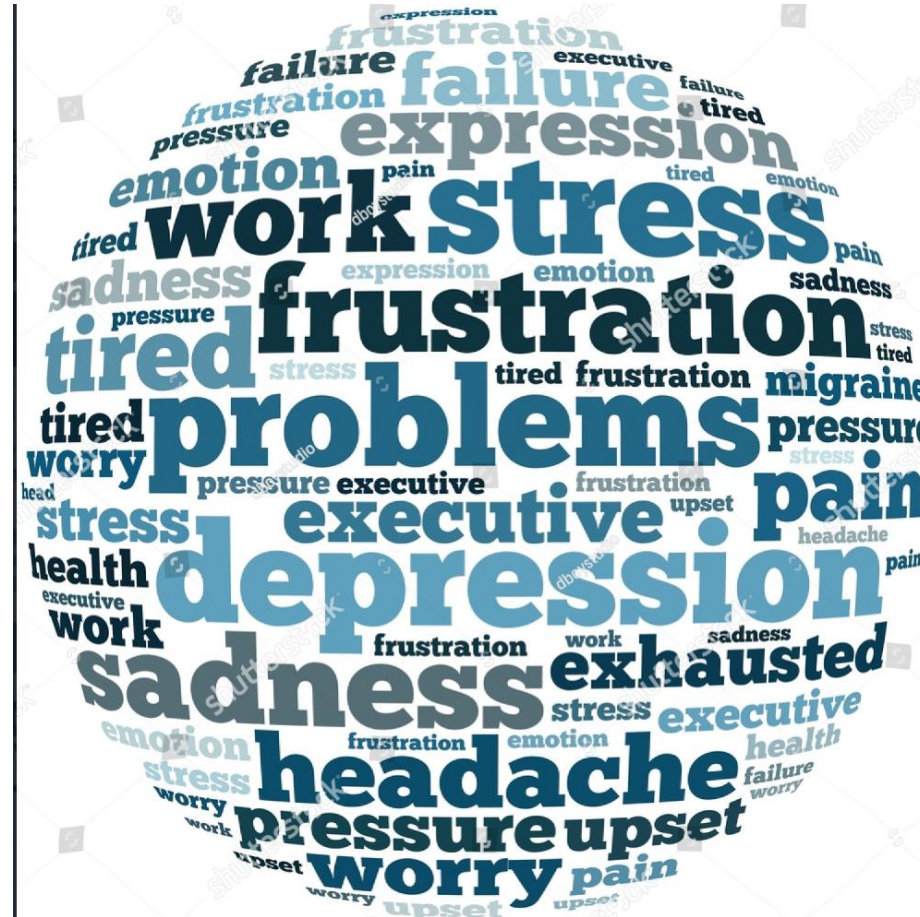
Sign of Stress



Strategies to Stay
Resilient

Roadmap:

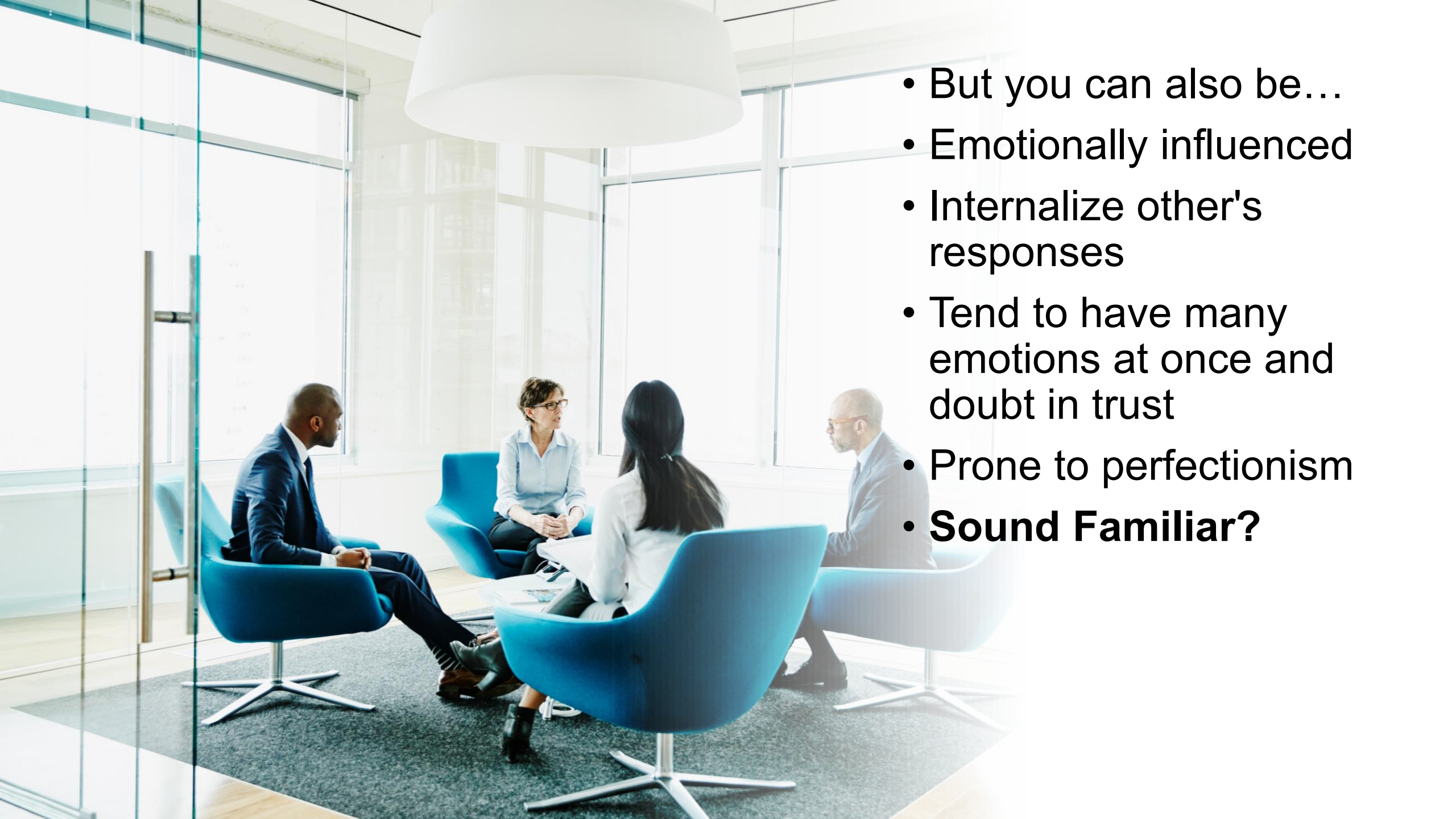
How do you react when you feel stress?





