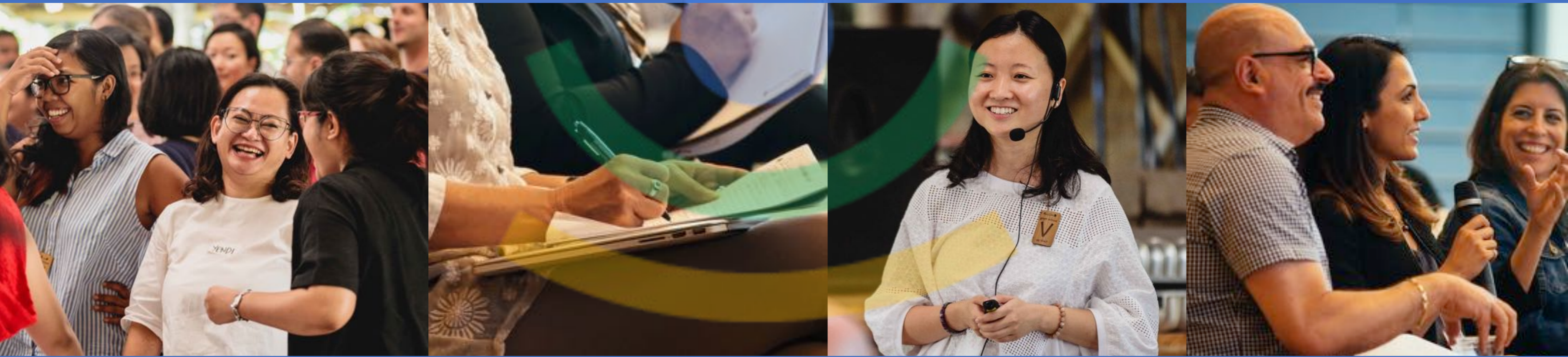




Search Inside Yourself
Leadership Institute



Search Inside Yourself

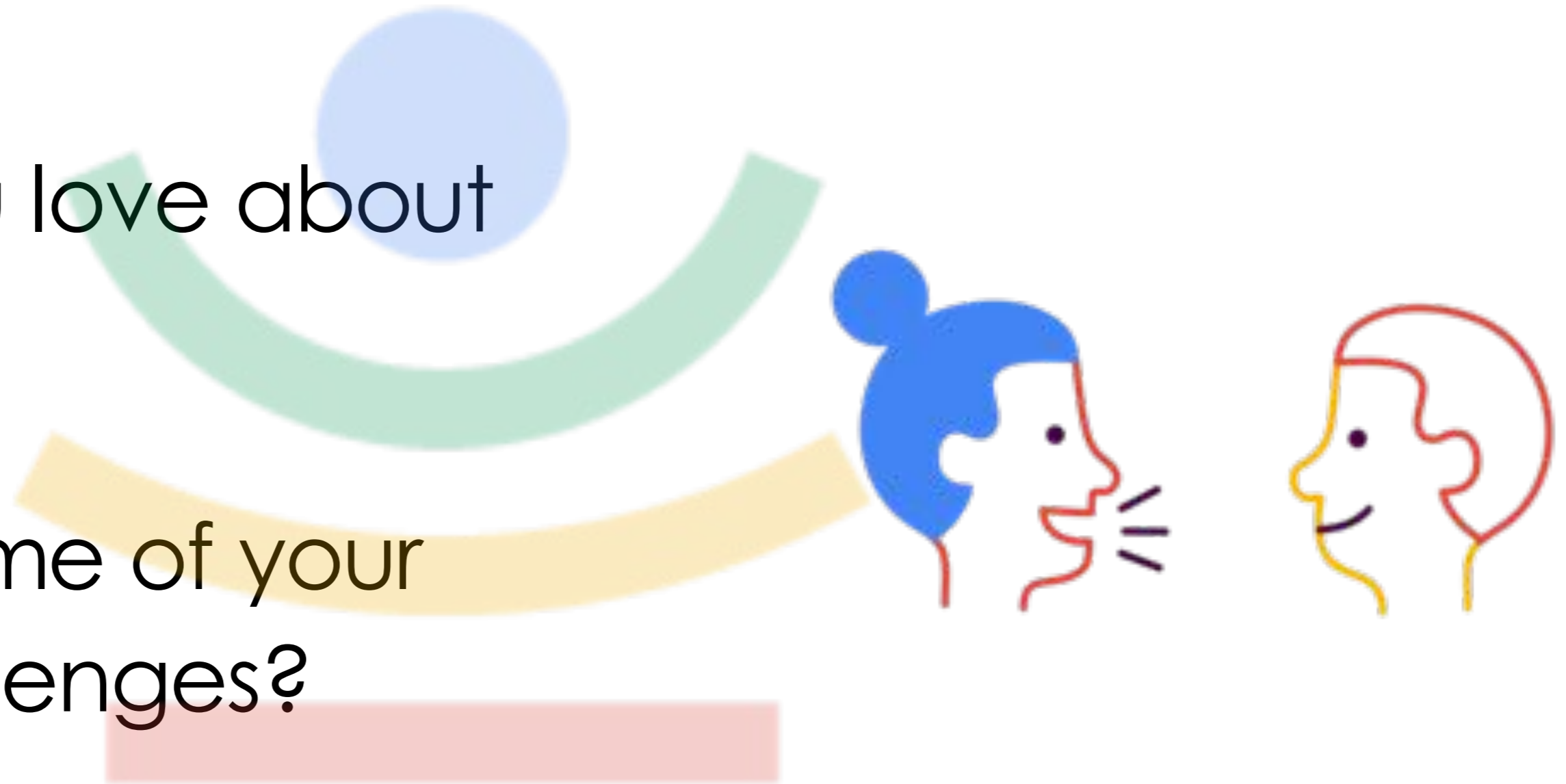
Mindfulness-Based Emotional Intelligence for Leaders

