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June
2025 ISSUE

unbottled.

Fueled in partnership with local dairy farm families

IHSAA EXPRESS

Supporting Education Through Activities



Presidents Message

- Rob Sauer, IHSAA Board President



During my thirty year career as an Idaho educator, I've been able to watch countless different high school activities. I'm continually amazed at the passion and dedication of our students and the service and care shown by their leaders. I remember fondly the teammates who I practiced with and battled with and the adults who sacrificed so much to help me along the way. I've viewed it through a different lens as a parent who was fortunate to have his kids coached by some outstanding individuals even as I struggled sometimes thinking that I might have done some things a little different. But as parents, we respected the coaches who were at practice every day and made the best decisions they could make for the team.

I also learned to see things through yet another lens when I became a teacher, a coach, a principal, and then a superintendent. I'm truly amazed at the amount of adults that care about our Idaho kids and put in so much time to make sure they have opportunities for growth. I was so fortunate to have some of those adults in my life growing up. I was one of your kids in the classroom who was a free and reduced lunch kid being raised by a single mom. I didn't have an active father figure in my life. I didn't realize at the time, but I was looking at the coaches and teachers in my life to help fill some of those gaps. My senior year of high school, our AD, Jack Lancaster, brought on board a coach that would change my life. Coach Allen Kelsey was hired and served as

my high school basketball coach. He didn't know at the time that he would also become my father figure, role model, mentor, and trusted confidante.

As administrators, the teachers, coaches, and advisors that we bring on board have the opportunity to help change lives...to fill in some of the gaps. They don't have to do anything different than be themselves and help create the space for our students to grow. High school activities often shape us in ways we don't fully realize until much later in life. Whether it's joining a sports team, performing in a school play, leading a club, volunteering in your community, or competing in academic competitions, these experiences are so much more than just ways to fill time after school. They are powerful tools that can unlock one's potential. High school activities teach us lessons that textbooks alone can't.

When someone joins a team, they learn discipline, perseverance, and the value of working toward a common goal. They can learn that success isn't always about winning—it's about showing up, giving your best, and lifting others along the way.

When you step onto a stage or speak at a debate, you discover your voice. You learn how to express yourself with confidence, how to tell your story, and how to stand up for what you believe in. That's not just performance—it's preparation for leadership. "Leadership is not about a title or a designation. It's about impact, influence, and inspiration." — Robin Sharma

When you volunteer, you begin to understand empathy and the power of giving. You start to see the world beyond yourself. That's not just service—it's building a heart for humanity.

And when you lead a club or organize an event, you learn time management, responsibility, and creativity. You learn to solve problems, to innovate, to inspire. That's not just extracurricular—it's entrepreneurial.

Years from today, when our student athletes and student leaders are faced with life's challenges, they'll reach back and remember what they learned in the halls, on the fields, and the stage. High school activities don't just fill the schedule—they shape one's character. They ignite passions. They build confidence. And they help you become the person you're meant to be. At a time when we are competing with screens and social media for our students attention, we should strongly encourage our students to say yes to the club, the team, the stage, the challenge - to step outside their comfort zone. They're not just building a resume—they're building a life.

ADMINISTRATION CORNER

DATES TO REMEMBER

6/1	Spring Sports Concussion Survey Due
6/3	Board of Directors Work Session
6/4	Board of Directors Meeting
6/15	Father's Day
8/4-10	No Contact Period
8/5	Board of Directors Work Session & Board Meeting
8/6	IHSAA Annual Meeting
8/6	IHSAA Hall of Fame Banquet
8/11	1st Day Practice - Cheer, Dance, Soccer, Football, Swim, Volleyball, Cross Country
8/11	5A/6A Golf Start/Competition Date
8/22	1st Day Competition Soccer, Football, Swim, Volleyball, Cross Country

Two IHSAA Board Members have completed their terms



Ted Reynolds
Athletic Directors



Starr Olsen
Idaho School Board Association

THANK YOU

Ted & Starr for your service to member schools and the 54,678 student participants in the State of Idaho!



**LEARNING
CENTER**
NFHSLearn.com

EMERGENCY ACTION PLANNING FOR AFTERSCHOOL PROGRAMS



Emergencies can happen anytime, anywhere and you must respond effectively. The NFHS has developed Emergency Action Planning for Afterschool Programs to help you develop a plan for your program. Whether you're overseeing sports, performing arts, or other activities, having a well-developed Emergency

Action Plan, or EAP, is essential to ensure the safety of students, staff, and spectators. This course demonstrates the purpose and importance of EAPs, explains how to build a venue-specific EAP tailored to your activities, and provides practical steps for rehearsing and implementing your EAP. By the end, you'll have the confidence to create, execute, and maintain an effective EAP for your program.