What's happening right now?

- You are a senior level leader/elected official managing complexity
- You care about leading with integrity
- You find it hard to show up in a way you feel good about



- But you can also be...
- Emotionally influenced
- Internalize other's responses
- Tend to have many emotions at once and doubt in trust
- Prone to perfectionism
- **Sound Familiar?**

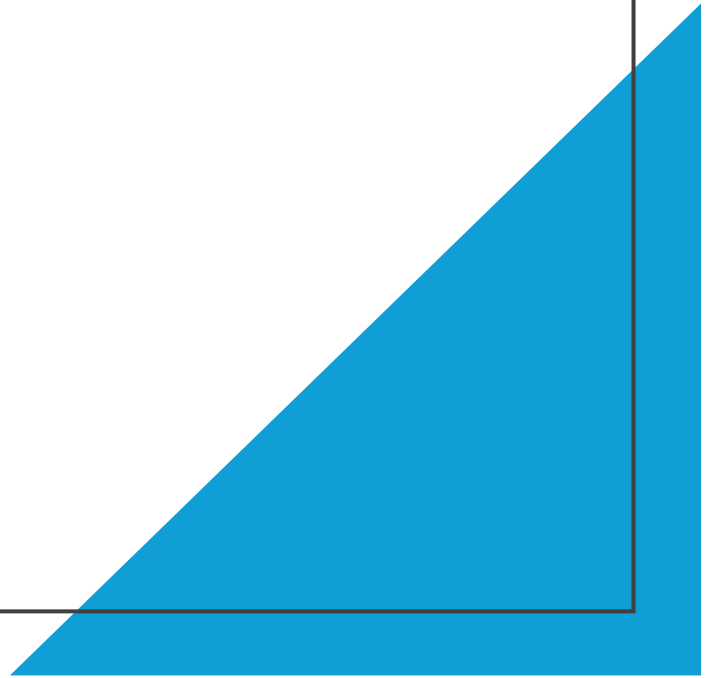


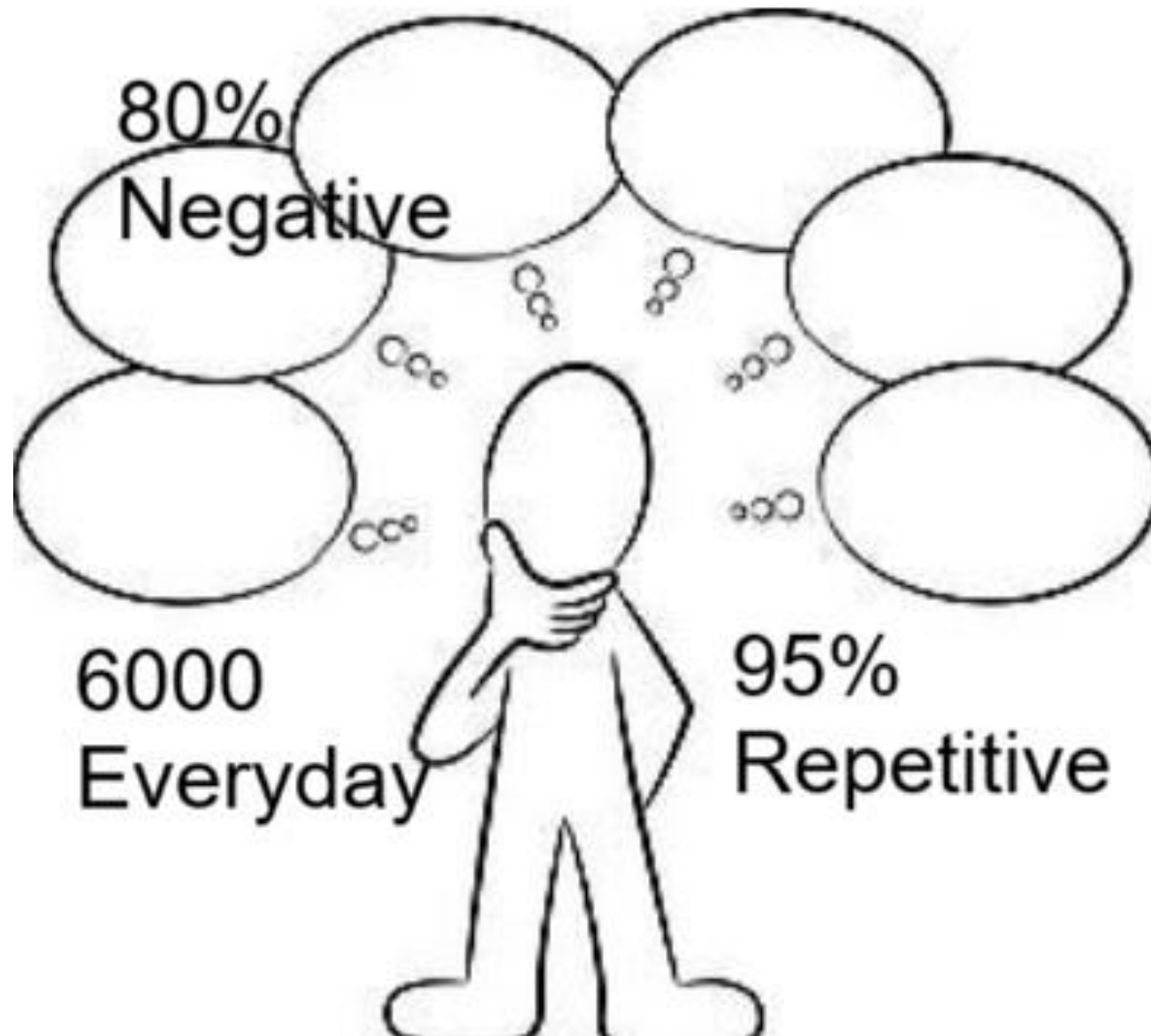
REMINDERS

Consistency and
dedication are
the measure of
progress.