Day 1

In Pairs

What do you love about your work?

What are some of your biggest challenges?





In Pairs: Mindful Listening

How was the exercise?

What would make this a
successful day for you?





Hello!

Ground Rules







Volatile

Uncertain

Complex

Ambiguous

47%

Average time spent
Mind-wandering

70%

Leaders report regularly unable
to be attentive in meetings

02%

Regularly make time to enhance
personal productivity

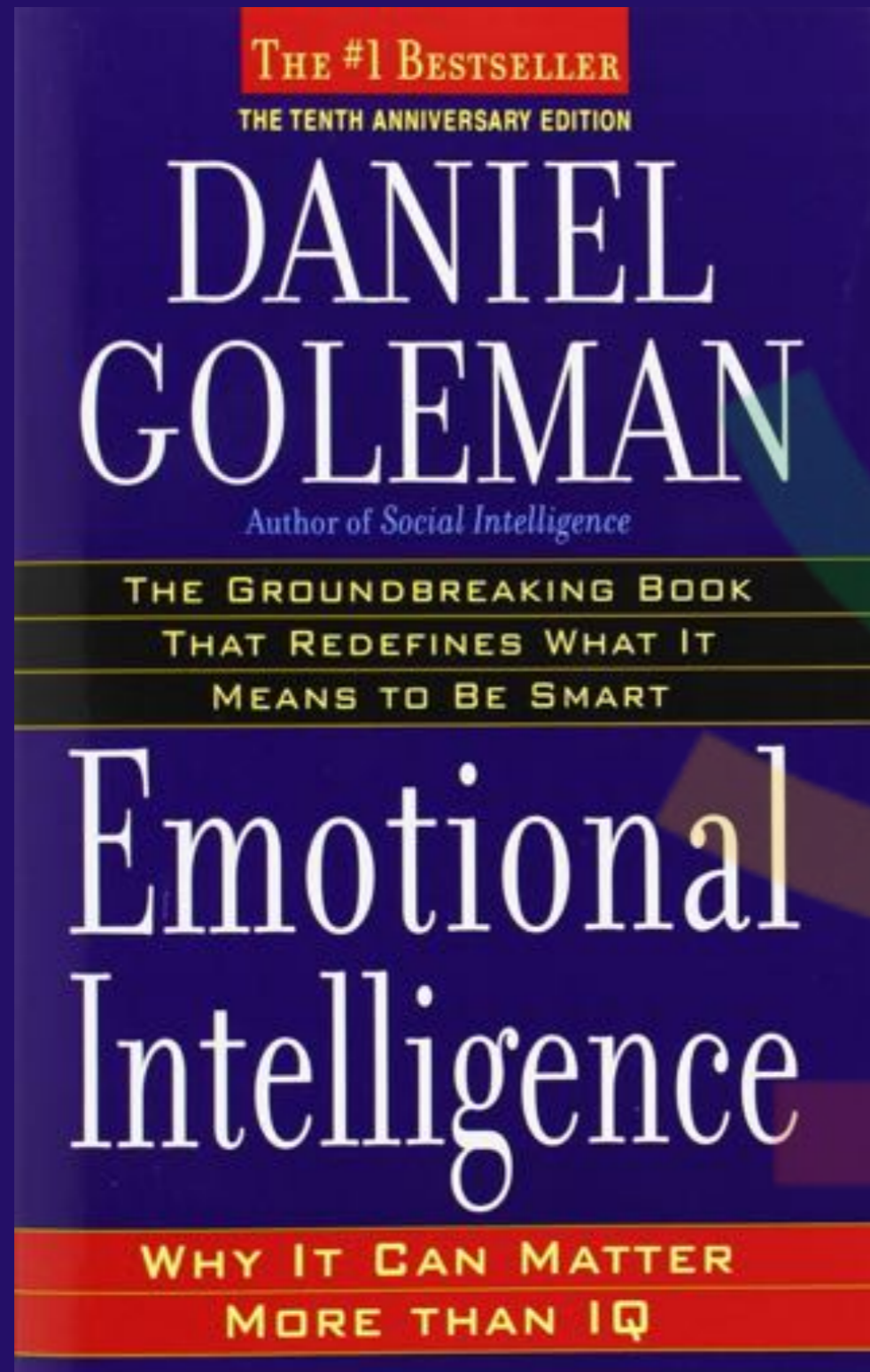


A large blue circle is centered on a white background. Inside the circle, there is a faint, light blue smiley face with its mouth open. Overlaid on the smiley face is the text "What to do?" in a white, sans-serif font. The text is split into two lines: "What" on the top line and "to do?" on the bottom line. The smiley face's mouth is a dark blue, slightly curved line. There are also some faint, darker blue curved lines behind the text, suggesting a stylized mouth or a shadow.

What
to do?

Emotional Intelligence

