Stop Trying to Outwork AI — Focus on These Soft Skills That Make You Irreplaceable



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I’m going to address the elephant in the room: AI is already reshaping how we work, and, yes, it will replace a ton of jobs.

Before you throw in the towel or keep trying to do things the same old way, hear me out. The real opportunity here isn’t about out-coding or outworking AI. We must “out-human” it. Artificial intelligence can excel at crunching data or automating repetitive tasks faster than we ever could, but it falls short on the distinctly human abilities that drive meaningful personal connections and experiences.

If you’re just starting your business, you need to focus on

skills that separate you from the machine by making soft skills and your people your top priority. There are a few that hold more value than others, so let’s dissect this.

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Clear communication trumps complex tech

Communication is the first soft skill you should master. People need to understand your vision, your product or your service without needing a decoder and it’s your responsibility to articulate those things effectively.

When you communicate effectively, you’re essentially telling a compelling story that motivates people to follow you, invest in you or buy from you. AI can process language, sure, but it can’t inject the raw humanity that resonates with others on a personal level.

If you can learn how to craft a clear, engaging narrative, that skill will outlast any AI shift in the market. It’s one of the few forms of “future-proofing” your career or your startup.

Emotional intelligence is a superpower

The world is changing by the minute. Genuineness and understanding where people are coming from are becoming more crucial elements of good leadership. It’s generally called emotional intelligence, but it really just boils down to knowing yourself and treating people appropriately.

As AI takes over more of the busywork and analysis work, those core human skills — empathy, common sense, interpersonal

relationships — are what's going to make the difference between leaders who succeed and those who don't.

AI might be able to detect sentiment in data or replicate certain patterns of empathy through text, but it doesn't actually feel what people are going through. It doesn't genuinely care.

You, on the other hand, can pick up on subtle nuances — a slight quiver in a teammate's voice or the hesitancy in a client's email that signals something's off. Emotional intelligence helps you handle real human problems in ways that are difficult to replace.

When your team trusts that you're genuinely tuned into them, they'll rally behind you, perform better and take more pride in their work. That human touch is what wins brand loyalty and, ultimately, business growth.

Related: I Wish I Knew These 5 Things Before I Built My Startup

AI can scale tasks, but humans scale trust

AI can scale a lot of things, such as analytics, content generation and even customer service chatbots. But if you want to scale a business in its higher form — meaning you want loyal clients, passionate employees and a brand that outlasts trends — you'll need to invest in your "human" skill set. These are skills like negotiation, relationship-building, conflict resolution and creative thinking.

Negotiation isn't telling ChatGPT to write a script for a meeting and following it word for word. Read the room, know when to push, and when to step back. It's about sensing the emotional temperature of the person across the table and responding in real time with a blend of logic and empathy. You

don’t get that from an algorithm. It’s the same with relationship-building. Automated email sequences can help you follow up with leads, but forging a genuine connection with people requires the warmth of a human touch.

Intentional leadership vs. performative hustle

A lot of new entrepreneurs brag about being busy and working all the time. They wake up very early in the morning, work until midnight, grind on the weekends, and believe that’s what success is all about. But the truth is, it’s easy to get caught up in performative hustle and overlook the real priorities. As you step into an AI-driven world, you won’t beat the machines by working 70-80 hours a week. They don’t get tired. They don’t get sick. They don’t need sleep. They can run numbers and do work all night and never complain.

Stop glorifying the endless grind and start focusing on vision and intentional leadership. Leading with intention means aligning your work with a deeper purpose. Make sure your goals, actions and values all connect in a way that resonates with your team and your customers. Performative hustle might grab attention for a moment, but substance wins in the long run. When your leadership style prioritizes relationships and real results, people notice — and that’s when everything changes.

Related: Are You a Leader Loyal to Your Values? Here’s How to Align Your Leadership Style With Your Values

Skate to where the puck is going

I’m in no way encouraging you to ignore or ditch AI altogether. Quite the opposite. I’ve embraced AI in every business I own. AI can handle the heavy lifting for mundane tasks and free you up to focus on the things that drive actual

business results. Learn to leverage AI for research, data analysis or administrative chores, and then zero in on forming connections, empathizing with customers and innovating more ways to solve real-world problems.

Teach your kids (and yourself) to communicate well, connect with others on a genuine level, and use AI to enhance your humanity. Memorizing random facts or burying yourself in busy work is becoming obsolete. The real power moves are in understanding context, reading emotional cues and making leadership decisions that machines simply can’t.