IHSAA

RULE 17 - SUMMER PROGRAMS

17-1-3 Summer Programs Summer programs must be voluntary and must be terminated by the fall no-contact period. The IHSAA supports member schools' involvement in voluntary summer programs. However, the IHSAA believes that students need time off during the summer and strongly recommends that member schools schedule at least ten days of non-student contact during the summer each year.

a. Coaching restrictions are suspended during the summer (the day after the spring state tournaments through the beginning of the fall no-contact period). A high school coach can coach his/her players anytime, anywhere, during this period. During this period a team can scrimmage against another team without violating the out-of-season contest requirements (renting facility etc.). Practice, competition and facility use during the summer, is not covered by IHSAA insurance (liability, catastrophic, concussion etc.).

b. A high school coach who coaches a team during the summer that advances to a regional or national qualifying event can continue to coach after the fall no-contact period until the completion of the tournament/s. IHSAA must approve a written request prior to participation.

c. Students will only be allowed to attend team camps during the summer, not during the school year.

d. Member schools are prohibited from hosting athletic camps involving students from IHSAA member schools once the fall no-contact period has begun. Coaches from member schools are prohibited from working in or hosting athletic camps involving students from IHSAA member schools once the fall nocontact period has begun.

17-1-4 Protective Equipment No school-owned uniforms and/or protective equipment may be used without written permission from the IHSAA. With that permission, schools may use their own protective equipment in a camp or clinic for a period of seven days within a ten, consecutive day period upon written request from the trustees of the school. Included in the request shall be a statement of recognition that IHSAA sponsored catastrophic insurance provides no coverage for the activity and any and all liabilities rest solely with the school, camp, or clinic. Individual students from a specific school are not required to use the school's protective equipment in the same camp as other team members. Each individual student will only be allowed to use an IHSAA member school's protective equipment by renting or loaning for a period of seven days within a ten-day period.

2024 - 2025 IHSAA INTERSCHOLASTIC STARS



Ceder Saxton
1A



Mattea Thomas
2A



Trinity Duncan
3A



Samantha Parsons
4A



Erika Whitmore
5A



Gracie Ford
6A

Idaho Star

Gracie Ford
Lake City High School



3,512

**SWEATSHIRTS GIVEN TO
SPRING STATE CHAMPIONSHIP
PARTICIPANTS**



unbottled.



5,712

**MILKS HANDED OUT
AT SPRING STATE
CHAMPIONSHIPS**

REFUEL, REBUILD, REPLENISH

Preserving the heritage of high school activities in Idaho by honoring outstanding individuals of exemplary character who have excelled through meritorious long-time service and superior achievement

45th Annual IHSAA Hall of Fame Banquet

**Wednesday August 6 2025
6:30 pm
Boise Centre East**



2025 IHSAA HALL OF FAME AWARDS RECIPIENTS

HALL OF FAME INDUCTEES

**Terry Beck
Tim Perrigot
Steve Sosnowski**

MEMORIAL AWARDS

**Dick Fleischmann
Wes Lowe
Duane D. Wolfe**

SPECIAL AWARDS

**Official of the Year
Spirit of Sport
Interscholastic Star Scholarship
Distinguished Service Awards**



MASTERING TIME MANAGEMENT: THE ULTIMATE CHEAT SHEET FOR EVERYONE

Eat That Frog



Do the most important & difficult tasks first thing in the morning.

Works well for people who struggle with procrastination.

Pomodoro



25 minutes of work, 5-minute break, and then a longer break.

Works well for people who struggle with distractions.

Pickle Jar Theory



Add a finite amount of tasks in a day. Identify what is useful and what is not useful.

Works well for people who love creative thinking.

Eisenhower Matrix

Organize work in four quadrants and decide on urgent vs important & not-urgent vs not important factors.

Works well for people who have to deal with a lot of decision-making.



1-3-5 Method

By focusing on a limited number of tasks at different levels of complexity, you can stay organized throughout the day.

Works well for those who struggle with overwhelm.