“The ability to monitor one’s own and others’ feelings and emotions, to discriminate among them and to use this information to guide one’s thinking and actions.”



- Self-Awareness
- Self-Management
- Motivation
- Empathy
- Social Skills



3

Benefits



Outstanding Leadership

Stellar Performance



Happiness



+ Emotional
Intelligence

+ Neuroscience

+ Mindfulness

= Search
Inside
Yourself

Roadmap



Leadership

Empathy

Motivation

Self-Management

Self-Awareness

Mindfulness

Roadmap: Day 1 AM



Roadmap: Day 1 PM



Roadmap: Day 2 AM



Roadmap: Day 2 PM



Leadership

Empathy

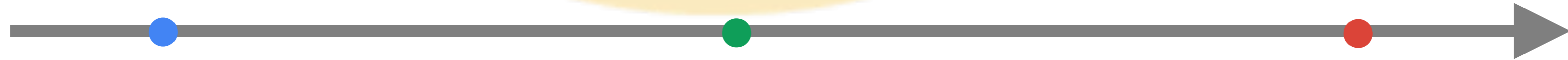
Motivation

Self-Management

Self-Awareness

Mindfulness

Roadmap: 28-Day Challenge



Live Program

28-Day Challenge

Capstone Webinar & Post-program Assessment

- Daily practices
- Personal goals & leadership commitment
- Buddy meetings



How?




Autopilot



Aware



Autopilot Traits

- Attention is in the past or future
 - Distracted
 - Less aware
 - Act based on habit patterns and assumptions
- 



“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

Viktor Frankl's teachings,
summarized by Steven Covey.