When Wayne Gretzky said, “Skate to where the puck is going,” he was talking about anticipation. That principle applies perfectly to the AI revolution. If you’re building a startup today, anticipate what the landscape will look like tomorrow. Let me give you a hint: It’s going to be filled with algorithms and automated tools doing the grunt work. The critical difference-maker will be your ability to deliver what a machine can’t.

Stop sugarcoating the shift that AI is causing. Accept it, adapt to it and move forward with a more strategic game plan so that your business can shine no matter what the future looks like.

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Warren Buffett’s Successor,

Greg Abel, Outlined Berkshire Hathaway’s Critical Values at the Company’s Annual Meeting. Here’s What You Missed.



Berkshire Hathaway’s annual meeting brings together tens of thousands of like-minded investors to Omaha, Nebraska. And this year, the company’s 60th, was particularly crowded (Buffett said the meeting had an all-time-high attendance of 19,700 people, up from 16,200 the year prior), as Berkshire Hathaway chairman and CEO Warren Buffett was set to give a five-hour talk.

Berkshire also reported its first-quarter earnings on Saturday, with operating earnings of $9.6 billion, a 14% decrease year-over-year. The decline was due to lower earnings in the company’s manufacturing, service, and retail

businesses. Berkshire is worth $1.11 trillion at the time of writing and is the eighth most valuable company in the world, behind Meta and ahead of Broadcom.

Here are five key takeaways from Berkshire Hathaway's annual shareholder meeting on Saturday.

Buffett is leaving as CEO, staying on as chairman

Buffett, 94, announced in the final five minutes of the meeting that "the time [had] arrived" for him to step down and his successor, Greg Abel, to take over the CEO role by the end of the year. Abel, 62, is currently the vice chairman of non-insurance operations and was appointed Buffett's successor in 2021.

The Berkshire Hathaway board voted unanimously on Sunday to make Abel president and CEO of Berkshire Hathaway effective Jan. 1, 2026, and keep Buffett as chairman. This means that Abel will move from overseeing Berkshire's non-insurance businesses to deciding where to invest the firm's cash. Buffett will keep his chairman role, but retire as CEO.

Related: 'The Time Has Arrived': Warren Buffett Announces He's Stepping Down as CEO of Berkshire Hathaway By the End of 2025

As a vote of confidence in Abel's leadership, Buffett said at the meeting that he had "no intention – zero – of selling one share of Berkshire Hathaway" because he thought "the prospects of Berkshire" would be "better under Greg's management" than his own.

Who Is Greg Abel?

Abel was born in Alberta, Canada, and graduated from the University of Alberta with a bachelor's degree in accounting

in 1984. He started his career as an accountant for PricewaterhouseCoopers and later joined the power company CalEnergy in 1992. He joined Berkshire in 1999 after the firm acquired MidAmerican Energy Holdings, an energy company where he was an executive.

Abel has been at Berkshire for more than 25 years and has been on the company's board since 2018. As vice chairman of non-insurance operations, Abel is in charge of areas like retail and utilities.

He was announced as Buffett's successor at a shareholder meeting in 2021. At this year's shareholder meeting, Abel said that he and Buffett "have strong dialogue every week" and that he thinks of Buffett "as a teacher."

Related: 'Father Time Always Wins': Warren Buffett, 94, Just Announced Major Changes to His Plan to Give Away His Money

Berkshire's cash pile is now at an all-time high

Berkshire Hathaway revealed in a statement on Saturday that its cash pile is now at a record-high $347.7 billion. A shareholder asked Buffett about the rationale behind Berkshire's decision to raise cash reserves.

Buffett disclosed that Berkshire had spent almost $10 billion on an investment "recently" but had decided against it. He shared that Berkshire looks for investments that offer "good value" and "where we don't worry about losing."

He also said that investment opportunities don't always arise in an "orderly" way.

"The one problem with the investment business is that things don't come along in an orderly fashion and they never will," Buffett said, adding later that Berkshire had "made a lot of

money by not wanting to be fully invested at all times.”

Abel said that Berkshire’s “significant” cash pile is “an enormous asset to have” and that the value behind using it would be to “deploy it well” when the time comes.

Berkshire’s critical values were outlined

Abel explained that Berkshire operated under a few critical values, the first being that its investments should bolster its reputation.

“That will always be a priority,” he said.

Abel also said that Berkshire has invested in a set of companies that yield substantial cash flows, like Apple, American Express, Coca-Cola, and Chevron. A value of the company is ensuring that those companies remain a strength going forward.

Related: Warren Buffett’s Company Is Worth $1 Trillion For the First Time — But He May Not Be Celebrating

Buffett defended his love of fast food

Buffett said that despite his well-known diet of fast food and soda, he has been able to eat and drink whatever he wants for 94 years.