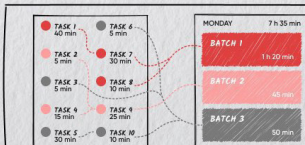


1 Big Task - 3 Medium Tasks - 5 Small Tasks

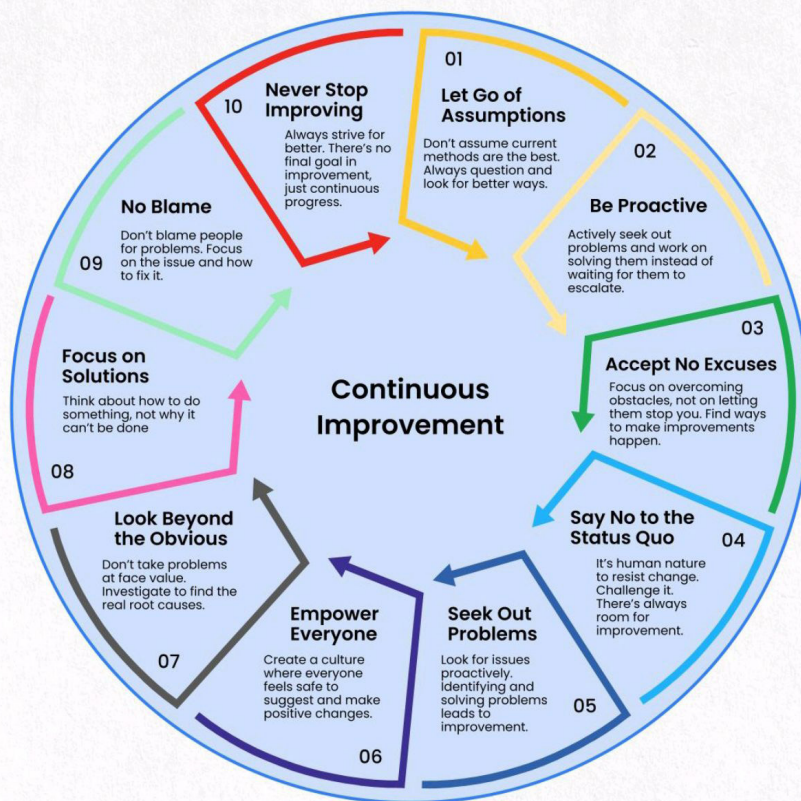
Task Batching Technique

Assign time blocks for the tasks in your day. Most effective with task batching.

Works well for people who manage multiple responsibilities or projects.



10 Principles of Kaizen



Leadership comes with discomfort—The weight. The loneliness. The pressure. The sting of being misunderstood.

The myth of leadership is, if you're doing it right, it should feel easier. But the truth is that being a leader means stepping into discomfort on purpose.

Not all leadership pain is created equal.

There's the pain of avoidance—of hiding, of not saying what needs to be said. The pain of watching your team drift because you didn't want to ruffle feathers. That pain sticks around and grows. It eats away at culture, accountability, and trust.

That pain lingers.

But then there's the pain that's worth it.

The pain of hard conversations done with care. The pain of staying consistent when no one's watching. The pain of holding the line when it would be easier to let it go.

That's the pain that builds teams.

You don't get to lead without pain. But you do get to choose the type of pain and who you become through it.

2025 IHSAA SPRING STATE TOURNAMENT CHAMPIONS



GIRLS	BOYS
4A Kimberly Bulldogs	Kimberly Bulldogs
3A Ambrose Archers	Declo Hornets

GIRLS	BOYS
6A Mountain View Mavericks	Mountain View Mavericks
5A Moscow Bears	Bishop Kelly Knights
4A Kimberly Bulldogs	Sugar-Salem Diggers
3A Firth Cougars	Nampa Christian Trojans
2A Logos Knights	Logos Knights



6A Owyhee Storm
5A Bishop Kelly Knights
4A Cole Valley Christian Chargers
3A Nampa Christian Trojans
2A Potlatch Loggers

GIRLS	BOYS
6A Eagle Mustangs	Timberline Wolves
5A Bishop Kelly Knights	Bishop Kelly Knights
4A Fruitland Grizzlies	Weiser Wolverines



6A Middleton Vikings
5A Bonneville Bees
4A Sugar-Salem Diggers
3A Malad Dragons
2A Kendrick Tigers





PHOTOGRAPH BY K.M. KLEMENCIC

Recruiting, Retaining, and Supporting Women Coaches and Coaches of Girls—10 Tips

Getting more women into coaching and supporting coaches of girls, of any gender, is a key way to get girls in the game. Did you know that only a quarter of youth sports coaches in the United States are women? Women are terrific, skilled, impactful coaches and more and more women want to coach and can. Follow these tips to ensure women coaches and the coaches of girls have what they need to create a positive youth sports culture for girls and all kids.

1 Women Coaches as Role Models

■ Include images of women in coaching roles in all program materials (flyers, job notices, and outreach). Use imagery that conveys messages that women are very much encouraged to apply, integral to the program, welcome, and should seek out coaching positions.

■ **Girls and underrepresented youth seeing individuals in and around the game who are like themselves is powerful and relatable.**

In fact, 77% of women leaders report a lack of exposure to women coaches which limits girls' sports participation. We can change that!