Embrace
setbacks as a
sign of **growth.**

YOU AND YOUR THOUGHTS





Stinking Thinking





YOUR
THOUGHTS...



LEAD TO
ACTION...



AND CREATE
RESULTS

SELF-AWARENESS

DEFINITION

Self-awareness is the conscious knowledge of one's own character, feelings, motives, and desires. It is the ability to reflect on oneself and recognize patterns in one's thoughts, behaviors, and emotions. Through self-awareness, individuals can understand their strengths, weaknesses, and how they are perceived by others.

TYPES

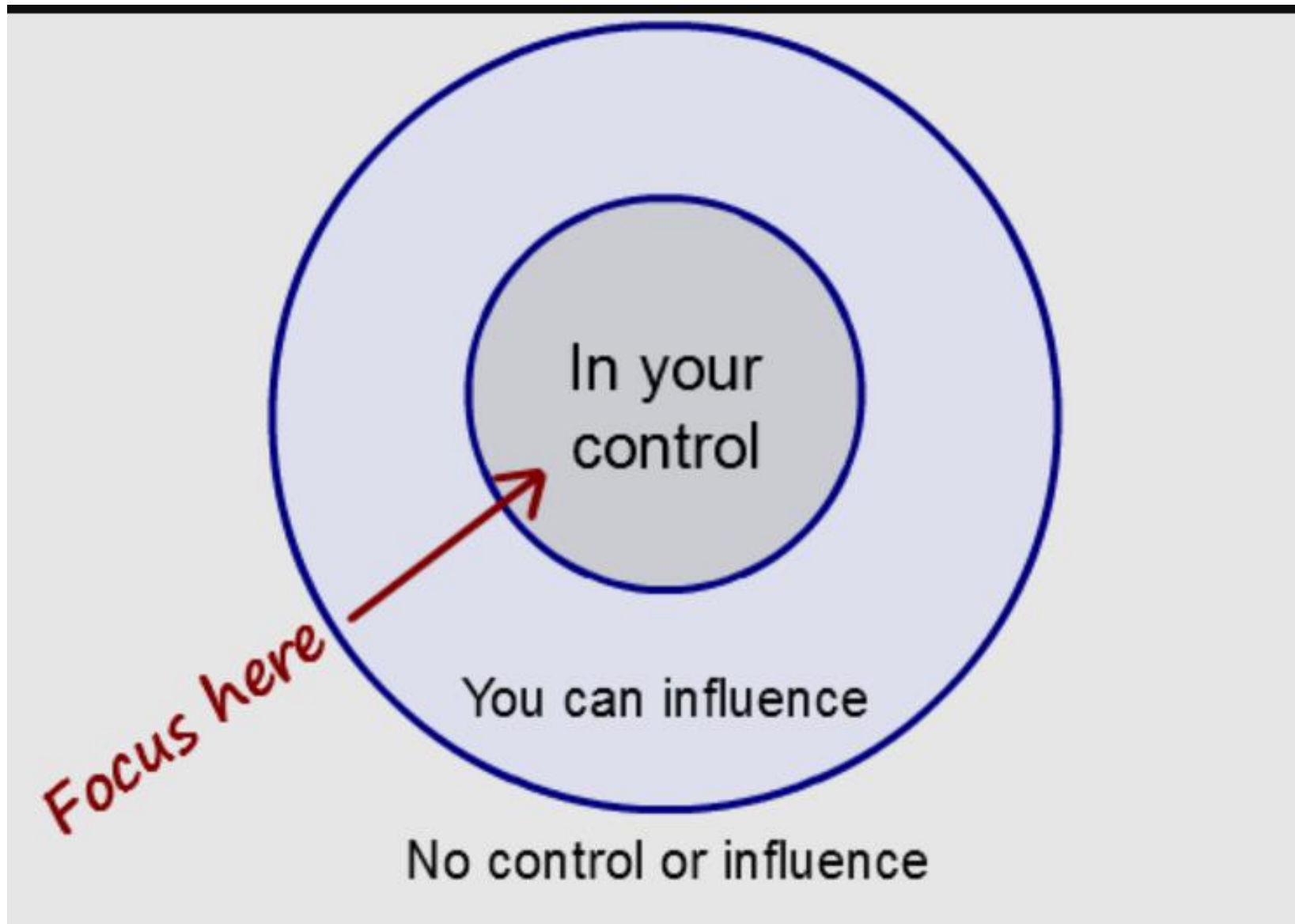
- **Internal self-awareness:** This is the recognition and understanding of one's internal states, preferences, emotions, and thoughts.
- **External self-awareness:** This pertains to understanding how others perceive us in various contexts and situations, helping us to navigate social situations.