“They predict all kinds of terrible things for me, but it hasn’t happened yet,” he said, joking that he was “carefully preserving” himself by never exercising.

Buffett has previously stated that he drinks five cans of Coke a day, eats at McDonald’s for breakfast, and regularly eats

ice cream and hot dogs.

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Small businesses spend between $10,000 and $49,000 per year on

technology, including software, according to a CompTIA survey. Too often, this spending is on an inefficient mix of services and platforms.

There’s a better option for businesses to invest in with a lifetime purchase: Sellful. Sellful is the AI-powered, one-stop shop for website building, CRM, marketing, invoicing, project management, and basically anything else you could need to run your business from a single software platform. And it’s currently discounted to $399, down from $1,497.

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Every Entrepreneur Pivots Their Business Eventually — But in the Age of AI, the Stakes Have Never Been Higher



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Pivoting can be the difference between a business's life and death. Those that didn't make it have sad epitaphs: Kodak: "Clung to film after digital photos became king." Blockbuster: "Ignored streaming while Netflix rewrote the script." Nokia: "Connected people, but lost out on smartphones."

Changing course mid-journey can be painful, but as the above examples show, the alternative is worse. Think of a ship whose captain sees a major storm brewing on the horizon. Sure, the route has already been carefully plotted. But to continue on without accounting for new conditions would obviously be foolish.

When to pivot and how are questions that every entrepreneur has to face. Here's how to do it.

Related: Pivoting My Startup Saved It From Failing — Here's How It Can Help Yours, Too

To pivot or not to pivot

Pivoting is sometimes necessary, but you also don't want to overdo it. A study from Duet Partners shows that startups that pivot once or twice have 3.6 times better user growth and are more than 50 percent less likely to scale prematurely than startups that either pivot not at all or more than two times.

This data shows that how you approach your pivot is crucial. As *Harvard Business Review* notes, the risks of getting it wrong can be substantial, including but not limited to wasting time and resources or sending your team in an unproductive direction.

Before making a pivot, ask yourself your reasons for doing it. Are you bending to outside pressure? Is there too much competition? Did a new opportunity arise?

These can be reasons to pivot, but not always. When Google stepped into the online forms ring, I was really concerned —

how could my then-fledgling company, Jotform, compete with one of the most powerful tech behemoths out there? I'd be lying if I said changing direction didn't cross my mind, and the idea of escaping to some uncharted territory where bigger, more formidable software companies had yet to tread was appealing.

But I stuck with it, and I am so glad I did. We not only survived Google's entry into the market, we flourished. That's because we do forms really well. When you find an idea that works, don't dump it out of fear. Assess what makes your product unique, execute it brilliantly and focus on the data — not the competition.

Follow the market

Pivoting is not the same thing as chasing an of-the-moment flight of fancy. There's an easy way to tell the difference, and that's by asking yourself if your switch-up is in the service of your customers or for your own ego.

A lot of entrepreneurs hope their product is going to disrupt an entire industry, *a la* Amazon or Google. I don't advise going down that road, but there is a sort of Goldilocks ratio when it comes to finding the right market. A small market means you don't have any big competitors, and your business can expand along with the market—as long as that actually happens. If a market is too small, you won't have any growth. In that case, you'll need to change your product—in other words, pivot—to serve a larger market.

To keep up with what customers want, act like an anthropologist. The pandemic saw plenty of examples of businesses that anticipated that people's needs would change and worked to engage with customers accordingly — examples include adding live-chat options to websites or including feedback forms at the ends of newsletters to effectively gather feedback. Figure out where the market is, what customers actually want, and go from there.

Related: If You Don’t Learn How to Pivot Your Business, You’ll Watch It Perish — Here’s What a Successful Pivot Looks Like.

Consider AI

The generative AI boom is well underway, and leaders need to think about how to integrate it into their services. But anyone who remembers the dawn of the dotcom era and its many busts (Pets.com is a perfect example) understands the importance of treading carefully.

In his new book, *Pivot or Die: How Leaders Thrive When Everything Changes*, author Gary Shapiro argues that leaders who fail to act on AI are at risk of near-instant obsolescence. And while genAI itself may be new, there are still lessons from history that can be carried forward. Shapiro suggests that companies use their core strengths as a starting point, and look for opportunities that can be executed in both the short-term and the long-term.

“I think this era in history will go down as never has there been such a radical transformation in technology and innovation and opportunity for people to do amazing things,” he says. “[Going forward] requires a lot of thought, input … figuring out where do we want to go? Where do we want to bet, and how much do we want to bet?”