2 Actively Recruit Women as Coaches

■ Personally ask women in your community networks to coach. Reach out to parents/carergivers, women volunteer groups and organizations, or local colleges. If they have never coached before or are hesitant, have them start out as assistant coaches or trainees.

■ Start early! **Encourage middle and high school girls to coach.** Reach out to athletic directors

at local schools and park sports coordinators to promote coaching as an opportunity for girl and young women players, plus officiation.

3 Promote Women Into Youth Sports Leadership

■ **Support and grow women in youth sports leadership.** Just as girls appreciate seeing a women coach role model in order to get into the game, women coaches and others appreciate women youth sports leaders and such leadership can be encouraging to women to apply to coach and join staff. Women are terrific leaders, to all!

4 Tailor and Support Training for Women Coaches

■ Learn the training needs of women coaches and offer support. Some women are new to coaching and some have been coaching and playing sports for decades. A novice women's coaching clinic can be helpful or a "next level / deeper dive" clinic for experienced coaches. **Offer options for women to orga-nize and lead training.** Invest in women's coach training (e.g., licenses, courses, as needed).

5 Offer Allies and Networks

■ Provide allies. **Allyship, respect, and encouragement from various coaches, men, and others can aid in supporting women in their roles.** Sometimes a woman coach may be the only one or one of few in her league or division. Support her! Men in assistant coach or co-coaching roles can be supportive, helpful, and collaborative.

■ Build women's coach networks. Create or support connections among women coaches (if desired) from smaller peer groups to events and more (e.g., Global Community for Women in High School Sports, WeCOACH).

6 Support Women Coaches

■ **Check in regularly, to see how it's going.** Ask if any tweaks are needed (e.g., more training, more support such as a co-coach or assistant coach, additional equipment, scheduled space, facilities access, and information).

■ Consider family and other caretaking obligations. Recognize the many roles women

play and consider ways to help (e.g., provide programming for women coaches' children to free her up to coach).

7 Invite Women Coaches Back

■ Ensure effective women coaches are invited back each season. Be proactive and stay in touch with women coaches; **ask them to keep coaching!**

8 Have Women Coach Boys' Teams

■ To create gender equity, we need boys and young men to see women in coaching and sports leadership positions. **Women are great coaches to girls, boys, women, men, and all!** Think expansively about women coaches, their teams, and roles.

9 Celebrate Women Coaches

■ Featuring women coaches in youth sports programs for various successes is key (e.g., a great season, championship, high player retention, top marks in player surveys—not necessarily about winning). Consider a women coach of the season or year award to celebrate and affirm

women coaching. **Applaud her!**

10 Learn From and Be Inspired By Great Women Coaches

■ Increasingly women are coaching at the highest levels of sport from college to the professional leagues. Get to know the many excellent women coaches, learn from their examples, **champion their success, and share models with players.**



**Women
lead.
Women
inspire.**



"Where to Start"

10 things to start thinking about for next year

An Athletic Director's job can be overwhelming.
Starting something new can be daunting.

Here are 10 examples of things (PICK ONE) an AD can start in 2025-2026...

Create Athletic Department "Awards"

Give out monthly awards from the Athletic Department. These do not have to come with anything other than a social media shout-out and a congratulations. You can video interview the winners or post a picture of them. Great way to highlight the good things happening! Here are some examples:

- Student-Athlete (Male & Female)
- Positive Athlete (Male & Female)
- Multi-Sport Athlete (Male & Female)
- Booster Club of Month
- Assistant Coach of Month

Have a Student-Athlete Council

Choose two student-athletes from each team with the help of the Head Coach to form a Student Athletic Council. This group will meet 2-3 times per year with the Athletic Director and discuss overall athletic department issues. This shows care, compassion, and student involvement. Take this group to the Elementary Schools and read to the students on Read Across America day in March. You will get some great ideas from the student-athletes when you involve them and ask questions!

Make a "Review" Schedule

It's very important you take time to reflect, evaluate, and review all the aspects of the program. Some of the things that are not specifically supervised by a head coach can slip through the cracks. Divide up the following and get it done at some point in the year:

- Title IX Compliance Review
- Strength & Conditioning Program Review
- Safety Review
- Emergency Action Plans
- Athletic Training Program Review
- Financial Review

Make a REAL post-season survey

There are basic principles to a great athletic department. It is important you constantly cultivate these principles:

- Continuity in Coaching
- Work with levels above and below
- Promote Programs
- Communication
- Participation
- Production

Track Participation Data

You should have all information on participation for the year by April or May. Get information from middle schools and high schools. Put it in a chart so you can see the gaps in various grades and gender. Compare the participation data to the data from previous years as well. Shining a light on the feeder groups and lower number areas will inherently make everyone pay more attention to participation.