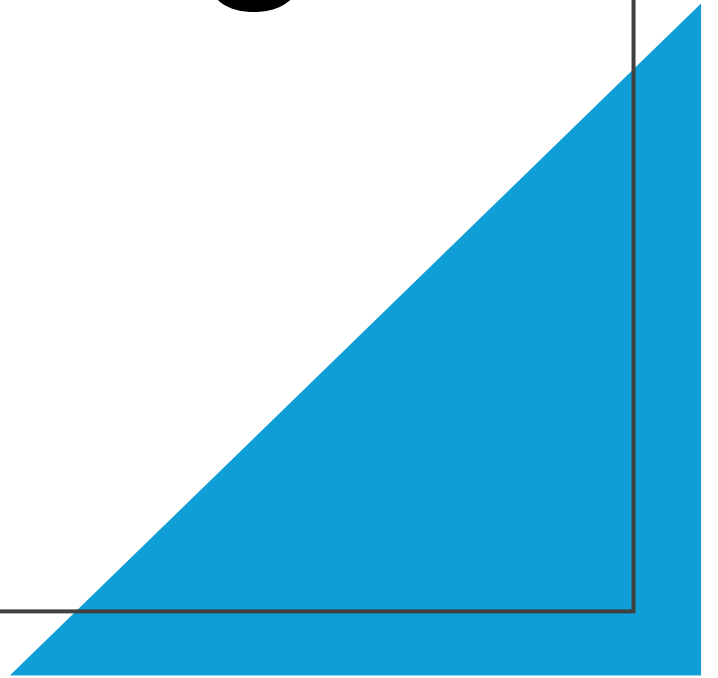
Reflect/Tool

A: List all the things that are causing your stress or concerns right now.

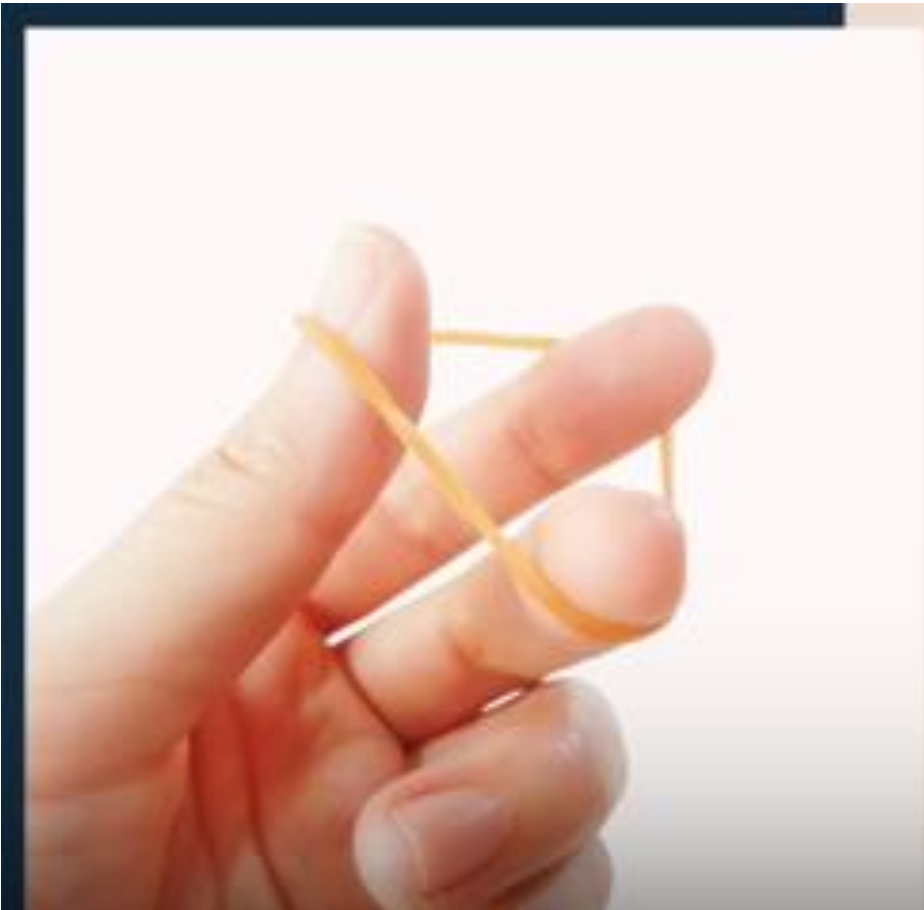
B: What are your emotions in relation to those stressors?



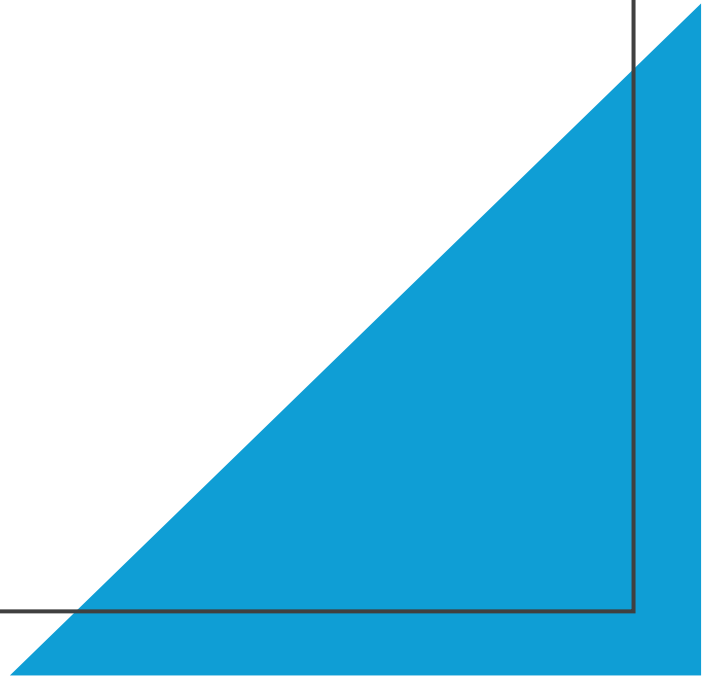
Raise your hand if
you a pre-meeting
ritual?