There is no one-size-fits-all solution for determining when to pivot or in what direction. But as the world enters a new technological era, full of promise and peril, leaders should be thinking deeply about how well-suited they are to make bold moves and understand their reasons for doing so.

https://www.entrepreneur.com/growing-a-business/heres-what-every-entrepreneur-needs-to-know-about-pivoting/489412

Delegating Doesn’t Mean You Lose Control — It Means You Maximize Your Impact. Here’s How to Do It Effectively.



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Successful entrepreneurs often share similar qualities — they’re driven, resourceful and ready to wear multiple hats to turn their vision into a reality. In the early stages of building a business, being a jack-of-all-trades isn’t just an advantage; it’s a necessity.

Given the nature of the job, it can be challenging for entrepreneurs to learn how to delegate effectively as a

company grows — but it's one of the most important skills to master for scaling a business and sustaining long-term success. The ability to recognize when to seek help, which tasks to delegate and how to lean on the expertise of others is what separates thriving businesses from those stuck in survival mode.

For me, the delegation lesson came early on in my entrepreneurial journey when I found my startup at a critical crossroads. In the beginning, I was operating as a one-man show, offering my software for free while personally handling support inquiries from our 500 users when I wasn't at my full-time job. It quickly became clear that it wasn't sustainable to continue managing this on my own, and I was faced with the choice of either eliminating support completely or finding a way to share the workload.

I decided to hire my very first employee to manage the increasing volume of support requests so I could focus on further expanding our user base and building a sustainable business model. By delegating support, my business was able to scale significantly without sacrificing the high-quality customer service that continues to define our brand today.

Related: 5 Reasons Why Delegation is a Must for Entrepreneurs

Breaking the "it's easier to do it myself" mindset

If you don't learn to delegate, your business growth will always be limited by your own capacity and capabilities. Handling everything on your own may feel efficient in the moment, but in reality, it restricts your potential as a leader and as a business. You only know what you know, and there are only so many hours in the day. Imagine what you and your business could be capable of if you had the right support from the right experts.

A solo mentality often leads to burnout, missed opportunities and stagnation. Shifting toward a leadership mindset doesn't necessarily mean letting go of control – it's about maximizing your impact. By trusting and empowering others, you'll free up valuable time to focus on strategy, innovation and the big picture, ultimately driving greater success.

Start small and start now

If delegating isn't your strong suit, the most effective way to build the habit is to start small and start now. Pick a task from your list – no matter how small or important – and delegate it to someone else on your team. Then move on to the next task and the next. The more you delegate, the more you'll lighten your workload while building confidence in your team and their abilities. Over time, delegating will come more naturally, and you will encourage those around you to step up and excel.

Progress over perfection

In the beginning, tasks may not be done exactly as you would do them yourself – and that's okay. Focus on progress over perfection. Effective delegation will be a learning process for both you and your team, requiring some patience, communication and trust. Instead of micromanaging or taking tasks back at the first sign of imperfection, try to embrace these moments as teaching and growth opportunities.

Building a stronger, more capable team

Delegation is a powerful tool to help your team grow. By entrusting your team with meaningful tasks and encouraging problem-solving and accountability, you're creating a culture where employees can develop new skills and build confidence in

their abilities. When your team feels empowered to solve problems and make decisions, they are more likely to feel a sense of ownership and pride in their work. This sense of responsibility fuels engagement, motivation and investment in the success of the business.

Over time, delegation will only strengthen your team to become more self-sufficient and capable. As they take on more responsibility and grow in their roles, your business becomes more resilient with a stronger foundation. This growth enables you to scale your business efficiently without sacrificing the quality that is critical for long-term success.

Related: How to Delegate Effectively and Unlock Your Business's Full Potential

Practical steps to delegate effectively

1. **Choose what to delegate:** Reflect on your workload and identify the tasks that truly require your direct involvement and those that don't. Time to be honest about your strengths and weaknesses – does someone else on your team have the expertise to handle certain tasks more efficiently? Consider the time-consuming or repetitive tasks you could delegate to free up your time for higher-priority work.
2. **Pick the right person:** Be intentional about assigning the right tasks to the right individuals based on their skills and experience. Think about those who are capable, eager to learn and show the most growth potential.
3. **Set clear expectations:** Clearly define the scope of the task at hand, outlining key deadlines, objectives and your desired end result to set your team up for success. Provide any necessary resources or background context, and be available to answer questions or offer support

along the way.