2025 Spring Academic State Champions



The Idaho High School Activities Association is pleased to announce the 2025 Spring Sports Academic State Champions sponsored by First Federal Bank. This award is presented to the varsity team in each classification that achieves the highest cumulative grade point average. The IHSAA congratulates these student-athletes for their outstanding academic achievement and commitment to excellence through athletics and activities.

GIRLS TRACK

6A	Mountain View	3.937
5A	Pocatello	3.880
4A	Marsh Valley	3.930

BOYS TRACK

6A	Highland	3.858
5A	Century	3.730
4A	Sugar-Salem	3.771

COMBINED TRACK

3A	Nampa Christian	3.705
2A	Rockland	3.707

BASEBALL

6A	Canyon Ridge	3.689
5A	Blackfoot	3.660
4A	Sugar-Salem	3.663
3A	Nampa Christian	3.654
2A	North Star Charter	3.543

SOFTBALL

6A	Capital	3.739
5A	Century	3.850
4A	Kimberly	3.777
3A	North Fremont	3.837
2A	Genesee	3.797

GIRLS TENNIS

6A	Highland	3.983
5A	Skyline	3.954
4A	Weiser	3.897

BOYS TENNIS

6A	Meridian	3.940
5A	Century	3.942
4A	Fruitland	3.759

GIRLS GOLF

4A	Weiser	3.896
3A	Grace Lutheran	3.935

BOYS GOLF

4A	Homedale	3.692
3A	Cascade	3.936

List Accomplishments

While this may seem really trivial and simple, it is something I have found many ADs do not do well. Keep a running list, update it at each season, and ask the coaches to add to the list. It may seem like this is not the most important thing as you will be extremely busy, but when you need to promote your Athletic Department and each sport, this list is it! It is easy to forget some of the great things each sport is doing (on and off the field). You must find ways to write the positive narrative about your Athletic Department and each sport this year! Here are some things to include:

- On-Field Accomplishments (Team & Individual)
- Community work done by team
- College Scholarships

Have a detailed Procedure Manual

Create an Athletic Department manual that has as much detail as possible. Make it user-friendly and something that coaches can use as a resources to find answers. You may can use a google sheet that can be a "hub" with links to frequently asked questions. You need plans for Physicals, athletic forms, eligibility, calendars, shared folders, bus requests, officials, gatekeepers, admin coverage, security, injury protocol, maintenance requests, facility usage, inclement weather, emergency action plans, rescheduling, technology, signings, banquets, senior nights, lettering, awards/honors, depositing money, paying bills, purchase orders, booster clubs, summer camps, and more! Also include lists of all Coaching Assignments with names and contact info that other coaches can reach them, social media accounts for teams, and an annual Athletic Department Calendar. The more things you can answer for coaches in your manual the easier it will be to do the rest of this list.

Have a plan to show "thanks"

I believe that EVERY Athletic Director is grateful for the people that help the athletic department. The best Athletic Directors have a plan to show their appreciation for all the people that make these seasons possible. A lot of good things happen when you just take time to write thank you notes or get them a small gift....they will want to continue helping in the future! Use a calendar, reminders, etc. to make sure you do something to show appreciation to all of the following (and more):

- Maintenance & Custodians
- Transportation
- Coaches at all levels
- Parent Volunteers
- Administration

Begin a Community Council

Choose at least one person from each sport that is a booster club leader or community leader to represent their sport in the Community Council. This group can meet twice a year to help bridge the gaps that occur when there is not communication among the sports in the community and with parents/booster clubs. Have a clear agenda and get some input from all sports on decisions. Involvement will help with the relationships. Relationship building leads to trust. Trust leads to success.

Have an AD "Message of the Month"

"Divide up the "reminders" you need to tell coaches and have 1 focus each month. Send an email with links, procedures, etc. for 1 thing each month that can help keep something on the coach's mind that can slip away if not checked. Make a calendar and have a "message" for each month. Send it out at the beginning of the month. Here are some examples of messages you can use:

- Where do I find....
- Facility Usage policies and procedures
- Supervision guidelines
- Hiring personnel procedures
- AED locations
- Purchasing policies and procedures
- Tips on branding your program
- Emergency Action Plans

2024-2025 IHSAA Schools of Excellence



The Idaho High School Activities Association is pleased to continue the "Schools of Excellence" Initiative, sponsored by First Federal Bank. Schools earn points based on their varsity teams' achievements in the classroom, at the competitive venue, and in the area of citizenship/sportsmanship.

Participation is voluntary, and the school in each classification with the best overall program is honored with a special award at the end of the year.