TOOLS- YOU AND YOUR THOUGHTS



YOU AND YOUR EMOTIONS



YOU AND YOUR EMOTIONS

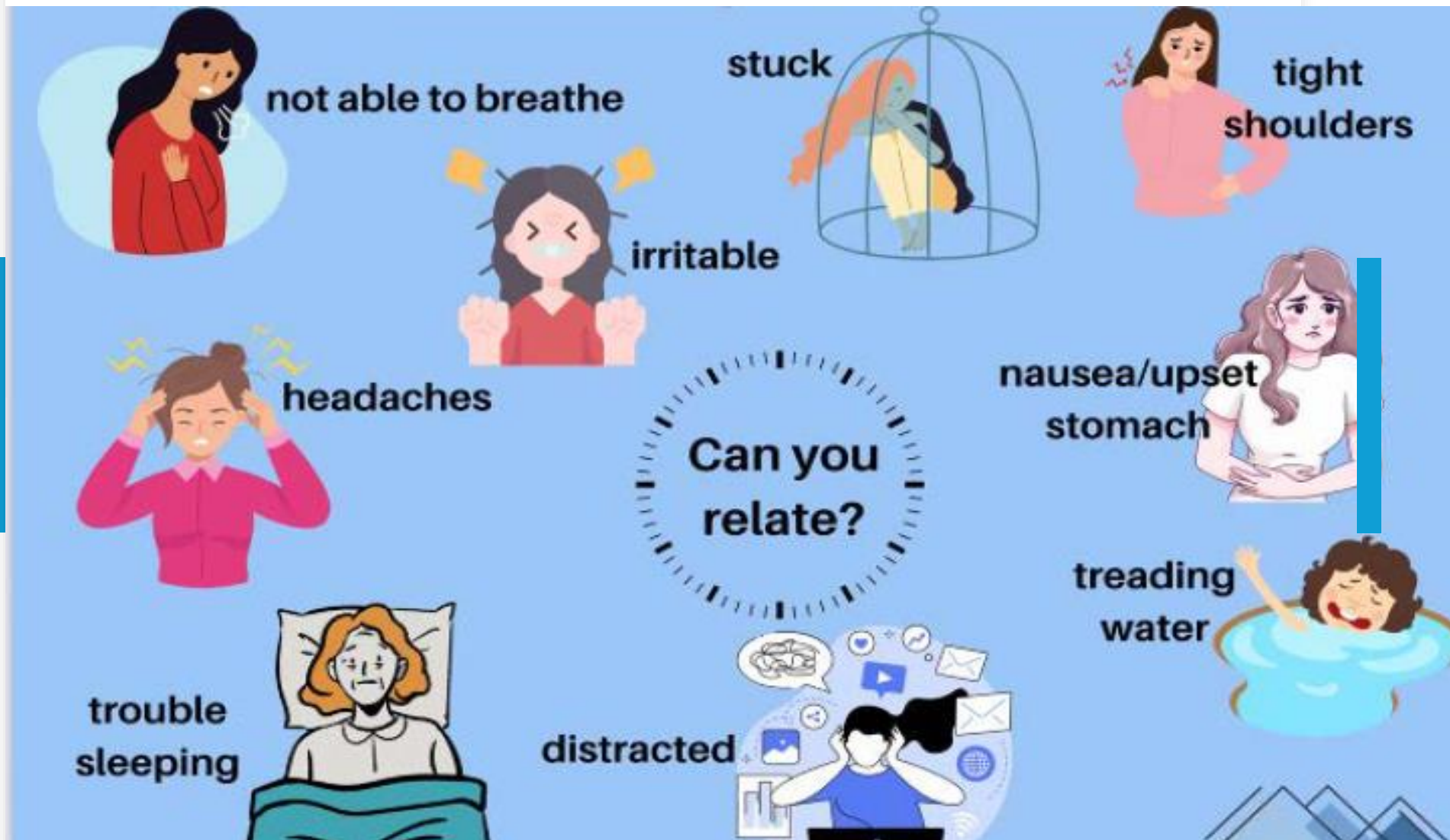
- **Stronger** positive feelings
- **Greater** empathy
- **Intuitive** of others' feelings