How to get off
Autopilot?

Mindfulness



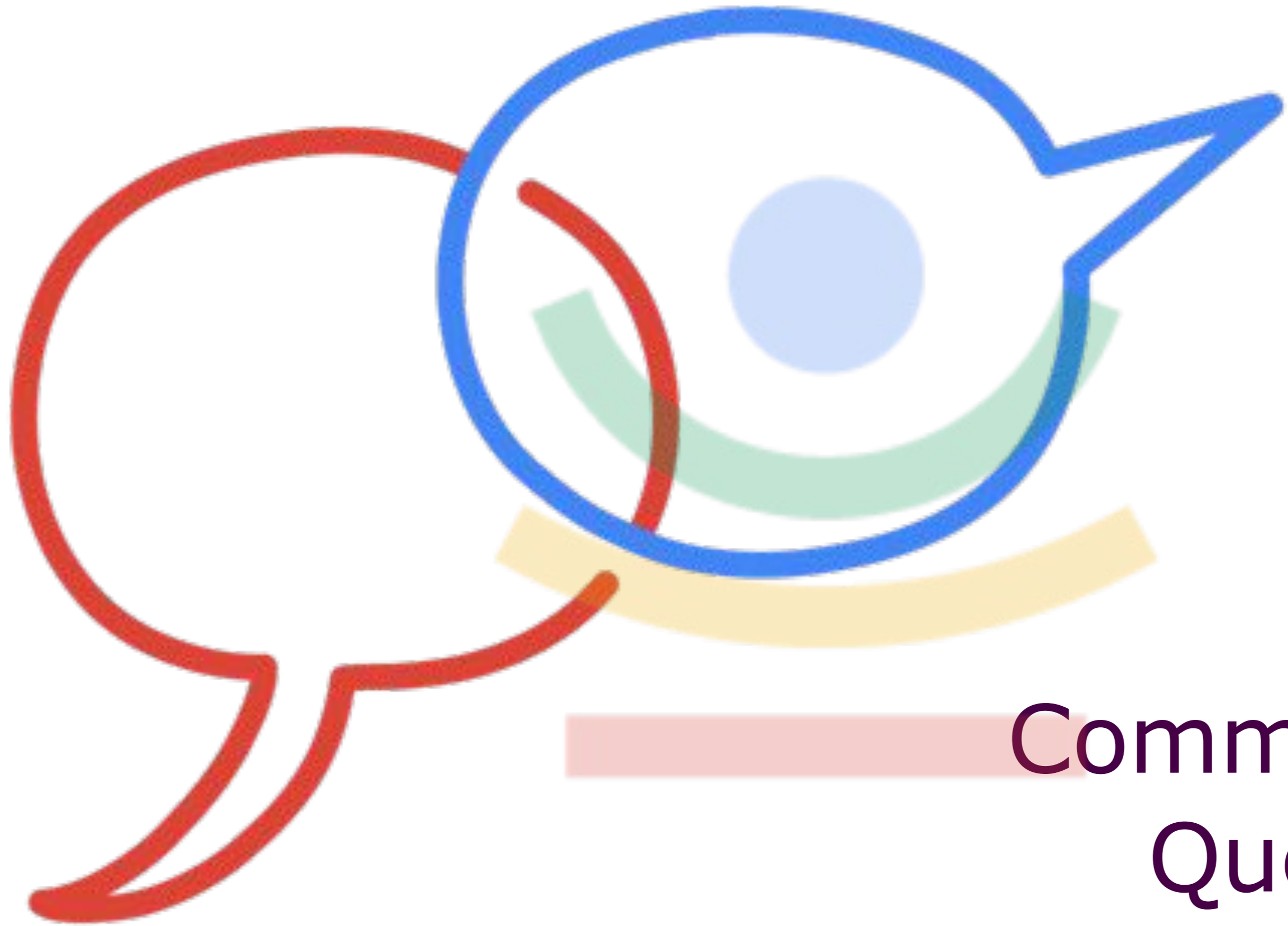
“being aware”