4. **Support without controlling:** Trust is the key to effective delegation – which is why it can be such a tough skill to master. Resist the urge to micromanage or demand perfection. Give your employees room and autonomy to complete the task in their own way while you remain accessible for guidance and support if needed.
5. **Follow up and offer feedback:** Schedule deadlines or check-ins to review progress and provide constructive feedback. Prioritize recognizing successes as highly as addressing any challenges.

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The Secret is Out: This is How So Many Business Owners Keep Learning New Skills



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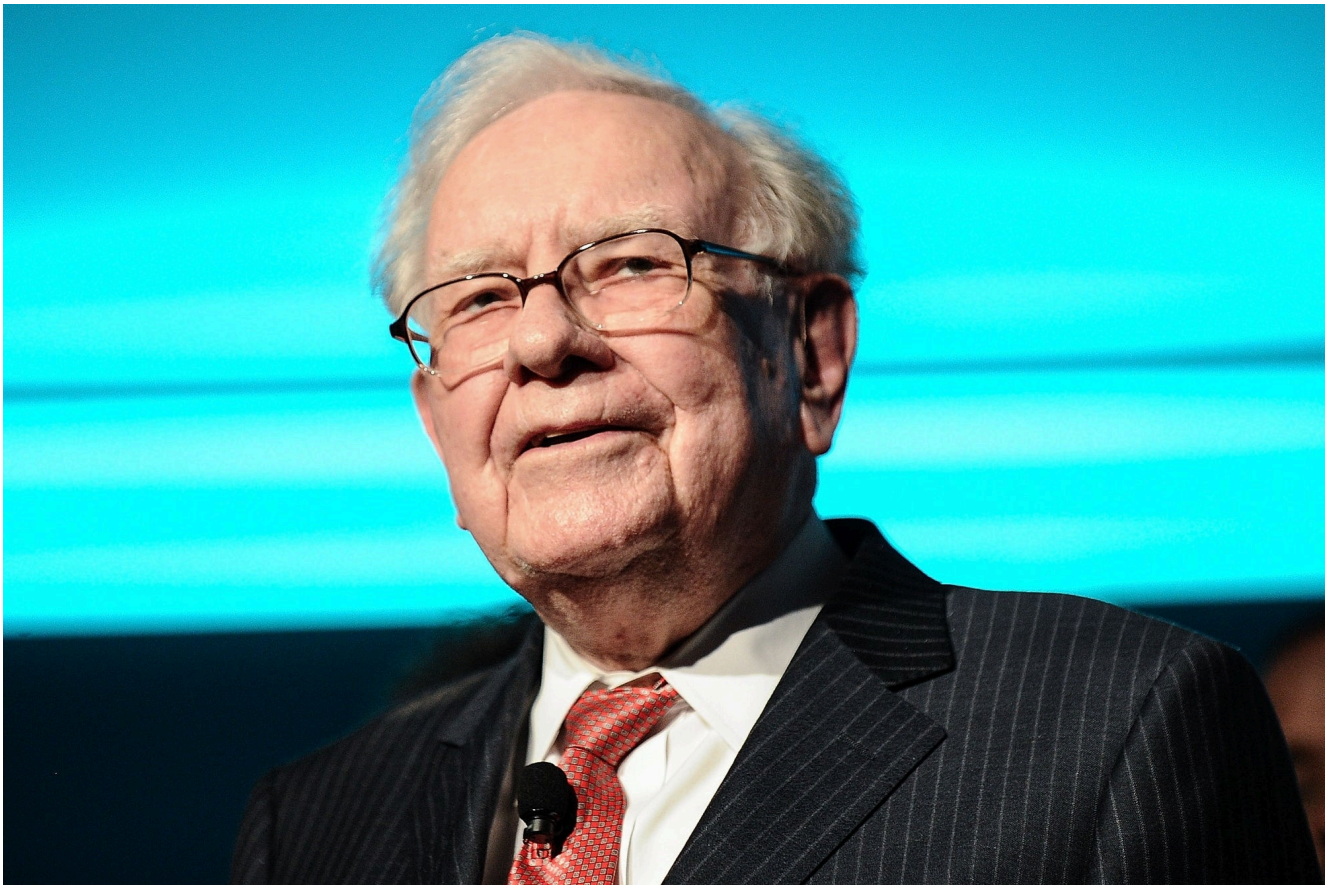
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‘The Time Has Arrived’: Warren Buffett Announces He’s Stepping Down as CEO of Berkshire Hathaway By the End of 2025



Warren Buffett has spent the last 60 years of his storied career at the helm of Berkshire Hathaway. On Saturday, he announced his tenure as CEO was coming to a close.

