



CHA Workforce Capability Project Update

This month's Supporting your People article is about understanding your circle of control.

At the moment, it seems that life is filled with a huge amount of challenges and uncertainties. For our kaimahi (staff), it can be easy to become overwhelmed by the amount of issues that demand our attention when it comes to supporting our tenants. We all have limited time to do everything we want to every day, and not everything that concerns us is within our power to change. This is where the concept of the 'Circle of Control' comes into play, a powerful tool for personal development and stress management included in Stephen Covey's book '*The 7 Habits of Highly Effective People*'.

The Circle of Control model divides our concerns into three categories: things we can control, things we can influence, and things beyond our control. By focusing our energy and efforts on the aspects of life we can directly control or influence, we can significantly reduce stress and increase our overall effectiveness. This approach encourages us to let go of worrying about things beyond our immediate reach, such as events in the news, or other people's opinions, and instead channel our resources into areas where we can make a tangible difference, like our own actions, decisions, and attitudes. Hayley Lewis of HALO Psychology captures all this in [her sketch of the circle of control](#).

Adopting this mindset can lead to a more productive and fulfilling life, both at work and at home. Support your kaimahi to recognise the boundaries of their control and influence to help them make more informed decisions about where to invest time and energy. One way to do this is to write down all the stressors that they experience and decide which circle each one fits in. You could do this as a team - ask your team to write their stressors down on separate post-it notes (one per stressor), then draw three concentric circles on a whiteboard. Ask your team to put their post-it notes in the right circle - have a conversation about those they're not sure about, or look for opportunities to influence or control some elements of a stressor. Repeat the exercise from time to time, or even keep it up on a wall as an ongoing conversation - you'll be amazed at what stressors come and go, and what people find they can do about things.

Whether you have the *circles* conversation with an individual or your team, it can help to empower them to take meaningful action in areas where they can truly make an impact. Remember, the key to personal growth and success often lies not in trying to control everything around us, but in mastering our responses to the challenges we face.

You can find more about the history of this model and other activities related to the circle of control at <https://positivepsychology.com/circles-of-influence/>.