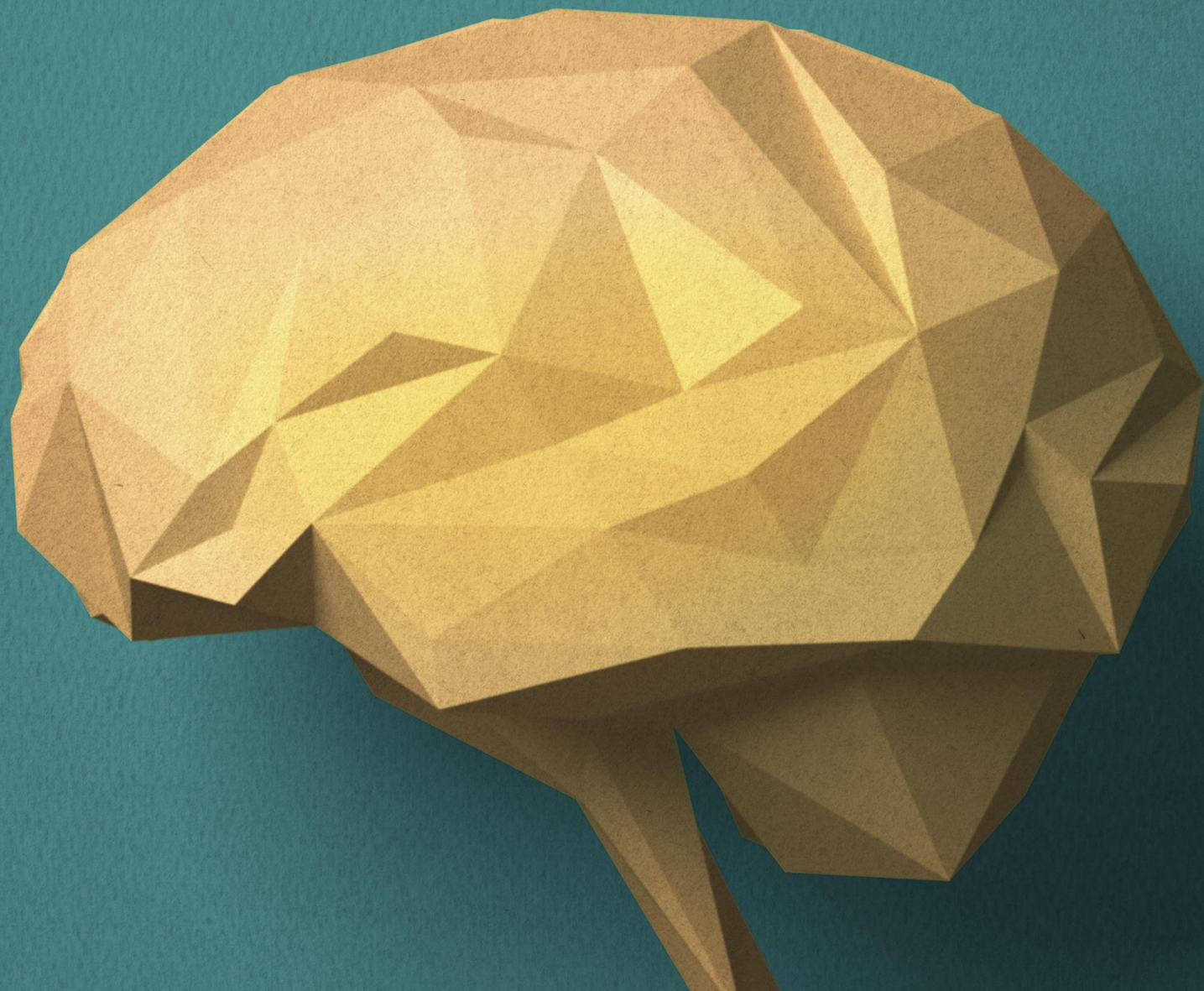
YOU AND YOUR EMOTIONS

Studies show that people with higher sensitivity are **consistently** rated as the best performers by their managers.





Signs



THREAT-BASED MINDSET

RESPONSE TO CHALLENGING INFORMATION



Panic in the
Workday.
What's your
Strategy?

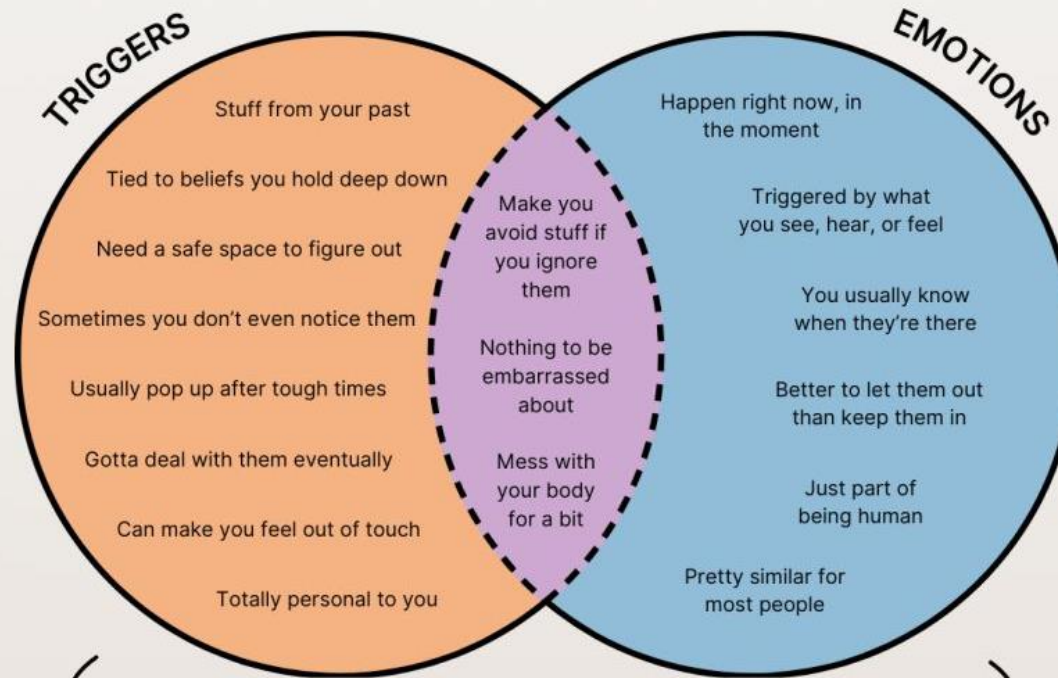
MANAGE YOUR PHYSIOLOGY TO MANAGE YOUR PSYCHOLOGY.





Triggers vs Emotions

How the *Past* and *Present* Shape What We Feel



Triggers are like emotional echoes from your **past**, pressing buttons tied to old experiences and beliefs.

Emotions are like signals in the **moment**, showing up to tell you how you're feeling right now.

Tying It All Together: You are leader of your internal world.



You and Your Thoughts?



You and Your Emotions?