The 94-year-old investing legend made the announcement during the company’s annual shareholder meeting in Omaha, Nebraska. “The time has arrived,” Buffett said. He confirmed that Greg Abel, long seen as his likely successor, is expected to assume the role of CEO once he steps down.

“It feels like the right moment for Greg to take over leadership of the company at the end of this year,” Buffett said.

Related: ‘Keep Your Head When All About You Are Losing Theirs’: Here’s Warren Buffett’s Classic Advice As Stock Market Plunges on Tariff Announcement

Buffett revealed that aside from his children, the rest of Berkshire’s board—including Abel—had not been informed ahead of time. He admitted the announcement came as a surprise even to them. “Greg doesn’t know I’m saying this right now,” Buffett told the crowd.

While he will relinquish the top executive role, Buffett indicated he will still be available in an advisory capacity when needed.

Related: I Work With Warren Buffett. He’s Probably the Smartest Person in the World — Here’s the Best Advice He’s Given Me.

Buffett’s departure marks the end of a transformative era. Under his leadership, Berkshire Hathaway evolved from a struggling textile manufacturer into one of the largest and most diverse conglomerates in the United States. As of May 2025, the company has a market cap of nearly $1.2 trillion.

Buffett is personally worth nearly $170 billion, per Bloomberg, and is the largest shareholder of Berkshire Hathaway.

This is a breaking news story. Check back for updates.

https://www.entrepreneur.com/business-news/warren-buffett-is-retiring-as-ceo-of-berkshire-hathaway/491059

Successful Entrepreneurs Are Using This New Platform to Improve International Connections



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Expanding into new markets demands more than a great product or service. It requires clear communication with customers partners and employees around the globe.

Business owners often face tight schedules and limited budgets

when it comes to language training yet mastering a second or third language can unlock new revenue streams, streamline negotiations, and strengthen relationships with international clients.

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Learn 56 languages in one app

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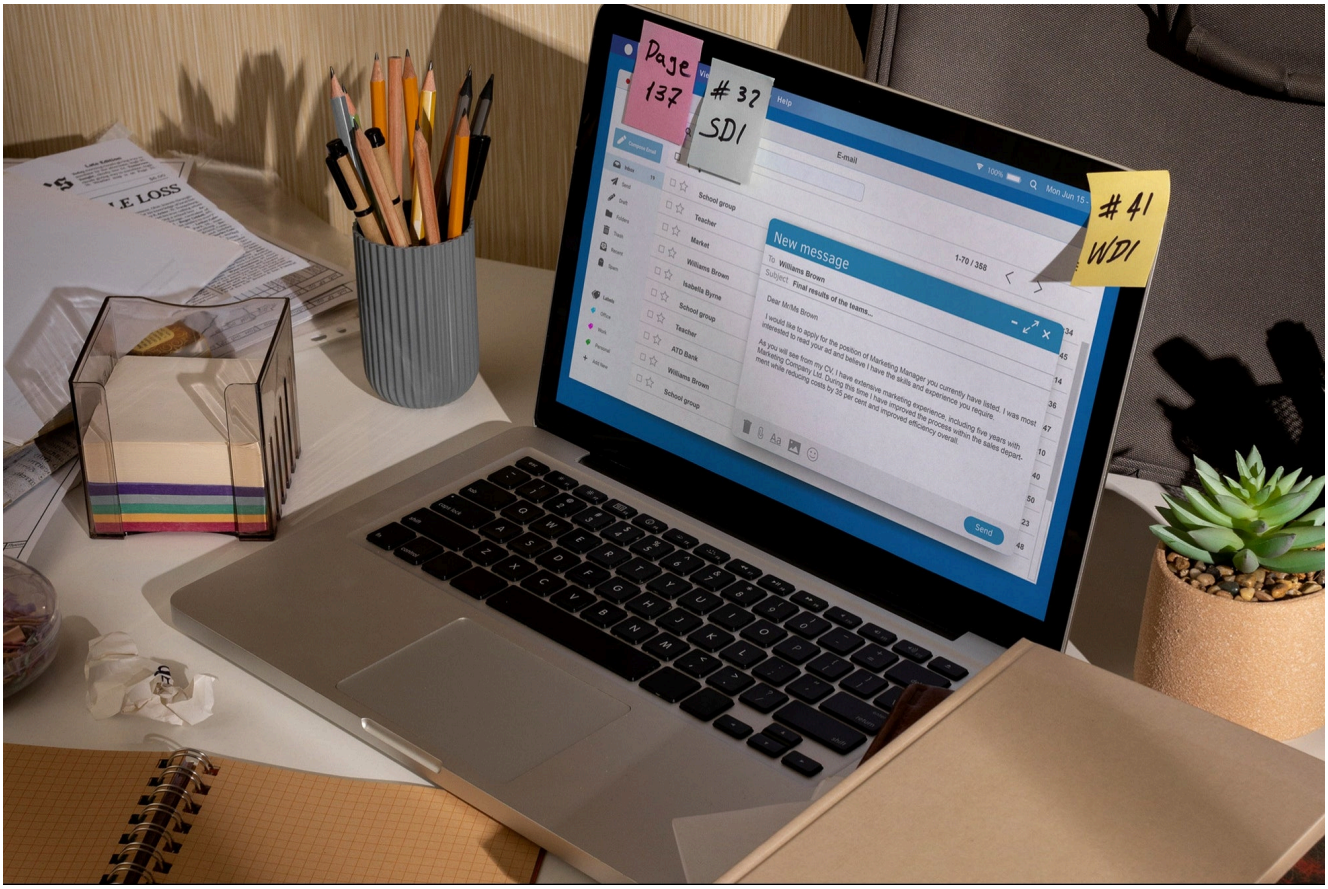
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In today's fast-paced work environment, productivity tools aren't just helpful—they're essential. Eighty-one percent of U.S. small businesses rely on productivity software daily, and more than 60% cite efficiency and cost-effectiveness as top purchasing factors, according to a 2023 report from Statista.