Micropractice



Three Breaths

1. Attention to breath
2. Relax body
3. Ask: What's important now?



Comments &
Questions

Mind = Snow Globe

- Calm
- Clarity
- Happiness

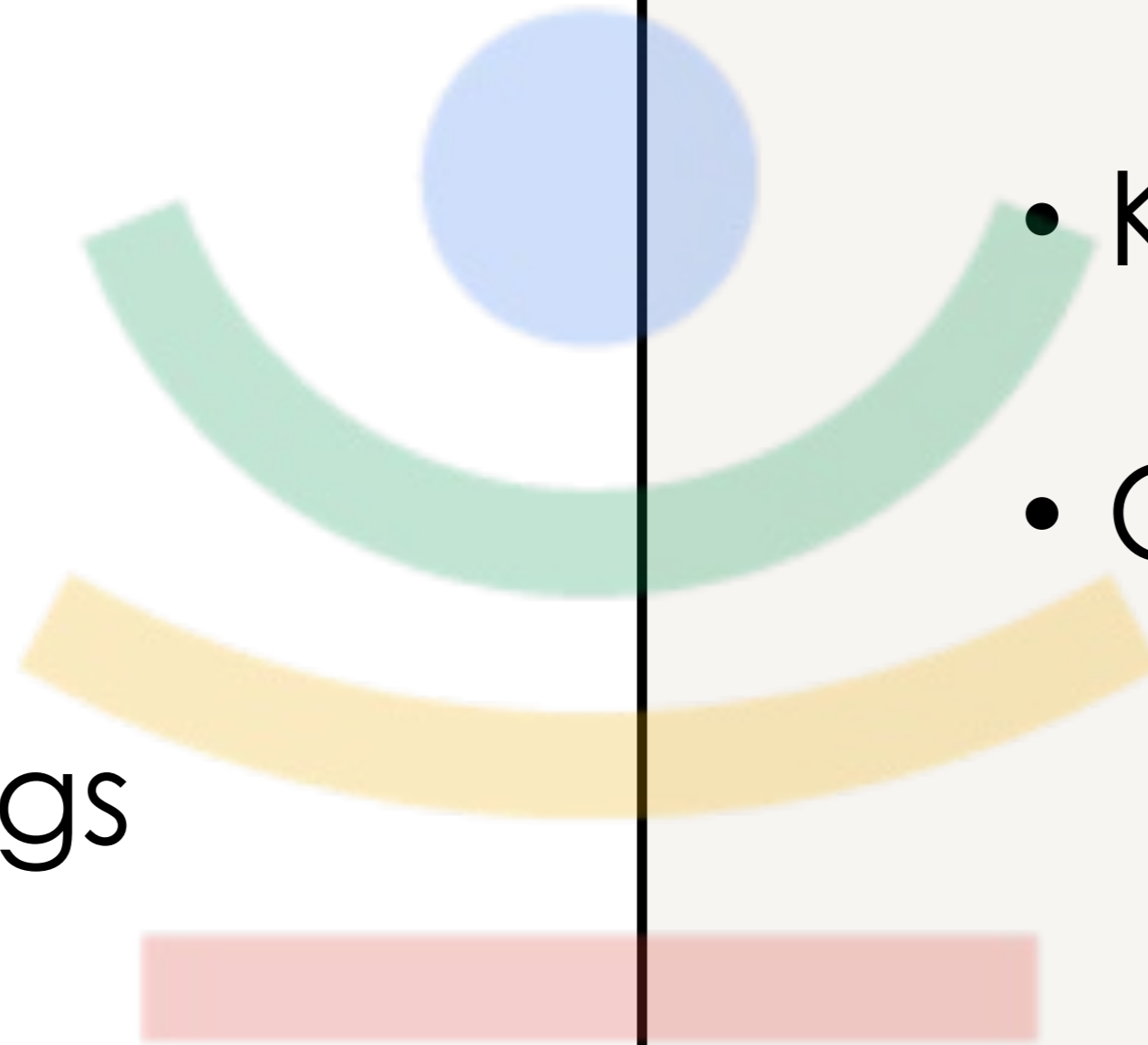


Awareness of...

