

¡Vamos a ir más despacio!

Description

My grandpa was from Spain- born and raised on the island of Mallorca. Though I did meet my grandpa, I was just three years old when he passed away. I don't have clear memories of him, but the way my family always spoke of him has kept his presence alive throughout my life. Anytime my mom or her siblings talk about him, they still tear up, even after more than 40 years. He was brilliant and deeply loved, taken too soon by Parkinson's.

I've always felt a pull to that part of my heritage. Maybe because I never got to know him. Maybe because when I visit Spain, I feel both grounded and alive in a way I rarely do elsewhere. Something about being in Spain feels like home, even though I'm not fluent in Spanish (don't let the title fool you). Like everything else in my life, my Spanish language skills are a work in progress.

The title roughly translates to, "Let's all slow down." (This is where I trust my mom will lovingly correct me if I screwed that up.)

Here's what's prompting me to write this now! Lately, I've noticed an uptick in certain patterns in our American work culture. I'm getting more and more requests like, "Could I snag 15 minutes with you for a coffee and catch-up?" Or someone will send a 20- or 30-minute meeting invite titled *Brainstorming*. And I just think how much real connection can happen in 15 minutes? How much creativity can you truly access in 20?

We're trying to squeeze depth and relationship into overstuffed calendars. People want to collaborate, but they're forced to do it in between back-to-back meetings and long to-do lists.

When was the last time you had an unhurried conversation with someone you work with? no agenda, no multitasking, no pressure to produce?

That's what I love about being in Spain, or Italy, or honestly, so many places I've traveled. In those cultures, time is treated differently. Rest and connection aren't luxuries- they're values. In Spain, a dinner with friends can last for hours. No one's dropping the check with a polite "no rush" while we're still mid-laughter and mid-bite. (And for the record, that's not on our wait staff here in the U.S., it's the expectation we have set.)

This isn't to say people in Spain don't work hard- they do. But their priorities feel different. And I'm here for it.

Every day in my coaching work, I talk to people who are overextended, burned out, and running on empty. People who feel overlooked despite working incredibly hard. People who can't enjoy their evenings or weekends because they simply can't turn work off or are too depleted to enjoy anything even when they try.

- What would it look like to reclaim even one hour of your day for something meaningful, nourishing, or connective?

- What boundaries might help you protect that hour?

And for leaders?? those shaping team culture, pace, and expectations:

- What kind of pace are you modeling for your team? Are you encouraging presence, or glorifying urgency & grossly extended hours?
- If your values include balance or well-being, how are those values showing up in practice?

We can't all move to Spain. (Though I'd be the first one on the plane) But we *can* start bringing some of those values into our daily lives and workspaces.

We **can** take hour-long walks with friends or colleagues and *not* check our phones. We **can** plan longer lunches or real conversations instead of speed-round meetings. We **can** sit down for long, joyful dinners with the people we love?? on a regular basis! Let's all give ourselves permission to do so. These aren't frivolous things. ***These are the moments that make life feel like life.***

And for the business leaders: this isn't just a "nice to have." When people feel their humanity is honored at work, they don't just survive, they contribute, create, and lead in extraordinary ways. We do our best work when we feel seen, respected, cared for, (**rested**). Not just as employees, but as whole people.

So here's my challenge to my fellow leaders: **What would it look like to pull back the reins?? just a little?? to give your people room to breathe, connect, and think more creatively?** Let's slow down, on purpose, and see what opens up.

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Date Created

2025/05/23