

Self-Regulation Development **Worksheet**

Note: The Self-Regulation 3Qetc Self-Assessment: The self-regulation Survey
(Based on Dr. Stuart Shanker's 5 Domains)

Why these matters

Self-regulation is your ability to [manage stress](#), [stay steady](#), and [lead with intention](#) across five interconnected domains: [Biological](#), [Emotional](#), [Cognitive](#), [Social](#), and [Pro-Social](#). When stress in any domain goes unchecked, it can ripple into the others.

This worksheet helps you [reflect](#), [reset](#), and [grow](#) in each area.

1 BIOLOGICAL – Managing Energy & Physiological Needs

What it means: How well you manage your body's basic needs (sleep, nutrition, movement, sensory input).

Leadership Impact: Leaders who run on empty or ignore physical stress signals are more reactive and less resilient.

Reflection Prompt: "When am I most physically drained – and how does that affect my leadership?"

MICRO-PRACTICES

- Schedule [micro-breaks](#) every 90 minutes (stretch, hydrate).
- Track your [sleep patterns](#) for one week; note the impact on mood/decision-making.
- Identify one "energy drain" (e.g., back-to-back Zoom calls) and [change that habit](#).

2 EMOTIONAL – Managing Feelings Under Stress

What it means: Recognising and managing emotions like frustration, anger, or anxiety.

Leadership Impact: Leaders who can regulate emotions model calmness and avoid spreading tension.

Reflection Prompt: "Which emotions tend to hijack my reactions?"

MICRO-PRACTICES

- Practice "[Name It to Tame It](#)" – label the emotion before responding.
- Use [box breathing](#) (inhale–4, hold–4, exhale–4, hold–4) in stressful moments.
- Keep a "trigger journal" for one week: What set you off? How did you respond?

3 COGNITIVE – Managing Focus & Mental Flexibility

What it means: Directing attention, resisting impulses, and shifting thinking when needed.

Leadership Impact: Leaders with cognitive self-regulation pause, prioritise, and adapt – instead of reacting.

Reflection Prompt: "Where do I get stuck in 'default thinking' instead of pausing or pivoting?"

MICRO-PRACTICES

- Ask the "[3-3-3](#)" [check-in](#): "Will this matter in 3 days? 3 months? 3 years?"
- Do a [digital detox hour](#) each week to restore focus.
- When new info comes in, ask: "What assumption do I need to rethink?"

4 SOCIAL – Navigating Relationships & Conflict

What it means: Reading cues, managing tone, and responding constructively in interactions.

Leadership Impact: Leaders who regulate socially create psychological safety and reduce tension.

Reflection Prompt: “Do I shift tone, body language, or words when conflict arises?”

MICRO-PRACTICES

- Try a “[listen first](#)” rule – hear others fully before responding in tense situations.
- Use a [neutral opener](#) in conflict (“Help me understand...”).
- Ask a trusted peer to flag moments when your tone may feel sharp.

5 PRO-SOCIAL – Building Empathy & Moral Awareness

What it means: Understanding others’ needs, showing compassion, and acting with fairness.

Leadership Impact: Leaders with strong pro-social regulation build trust and inspire commitment.

Reflection Prompt: “Do I consider the human impact of my decisions as much as the business outcome?”

MICRO-PRACTICES

- Ask in meetings: “Who isn’t in the room that this decision affects?”
- Find one [mentoring moment](#) each week to support a colleague.
- When giving feedback, frame it around [shared goals](#) and care.

Your Monthly Commitment

- Choose [ONE domain to focus on this month](#).
- Write your goal & practice here:

This month, I will focus on

By doing

Ideas for Development Interventions (based on literature)

Taking a Wider Perspective (Baumeister, Hofmann):

- Practices like “third-person journaling” or asking, “What would a wise mentor see here?”
- Encourages a shift from immediate ego-threat to a broader, values-driven lens.

Increasing Curiosity (Hofmann’s “means-shifting”):

- Replace “Why is this happening to me?” with “What’s interesting about this situation?”
- Encourage leaders to frame conflicts as learning opportunities.

Working Memory Training:

- Evidence shows EF training (e.g., mindfulness, dual-task exercises) improves self-regulation capacity.

Impulse Pause Strategies (Barkley):

- Use “pause and label” techniques (naming the emotion: “I feel frustrated”) to create space between trigger and response.

Self-Monitoring Rituals:

- Weekly reflection prompts: “Where did I react vs. respond this week?”
- Peer feedback loops to help leaders see “blind spots.”