Awards will be presented at the IHSAA Annual Meeting August 6, 2025

6A

School of Excellence
Rocky Mountain

Exemplary Achievement
Mountain View
Eagle

5A

School of Excellence
Twin Falls

Exemplary Achievement
Bishop Kelly
Century

4A

School of Excellence
Kimberly

Exemplary Achievement
Sugar-Salem
Snake River

3A

School of Excellence
Malad

Exemplary Achievement
Declo
Ririe

2A

School of Excellence
Grace

Exemplary Achievement
Oakley
Potlatch

1A

School of Excellence
Rockland

Exemplary Achievement
Genesee
Carey

**FOR A COMPLETE LIST OF SCHOOLS OF
EXCELLENCE STANDINGS**

CLICK HERE

IHSAA Announces 25-26 Student Advisory Council



WHAT IS SAC

The SAC is a diverse group of high school students in Idaho who represent the student voice of high school sports and activities to the Idaho High School Activities Association.



OUR MISSION

The mission of the SAC is to connect Idaho schools with the IHSAA through promoting our ideals of sportsmanship, achievement and character.



WHAT IS IHSAA

A non-profit devoted to coordinating, supervising and directing Interscholastic activities which enhance and protect the educational process of all students.



25-26 SAC

District I

- * Malia Miller - JR Timberlake HS

District II

- * Trinity Bonebrake - SR Lewiston HS
- * Hali Anderson - SR Kendrick HS
- * Nathan Tweit - SR Kendrick HS
- * Chloe Grieser - SR Genesee HS
- * Kairys Grant - SR Nezperce HS
- Blake Clark - JR Deary HS
- Allie Vincent - JR Deary HS

District III

- * Dylan O'Brien - SR Nampa Christian HS
- * Kaitlyn McGee - SR Ridgevue HS
- * Beckham Basham - SR Centennial HS
- * Samantha Parsons - SR Payette HS
- * Beatrice Grant - SR Bishop Kelly HS
- Emerson Shirley - Sr Boise HS

District IV

- * Zeidy Reynaga - SR Glenss Ferry HS
- * Kierra Thompson - SR Buhl HS
- Baily Dumas - JR Wendell HS
- Natalie Hernandez - JR Glenss Ferry HS
- Kambree Stimpson - JR Hansen HS
- Sariah Welch - JR Kimberly HS
- Mckenzie Hennerfer - JR Carey HS

District V

- * Kimberli Jensen - SR North Gem HS
- * Bibinee Knapp - SR Preston HS
- Drake Morrison - JR Malad HS

District VI

- Sarah Miller - JR Sugar-Salem HS
- Taylor Neppi - JR South Fremont HS

- * Two-year member



THANK YOU!

24-25 SAC GRADUATES

District I

- Luke Neary - Lake City HS
- Sydney Hinthorn - Bonners Ferry HS

District II

- Kelsee Hunt - Kamiah HS
- Owen Tiegs - Moscow HS
- Makayla Herman - Genesee HS

District III

- Carlos Valdez - Bishop Kelly HS
- Johanna Serrato - Caldwell HS
- Hunter Hastie - Cambridge HS
- Alison Turoke - Boise HS

District IV

- Nayeli Juarez - Wendell HS
- Brooklyn DeVries - Hagerman HS
- Thomas Harper - Raft River HS
- Madison Spriggs - Glenss Ferry HS
- Joshua Hardy - Valley HS

District V

- Lydia Howell - Marsh Valley HS
- Hayven Holyoak - Preston HS

District VI

- Bryce Johnson - South Fremont HS
- Hayley Little - Teton HS

The National Federation of State High School Associations (NFHS) serves as the national leader for high school athletics and the performing arts to each of its 51 state associations. Within this charge, the NFHS is a strong advocate for the 19,500 high schools and 12 million+ young adults on multiple issues that impact high schools student-athletes, artists, debaters, and leaders. In the 100+ years of their existence the NFHS only consulted adults in their decision-making and program development. That changed in January 2024 when they launched the first ever National Student Advisory Council, or NSAC. Nayeli Monjaras-Juarez was invited as 1 of 16 high school student leaders from across the nation to represent the NFHS' Section 8.

Nayeli's passion for using her voice to promote positive, necessary change has been key in advising the development of a new on-line course for coaches and advisors on recognizing and fostering mental and emotional wellness for high school students.

Throughout her time on the NSAC, Nayeli brought a balance of sensitivity and fire to her role as an advocate for her fellow high school students. She listens with intent to understand, and she takes multiple perspectives into consideration when making recommendations for change.