For entrepreneurs who are juggling everything from client communications to financial forecasting, having the right tools can directly impact profitability and workflow. That's where Microsoft Office 2019 for PC and Mac stands out. Starting at $30 (reg. $229), this classic suite delivers essential business tools without recurring fees, helping entrepreneurs eliminate business costs for software.

Microsoft Office Professional Plus 2019 for Windows

Designed for Windows users, Office Professional Plus 2019 includes essential applications such as Word, Excel, PowerPoint, Outlook, OneNote, Publisher, and Access.

These tools are vital for creating documents, analyzing data, managing emails, and organizing information. The suite’s one-time purchase model eliminates recurring subscription fees, making it a cost-effective choice for startups and small businesses.

Microsoft Office Home & Business 2019 for Mac

Tailored for Mac users, this version of Office includes Word, Excel, PowerPoint, Outlook, OneNote, and Teams Classic. It’s optimized for macOS features, such as Retina display and full-screen view support. Ideal for entrepreneurs and small businesses operating in creative industries or remote settings, this suite facilitates document creation, data analysis, presentations, and communication.

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Resilience Can Be Built — Here's How I Did It While Facing Divorce and Heartbreak



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Leadership in 2025 is emotionally demanding. We're being asked to move faster, do more with less and lead teams through ambiguity, all while juggling personal challenges behind the scenes.

And it’s taking a toll. A recent study found that 40% of stressed-out leaders have considered leaving their roles to protect their well-being. That’s not just burnout; that’s an urgent call to rethink how we show up, process adversity and lead with resilience.

I’ve felt the strain personally. This year, someone I trusted in my business lied to me. It was frustrating and disorienting, leaving me to question my judgment. Letting them go was the right move, but it stirred up drama inside my team. Some of my team members began to second-guess themselves; some were hurt, and some were angry. As the CEO, I had to navigate my own emotions *and* help the team regain its footing.

At the same time, I’m going through a divorce — an intensely personal experience that’s forced me to take a long, honest look at who I am and how I contributed to what didn’t work. Leading a company while navigating heartbreak isn’t something taught in business school. I strive not to let it impact my work, but some days are harder than others, and there have been a few times when I wished I could stay in bed all day rather than go into the office.

Add to that the daily challenges of running a company — supply chain complications, being under-resourced for the ambitious strategy we’re executing and carrying the responsibility of keeping my team energized — and you start to see how real this emotional load can be.

And I’m not alone. A recent Deloitte study found that 91% of public sector leaders and 77% of private sector leaders report feeling emotionally exhausted. It’s no wonder emotional resilience has become one of the most essential leadership skills of our time.

And the good news? It can be built. Here’s what’s helped me.

Related: How to Become a Resilient Entrepreneur in 4 Steps

1. Reframe the story you're telling yourself

When something painful happens, our brains create stories to explain it – and those stories are often harsh and untrue. If you're like me, you've made statements like these to yourself: "I should have seen it coming," or "I'm a bad leader," or "I can't trust anyone."

After being lied to, I found myself spinning, trying to make sense of what had happened and why. Because I constantly challenge my thinking and look for ways to take ownership of my role when relationships break down, I second-guessed my gut instincts. But I caught the story mid-loop and asked: *Is this helping me?* It wasn't. So, I rewrote my story: *I trust myself, and good things will come from this situation. Take decisive action and move forward.* As soon as I reframed my story, it was easier to act.