Resilient Leadership Tools

**Mental
Fitness**

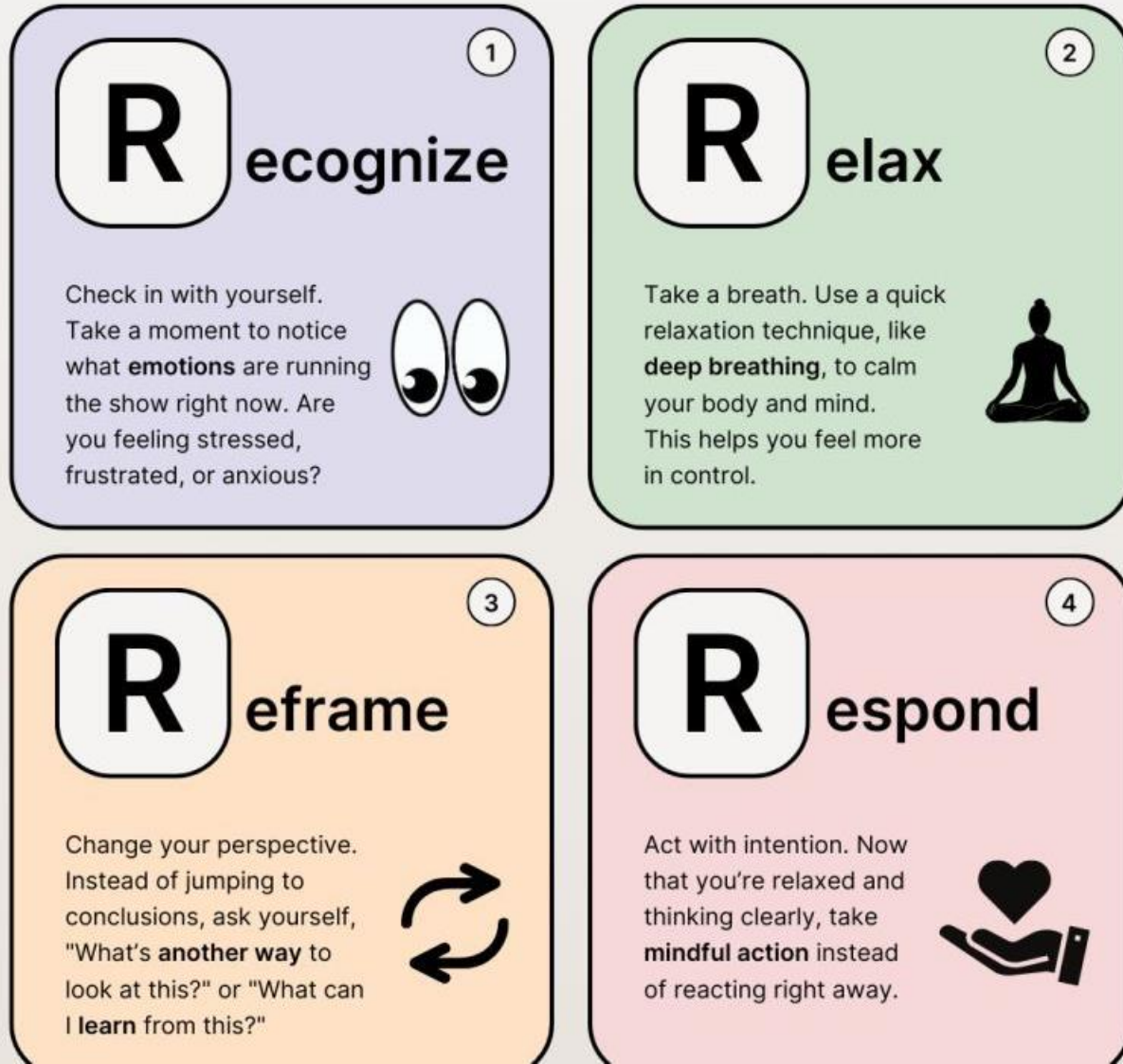
Build the capacity
to respond –
rather than react
– under pressure

**Habits/
routines**

4 R's of

Emotional Regulation

When you're feeling reactive at work, take a sec to...



4 R's

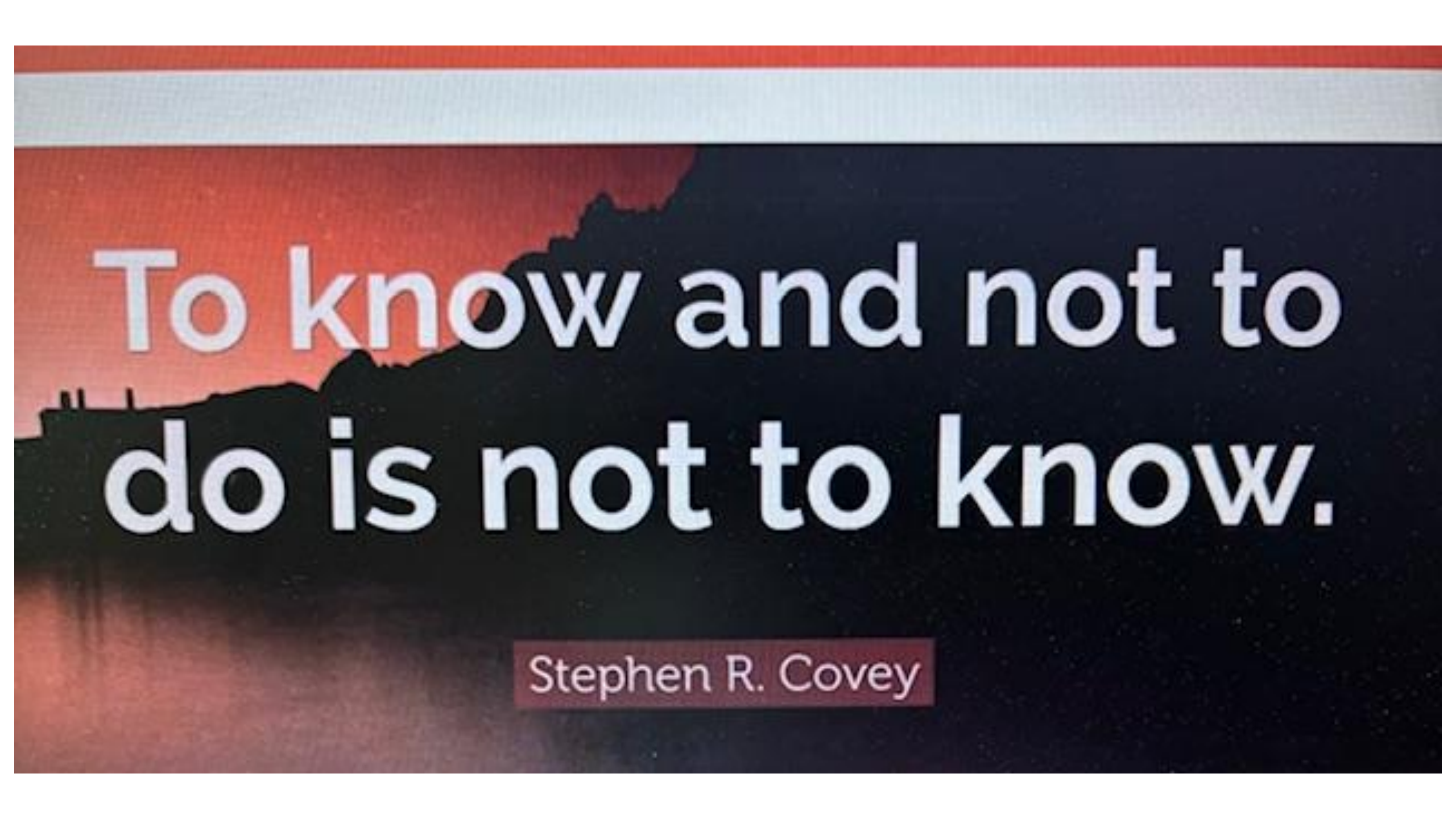
1. **Recognize** your emotions.
Ask: What am I feeling?
2. **Relax/Regulate** your body.
Ask: What do I need now?
3. **Reframe** your thinking: Ask:
what's in my control, how can I influence?
4. **Respond** with intention: Ask:
what response aligns with the kind of leader I want to be right now?