THANK YOU NAYELI





“Most people think leadership is about being in charge. Most people think leadership is about having all the answers and being the most intelligent person or the most qualified person in the room. The irony is that it is the complete opposite. Leadership is about empowering others to achieve things they did not think possible. Leadership is about pointing in the direction, articulating a vision of the world that does not yet exist. Then asking help from others to insure that vision happens.”

~ SIMON SINEK

HOW TO AVOID BURNOUT

GET THE 7 TYPES OF REST (BACKED BY SCIENCE)

Physical Rest

First and obvious type of rest – just let your body relax for a bit and **let go of all the tension.**

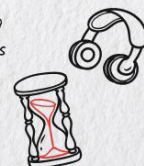
- Get restful sleep (7+ hours at night) or nap for half an hour during the day
- Get a massage or run a relaxing hot bubble bath
- Practice breathing exercises and muscle relaxation techniques
- Leisurely stroll in nature



Mental Rest

Feeling like you have too many thoughts and things to remember means **it's time to clear your brain.**

- Devote 5-10 minutes to journaling
- Listen to relaxing music or sounds
- Put devices away and disconnect
- Practice mindfulness and being in the present
- Learn healthy coping skills



Sensory Rest

This is about giving our brains a break from **constant screen time.**

- Minimize device use before bedtime
- Create moments of silence and calm
- Close your eyes for a minute
- Listen to ASMR



Social Rest

Everyone needs to recharge their **social battery** once in a while.

- Identify your social needs
- Go for lunch with a friend
- Set boundaries with people who tend to drain you



Spiritual Rest

It's about contributing to something that is **bigger than yourself.**

- Meditate
- Practice your religion or belief
- Devote some time to volunteer
- Reflect on what gives you meaning



Emotional Rest

It's time to deal with all the emotional load you've taken and **process and express your emotions.**

- Build up emotional awareness
- Speak to the therapist
- Acknowledge your feelings and share them with others
- Identify your emotions
- Practice expressing emotions in a safe and healthy way



Creative Rest

This is where you give yourself time to recharge and **get inspired** to awaken your creativity.

- Visit a museum or exhibition, go to the theatre or concert
- Paint or decorate your space
- Dance and listen to music
- Try writing exercises such as morning pages
- Read a book or watch a movie



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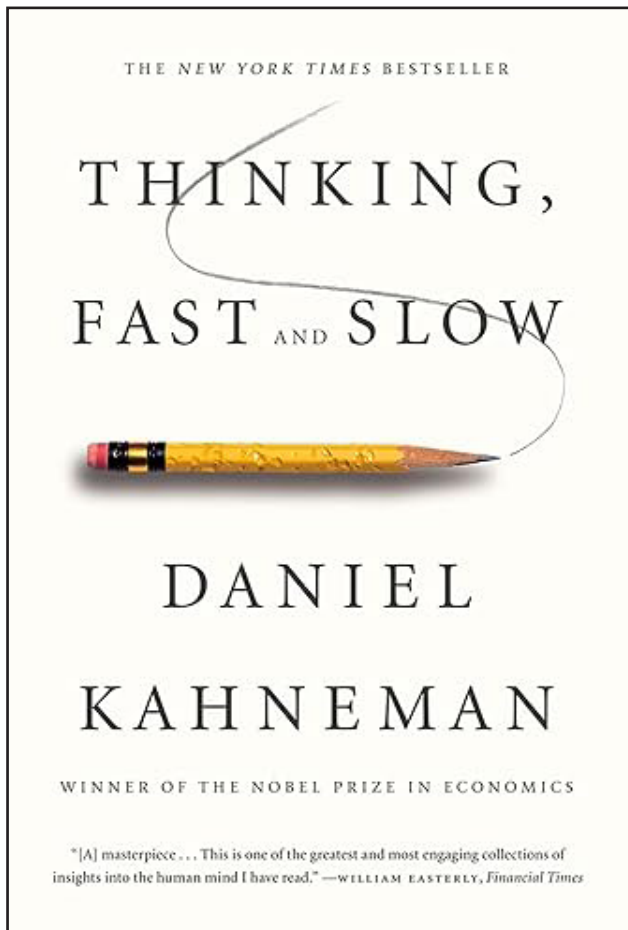
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Book of the Month Leadership in Coaching Visual Memo