Owning your story doesn't mean making excuses for yourself or others. It means choosing a version of the truth that empowers growth instead of self-doubt.

2. Regulate before you react

Leadership requires composure. Emotional regulation is one of the most underutilized but essential leadership skills. It's the ability to recognize what you're feeling, stay aware of how it's influencing you and choose a thoughtful response rather than a knee-jerk reaction.

When we hit a critical supply chain breakdown earlier this year, I wanted to react – to fix, to control, to vent. It was a very painful mistake with many lessons to learn from it. Understandably, our customers were upset and our sales team was frustrated. But I didn't react. I followed my mantra of "stay cool, calm and collected" because I've learned that the

pause is where the power is.

Here's what works for me when I am in the middle of a high-stakes, high-stress situation:

- Take three slow breaths to ground myself.
- Name what I'm feeling. Just saying, "I'm overwhelmed and frustrated, and I will get through this," helps me calm myself.
- Step back before stepping in by asking questions, assessing the situation and determining how I will show up for my team in this situation.

You can't lead others well if you're led by your emotions. Remember, you set the tone and if you freak out, so will everyone else and freaking out never makes things better. Self-regulation sets the tone for healthy, resilient teams.

3. Embrace change instead of resisting it

Change is hard. But resisting it is even harder.

When it became clear that my marriage was coming to an end, I was scared – scared of all the unknowns, scared of hurting people and scared of what my life would look like without my husband. For a long time, I resisted, and when I finally accepted that it was over, we both could make decisions and move forward. It was heartbreaking. But leaning in by owning my role, facing the pain and letting go of trying to make it work helped me begin again with more clarity and intention.

Change invites us to grow. It asks us to become wiser, more grounded and more honest. The best leaders don't succeed *despite* change. They succeed *because* of how they navigate it.

Related: Why You Need to Embrace Uncertainty as an Entrepreneurial Leader (and How to Navigate It Effectively)

4. Deal with your baggage — or it will deal with you

If you don’t process your pain, anger and frustration, they will take over, whether you realize it or not. Unresolved emotions don’t just disappear; they seep into your leadership. They cloud your judgment, shorten your fuse, erode trust and chip away at your ability to connect with others. You may think you’re compartmentalizing, but your team feels it in your tone, your decisions and your energy. Emotional residue, left unexamined, becomes a barrier to the kind of leader you want to be.

My divorce has been a mirror. I’ve had to unpack old patterns, face some hard truths, manage my emotions (and get out of bed even when I didn’t want to) and do the inner work. However, it has made me a more present and authentic leader.

Healing is a leadership act. And when you heal, you make space for clarity, compassion and connection. Don’t be afraid to examine and deal with your baggage; it’s liberating when you shed the weight from your heart and mind.

5. See setbacks as a setup for growth

Every setback holds a lesson if you’re willing to face it head-on, reflect honestly and take action. Growth doesn’t happen by avoiding discomfort; it happens when you lean into it with curiosity and courage. That’s the power of a growth mindset — or what I call the Ownership Mindset: choosing to learn, adapt and rise, regardless of the circumstances.

One of my favorite examples is fashion icon Vera Wang. She didn’t make the Olympic figure skating team. She was passed over for the editor-in-chief role at *Vogue*. Most people would

have given up. She pivoted and built one of the most recognizable fashion empires in the world. That's what resilience looks like: using rejection as redirection.

To build a growth mindset:

- Ask: "What is this here to teach me?" Every challenge carries a lesson — if you're open to receiving it.
- Replace judgment with curiosity. Growth starts when you stop beating yourself up and start asking better questions.
- Take action, even if it's just one small step. Clarity and confidence are built through movement, not overthinking.
- Honor progress, no matter how small. Small wins are proof you're moving forward — and momentum is built one step at a time.

Related: 4 Core Strategies That Helped Me Turn Setbacks Into Success

Final thought: Let go and lead forward

Letting go of hurt doesn't mean pretending it didn't matter. It means choosing not to let it define you. Resilience isn't about being unbreakable. It's about rebuilding yourself stronger than before.

Ask yourself these questions now:

- What am I holding onto that's weighing me down?
- What do I need to do to let it go?
- What story do I need to rewrite, and how will I rewrite it?

The sooner you let go of what's holding you back, the sooner you can lead forward — fully aligned, fully present and fully

yourself.

https://www.entrepreneur.com/leadership/how-i-built-resilience-while-facing-divorce-and-heartbreak/489270