

BEING HUMAN

The infinite potential of how we work, lead, and live.



beyond success



Hi, I'm grateful you're here!

BY MIRJANA BOZNOVSKA

Let's revisit why this space exists. Being Human isn't about adding more to your to-do list. It's about understanding what's driving you beneath it. Your conscious mind learns something new every day. But your subconscious (shaped long before you were seven) runs most of the show. Over 90% of your daily actions are driven by habits, emotional patterns, and beliefs beneath that awareness. And the same is true for everyone you work with.

That's why knowing better isn't enough. Skills aren't enough.

*Leadership—of yourself or others—requires awareness in action. Most people move through their days reacting. Fighting overwhelm. Arguing with their inner critic. But the real shift doesn't happen in your calendar. It happens in your attention. This edition is practical. You'll learn how to carry pressure differently, respond to overwhelm with clarity, and retrain your brain to work with you instead of against you. **Because who you become isn't shaped by what you know. It's shaped by what you repeatedly choose to notice.***

IN THIS EDITION

When Your Brain Has Too Many Tabs Open

Hidden Driver of Burnout

You Repeat What You Notice

Inner Critic Tool

Gratitude Retrains

Real Work Examples Human Reset

WHEN YOUR BRAIN HAS TOO MANY TABS OPEN

If you've been feeling overwhelmed lately, you might have quietly told yourself:

"I should be able to handle this."

"Why can't I keep up?"

"Everyone else seems fine."

Overwhelm can feel like failure. It isn't.

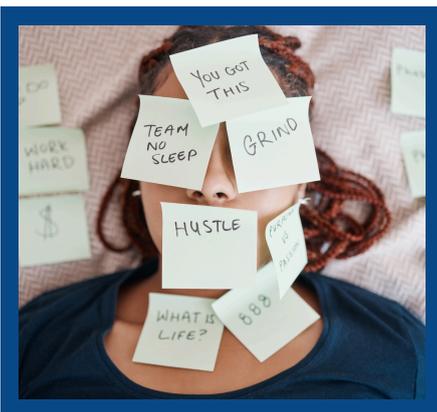
It's your brain trying to hold too many open loops at once.

Decisions, expectations... all competing for attention.



When everything feels urgent, your nervous system shifts into alarm mode. Clarity drops. You stop prioritising and start reacting. And reacting all day is exhausting. Overwhelm isn't weakness. It's cognitive overload.

Here's the shift.



Instead of saying, "I'm overwhelmed"

Try saying,

"I need to decide what matters most—and go slow."

That sentence changes the signal you send your brain. "I'm overwhelmed" tells it there's danger everywhere. "I need to decide what matters most" gives it direction.

The Hidden Driver of Burnout: Perfectionism

Now here's what often sits underneath overwhelm—especially at work. Not workload. Pressure to get it right. There's a difference between high standards and fear of getting it wrong. High standards energise. Fear exhausts.

In work settings it can sound like:

"I should have done that better."

"They're probably judging this."

"I can't drop the ball."

When every mistake feels like a threat to your credibility, your nervous system never fully switches off. That's where burnout begins. Not because you're incapable. But because you've been running on fear. Research consistently shows that it's not striving for excellence that predicts burnout.

It's perfectionistic concern—constant self-doubt, fear of mistakes, and never feeling "enough." Ambiguity feeds self-doubt. And self-doubt keeps the alarm system humming.

High standards don't burn people out. Fear does.

Perfectionistic concerns are linked to:

A large meta-analysis (43 studies, nearly 10,000 people) found that perfectionistic concerns, not striving strongly predict burnout in work settings.

Why work specifically?

Because work often lacks:

- clear validation
- consistent feedback
- emotional support



TRAIN YOUR BRAIN BY WHAT YOU NOTICE

Here's something powerful. Your brain isn't just reacting to your life. It's training itself on what you repeatedly notice. Focus on problems, and your brain becomes efficient at detecting problems.

Focus on what's stable, supportive, or meaningful and your brain strengthens those neural pathways instead. Attention is instruction. Happiness isn't found. It's trained.

In one long-term psychology study....



...participants were asked to write down three specific things they were grateful for each day. Nothing dramatic. Just small, real moments. Within weeks their brains began scanning automatically for supportive cues instead of threats. Nothing about their job changed. But how their brain interpreted their job did. Gratitude isn't forced positivity. It's neural training.

REAL WORK EXAMPLES

Same situation. Different trained brain.



A deadline shifts unexpectedly.

Brain A: "This always happens. I can't keep up." Stress spikes. Blame rises. Thinking narrows.

Brain B: "Okay. What matters most right now?" Clarity returns. Energy steadies. Action begins.

A presentation doesn't land perfectly.

Brain A: "I messed that up. They think I'm not capable." Rumination. Withdrawal. Self-criticism.

Brain B: "That wasn't perfect. What can I refine next time?" Learning. Adaptation. Growth.



Nothing outside changed. The only difference? What the brain was trained to notice. When you repeatedly practice noticing what's steady, supportive, or meaningful, your nervous system spends less time in threat mode. And that changes everything.