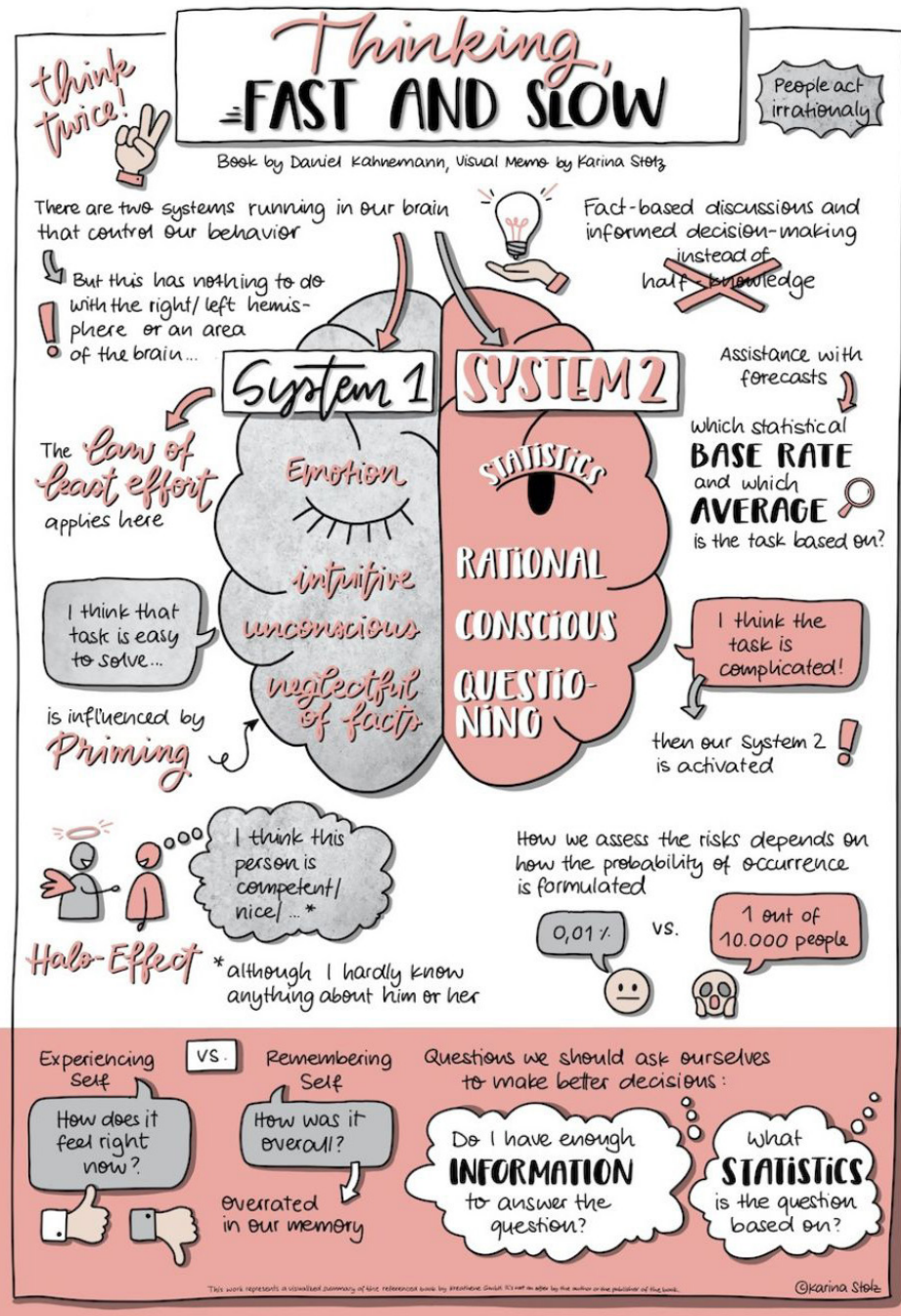


In his mega bestseller, *Thinking, Fast and Slow*, Daniel Kahneman, world-famous psychologist and winner of the Nobel Prize in Economics, takes us on a groundbreaking tour of the mind and explains the two systems that drive the way we think.

System 1 is fast, intuitive, and emotional;
System 2 is slower, more deliberative, and more logical.

The impact of overconfidence on corporate strategies, the difficulties of predicting what will make us happy in the future, the profound effect of cognitive biases on everything from playing the stock market to planning our next vacation each of these can be understood only by knowing how the two systems shape our judgments and decisions.

Engaging the reader in a lively conversation about how we think, Kahneman reveals where we can and cannot trust our intuitions and how we can tap into the benefits of slow thinking. He offers practical and enlightening insights into how choices are made in both our business and our personal lives and how we can use different techniques to guard against the mental glitches that often get us into trouble. Topping bestseller lists for almost ten years, *Thinking, Fast and Slow* is a contemporary classic, an essential book that has changed the lives of millions of readers.



“We assume that the more arguments we give, the better our case. In reality, our weakest arguments dilute the strongest. Generally, you’ll only be as convincing as your worst point, so instead of making as many arguments as you can, make only the best.”