P's to get you Power Back!

- **Prepare**
- **Positive Intelligence Quotient (PQ) Reps:** breathe, ground yourself, regulate your emotions. tense and release, ice exposure
- **Practice** being Present and **Patience** over **Perfection**
- **Pause** to Pivot
- **Party:** celebrate your wins

**What is one key takeaway
from today's workshop that
you can try this week?**





**To know and not to
do is not to know.**

Stephen R. Covey

Q & A

What are your takeaways?

Reminders:



COMPLETE THE
FEEDBACK SURVEY



FILL OUT YOUR
WORKBOOK AND
CREATE AND
ACTION



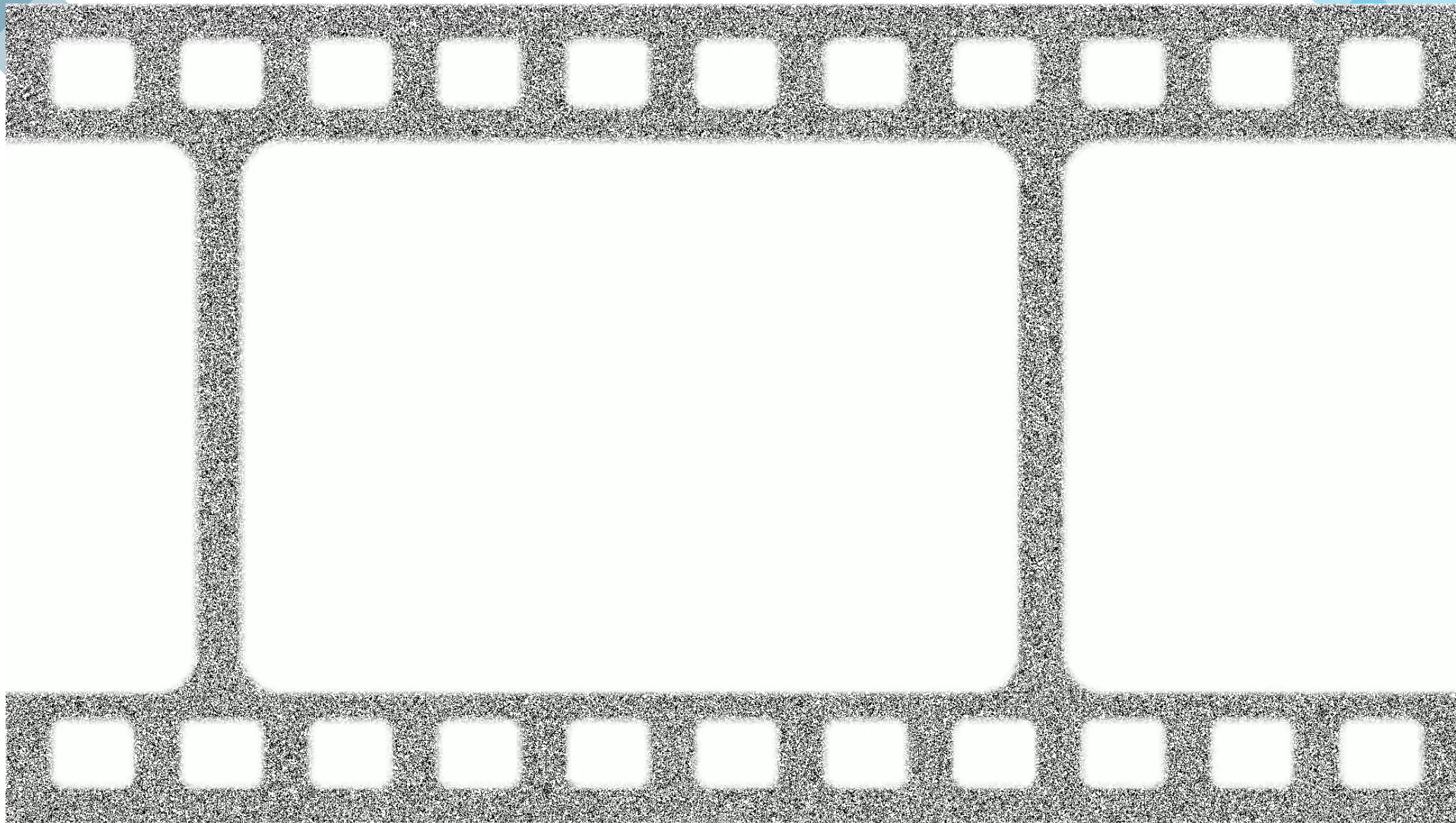
CONNECT WITH
SOMEONE AT THE
CONFERENCE,
SHARE



A close-up photograph of a computer keyboard. The focus is on two red keys: a large 'PANIC' key and a smaller 'delete' key. The keys are surrounded by standard light blue keyboard keys. The 'PANIC' key is in the foreground, slightly to the left, and the 'delete' key is to its right. Both keys have white text on a red background. The lighting is soft, and the perspective is slightly angled.

PANIC

delete



THANK YOU!



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Thank you for attending!

- Please don't forget to rate this session in the CML conference app.
- In the app, navigate to this session and click on SURVEY.
- Each time you evaluate a session, you are entered into a drawing to win a 2-night stay in a Junior Suite at Hotel Alpenrock.
- We appreciate your feedback!

