The Cornerstone of Leadership: Self-Awareness and Self-Management

Becky Dale
Senior Director of Prevention Initiatives
Chief Operating Officer

Welcome to the Webinar
- Use question box to comment or ask questions
- Raise hand if you’d like to speak
- Get a pen and paper handy for exercises
- A word about Leadership
- If you are joining just by phone we won’t be able to hear you or even know that you are there, but you can hear us!

Today’s presentation
Review: Basic Brain Architecture
Emotional Intelligence – what is it?
Choosing to Rewire
  - Self Awareness Tools
  - Self Management Tools
So what does this mean for you and the children in your life?

Reminders
Many of the references to our physiology are simplified for the purpose of this presentation. Multiple sources of research and theory are provided at the end for the participant to explore on their own.
You are encouraged to submit your questions to me via email at bdale@pcamn.org.
If I do not readily know the answer, I will direct you to someone who does.
Key Points

- Emotional Habits are wired early on
- Many emotional habits happen quickly and automatically
- With Practice we can choose and rewire new habits
- Learning to pause is key to choosing responses

Synaptic Density

| At birth | 6 years old | 14 years old |

Our Brain

- Adapts to our Environment
- Is interactive – Serve and Return
- Uses a lot of energy to build a new pathway
- Conserves energy by wiring automatic responses
- Is Wired for Fear and Survival
  - Fight, Flight, Freeze
  - Cortisol and Adrenaline increase strength, stamina, speed, reaction time and focus; decrease thinking capacity
- Early Trauma (or health!) has lifelong impact
Activity

Think of a time you were at your best in a tough situation.
What skills, practices and/or habits helped you do well?
What did you feel, think and do?
What was the outcome?

Â Write them down.
Â Raise your hand when done.

Activity Part II

Think about a time you were at your worst in a parent interaction.
What habits or practices got in the way?
What did you feel think and do?
What was the outcome?

Â Write them down.
Â Raise your hand when done.

Self-Awareness and Self-Management allow us to be at our best more consistently.
**Why Emotional Intelligence Matters**

Emotions drive thoughts  
Thoughts drive behavior  
Behavior drives results / outcomes

I would also add another block before “Emotions” … that our stress chemicals influence our emotions and skill options....

**Self Awareness Practice**

**Self Awareness Tool:** Developing Emotional Literacy

1. Recognizing a feeling as it happens is the keystone of emotional intelligence.
2. Notice and name emotions – use emotional literacy list. (practice now)
3. Create a time for daily check in on emotions and impact on self.
4. Ask a partner or good friend to tell you what they see.

**Self Awareness Tool:** Knowing and Owning Your Emotional Reactions

1. Know what triggers you in work relationships/situations.
   - Words
   - Attitudes
   - Non-verbal cues
   - Actions
   - Negative thoughts
2. Know how it feels in the body when you get triggered i.e., tight jaw, knot in the stomach
3. Know if you implode or explode when you get triggered
4. Own your trigger rather than blaming someone else
Emotional Band Width
Normal Range of Emotions – If they stay IN the Band, then you are able to cope, to apply skills, to stay “present”

Mindfulness – Practicing Awareness
- Leads directly to the attentional calmness and clarity that forms the basis of emotional intelligence
- Supports self awareness, self management and empathy
- Builds a practice of pausing that makes the ability to pause more available in the hardest moments
- Is an exercise for the mind like strength training for the body
- Helps develop the ability to be calm and alert at the same time.

Creating a Pause
“Freedom is the ability to pause between stimulus and response and in the pause to choose.”
Rollo May
From Self Awareness to Self Management

**Trigger** → **PAUSE** → **Reaction**

*Self awareness is the first step in creating the PAUSE*
*Knowing and owning triggers*

*Self management creates space for the pause, resulting in having CHOICES on how to react*

---

**WIIFM**

What new habits do you want to practice?

What do you want to be able to do easily in tough situations?

---

**The Significance of Managing Triggers**

Triggers Happen Fast and Have Side Effects:
- In the moment we have 10 to 15 seconds to stop the trigger
- In the aftermath of an “amygdala hijack” it takes five to six hours to recover

Impairs Thinking Capacity:
- Under good circumstance we can use up to 8 - 12 pieces of information at one time; when we get triggered that gets reduced
- When we have a full amygdala hijack, it goes down to one piece of information we can use
- Any time we stop or slow down the trigger we maintain or regain thinking capacity.

---

**Riding Your Emotions Like a Horse**

Chinese Tale:

A man on a horse rode past a man standing on the side of the road. The standing man asked the rider, “Where are you going?” The man on the horse answered, “I don’t know. Ask the horse.”

**Lesson:**

We can train the horse
The Rising Tide of Stress

Managing Triggers in the Moment

- Breath awareness:
  - Tune into the breath; breath deeply
  - Words:
  - Write
  - Self talk OR talk with someone
- Body awareness:
  - Tune into the senses: hearing, smell, touch, seeing, tasting
  - Tune into the body sensations
- Movement:
  - Shift position, get up, sit down, walk
  - Getting on the Balcony
    - Mentally take yourself “off the dance floor”

Dealing with Triggers

1. Stop: create the “sacred” pause
2. Breathe: take conscious deep breath
3. Notice: feel the emotion in the body; experience as physiological phenomenon
4. Reflect: examine where the emotion is coming; bring perspective without judging
5. Respond: imagine the kindest, most positive response
Reframing and Focus

“We now know that the brain changes as a function of where an individual puts his or her attention.”

“The Power is in the focus.”

David Rock and Jeffery Schwartz
Leadership and Neuroscience

Reframing: From To

No Control  Control
About Me    Not About Me
Hopeless    Options
Stressful   Manageable
Can’t Do It  Doing It
Victim      Survivor

Reframe a challenging situation you’re dealing with:
FROM...... TO......

Quieting the Mind

Practice
Meditation, exercise, yoga, music, prayer, nature, pets, spiritual practices, Ti Chi/Qigong

What is one thing you will practice/try as a result of this workshop?

Lock it in: Adults learn best by sharing what we learn – what do you want to keep from this workshop? Who will you tell about it?
THANK YOU!!

Resources
Authors and Major Contributors

- InsideOutcomes.biz Emotional Intelligence for Leaders Course
- Chade-Meng Tan, Search Inside Yourself: The Unexpected Path to Achievement, Success, Happiness (And World Peace)
- Daniel Goleman Emotional Intelligence
- Richard Davidson’s The Emotional Life of The Brain
- National Scientific Council on the Developing Child

Thank You – Go forth and be amazing!

Becky Dale
Chief Operating Officer
Senior Director of Prevention Initiatives
Minnesota Communities Caring for Children/Prevent Child Abuse Minnesota

Emotional Intelligence Coach
bdale@pcamn.org
651-523-0099 ext. 116