TURN YOUR INNER CRITIC INTO YOUR ALLY



When you slow down and train your attention, you start to become more aware of your inner critic. Not because it's louder. Because you've stopped running on autopilot.

At work, it sounds like:

"You should be further ahead."

"That wasn't good enough."

"They're judging you."

"Don't mess this up."

This voice often drives overworking, perfectionism, and fear of feedback. But here's the shift: **Your inner critic isn't your enemy. It's a protection strategy.** It learned early that criticism might keep you safe from failure, rejection, or embarrassment.

The problem? Criticism keeps your nervous system in threat mode. And you cannot lead well from survival. Creativity drops. Confidence shrinks. Collaboration stalls. You focused on managing perception instead of **being** your true self.



THE INNER CRITIC TOOL

When the voice gets loud before a meeting, deadline, or decision:

- **Notice it.**

"That's the critical voice."

- **Name it.**

"This is fear talking."

- **Thank it.**

"I know you're trying to protect me."

- **Challenge it.**

"Is this fully true?"

- **Offer yourself compassion.**

"I can grow without being perfect."

Compassion regulates better than criticism ever will.

THE HIGHEST FORM OF INTELLIGENCE ISN'T SPEED OR MEMORY. IT'S SELF-AWARENESS UNDER PRESSURE.

When you observe your thoughts instead of becoming them, your brain activates regulation networks. Naming the emotion reduces fear. Reflection increases resilience and flexibility. Awareness creates choice. And choice improves outcomes.

How Gratitude Fits

The inner critic scans for threat. Gratitude trains your brain to scan for support. Each day notice:

- one small win
- one steady moment
- one thing that helped

The nervous system settles. Perspective widens. Options become visible.

You don't silence the voice. You retrain it. And that's when it becomes your greatest ally.

GRATITUDE

7 PRACTICAL WAYS TO RETRAIN YOUR BRAIN AT WORK



Gratitude doesn't remove pressure. It changes how your nervous system carries it. Gratitude strengthens focus, emotional regulation, and decision-making under pressure.

TRY THESE!

WHEN THE DAY FEELS MESSY

Prompt: Name one thing that stayed stable today.

AFTER A STRESSFUL INTERACTION

Prompt: What helped me get through that?

WHEN PRESSURE NARROWS VIEW

Prompt: List two things that exist outside this problem.

WHEN EVERYTHING FEELS URGENT

Prompt: What is the single most important next step?

WHEN YOU'RE CAUGHT IN FEAR

Prompt: What didn't escalate the way I expected?

WHEN YOU FEEL STUCK

Prompt: Another way to see this might be...

BEFORE BED WRITE

- What truly mattered
- Where I stayed steady
- One aligned decision





A 60 Sec Human Reset: Team Gratitude Board

At the end of each day, name ONE thing you're grateful for:

*a small win
a challenge handled well
a person who made a difference*

*Make it visible.
Make it simple.
Make it consistent.*

This isn't about forced positivity. It's about training your team's attention.

When teams regularly name what's working:

- *perspective expands*
- *stress recovers faster*
- *effort feels recognised*
- *strengths get repeated*

What a team repeatedly notices, it strengthens. And over time, that's what shifts culture.

Real-Work Examples

Deadlines—Urgency → Clarity

Old Pattern: Everything feels urgent. You react instead of prioritising. Pressure builds.

Human Reset: **Pause. Name. Choose.**

"What is the single most important next step?"

By slowing the moment down, urgency becomes sequence. Focus returns. Energy stabilises.

Feedback—Identity → Growth

Old Pattern: One comment becomes a story: "I'm not good at this." Confidence drops. Confidence drops.

Human Reset: **Separate. Ask. Refine.**

"What specifically can I improve here?"

When feedback becomes information instead of identity, growth replaces defensiveness. Performance strengthens.

Meetings—Comparison → Contribution

Old Pattern: You measure yourself against others and stay quiet. Silence gets mistaken for lack of value.

Human Reset: **Notice. Ground. Add.**

"What perspective haven't we considered?"

By choosing contribution over comparison, influence grows and confidence builds through action.

Perfectionism—Fear → Progress

Old Pattern: You keep reworking the same task. "It has to be flawless." Momentum stalls.

Human Reset: **Question. Decide. Move.**

"Is this excellence or fear of failure or being judged?"

By moving forward before it feels perfect, standards remain high without draining your energy.

Setback—Catastrophe → Context

Old Pattern: A result misses the mark. Your mind predicts long-term damage. Rumination begins.

Human Reset: **Reframe. Broaden. Learn.**

"What didn't escalate the way I expected?"

By widening perspective, recovery accelerates. Resilience strengthens. Confidence steadies.



BEING HUMAN

a People-First invitation

Overwhelm is a signal—not a verdict.
Perfectionism is protection—not identity.
Attention is training—it shapes your direction.

Your brain is more adaptable than you realise.
Awareness is your greatest intelligence.

When you change how your nervous system carries pressure, you change how you lead under it. And when enough people choose regulation over reaction, culture shifts.

Gratitude strengthens that shift.
It trains your attention toward what's steady, capable, and already working. And over time, what you repeatedly notice becomes who you are.



“The future belongs to those who train attention before ambition. Until next time, let your humanity lead.”

— MIRJANA