- Mind
- Body
- Surroundings

Attitude of...

- Kindness
- Curiosity



“Mindfulness means paying attention to what’s happening in the present moment

in the mind, body and external environment,

with an attitude of curiosity and kindness.”

big
think



Dan Harris
Author, *10% Happier*

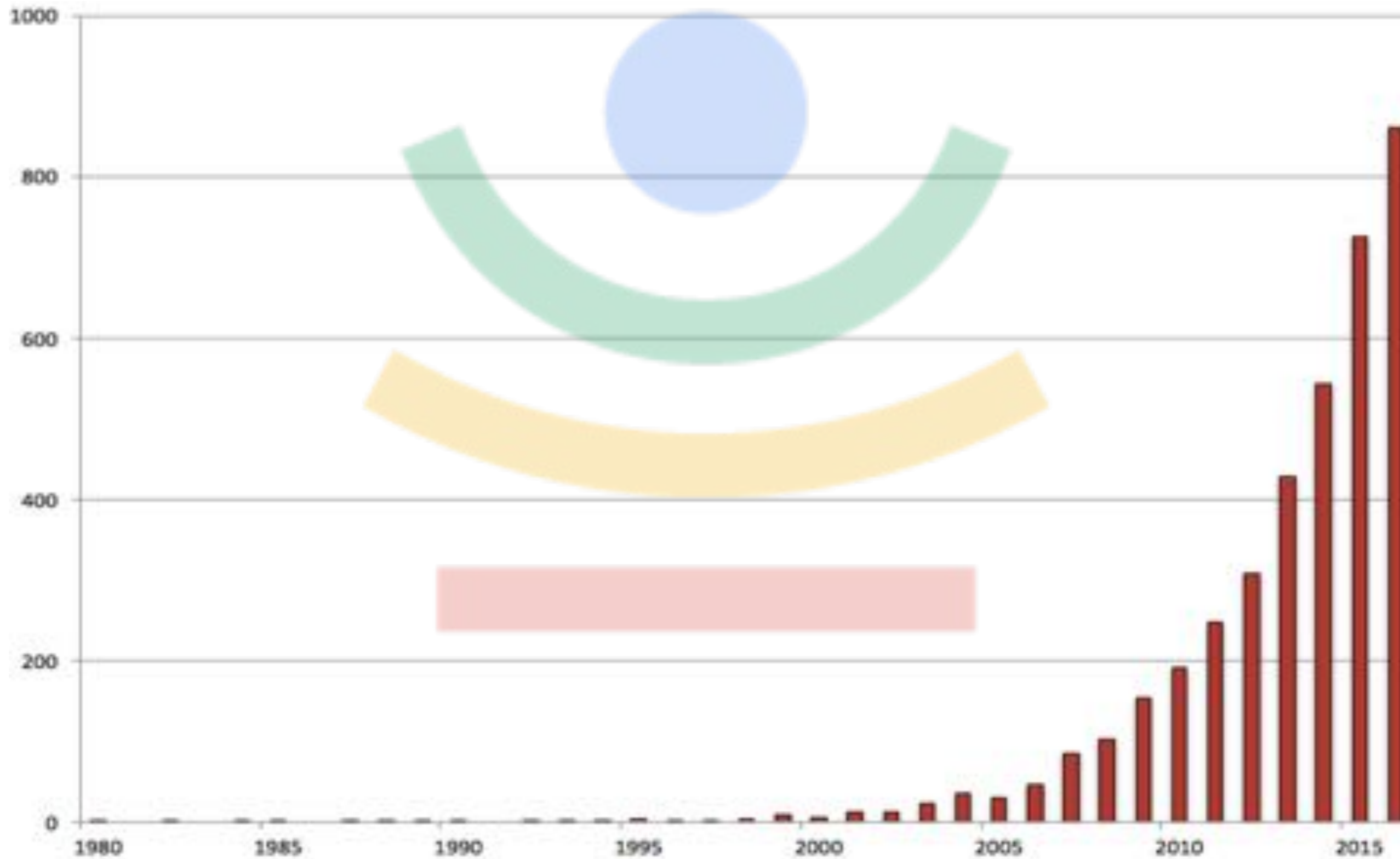


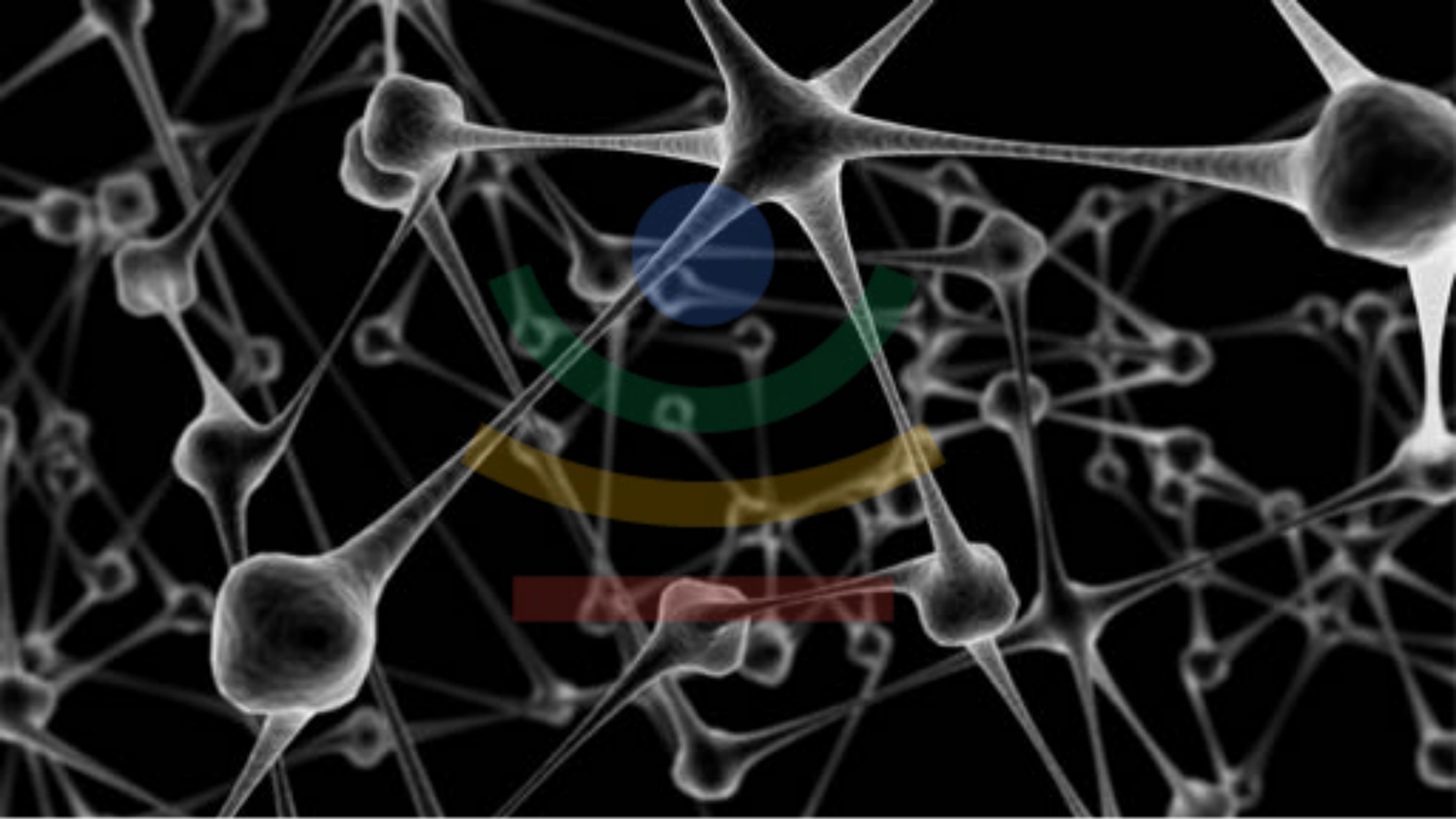
In the moment
“Integrated”

At the gym
“Dedicated”

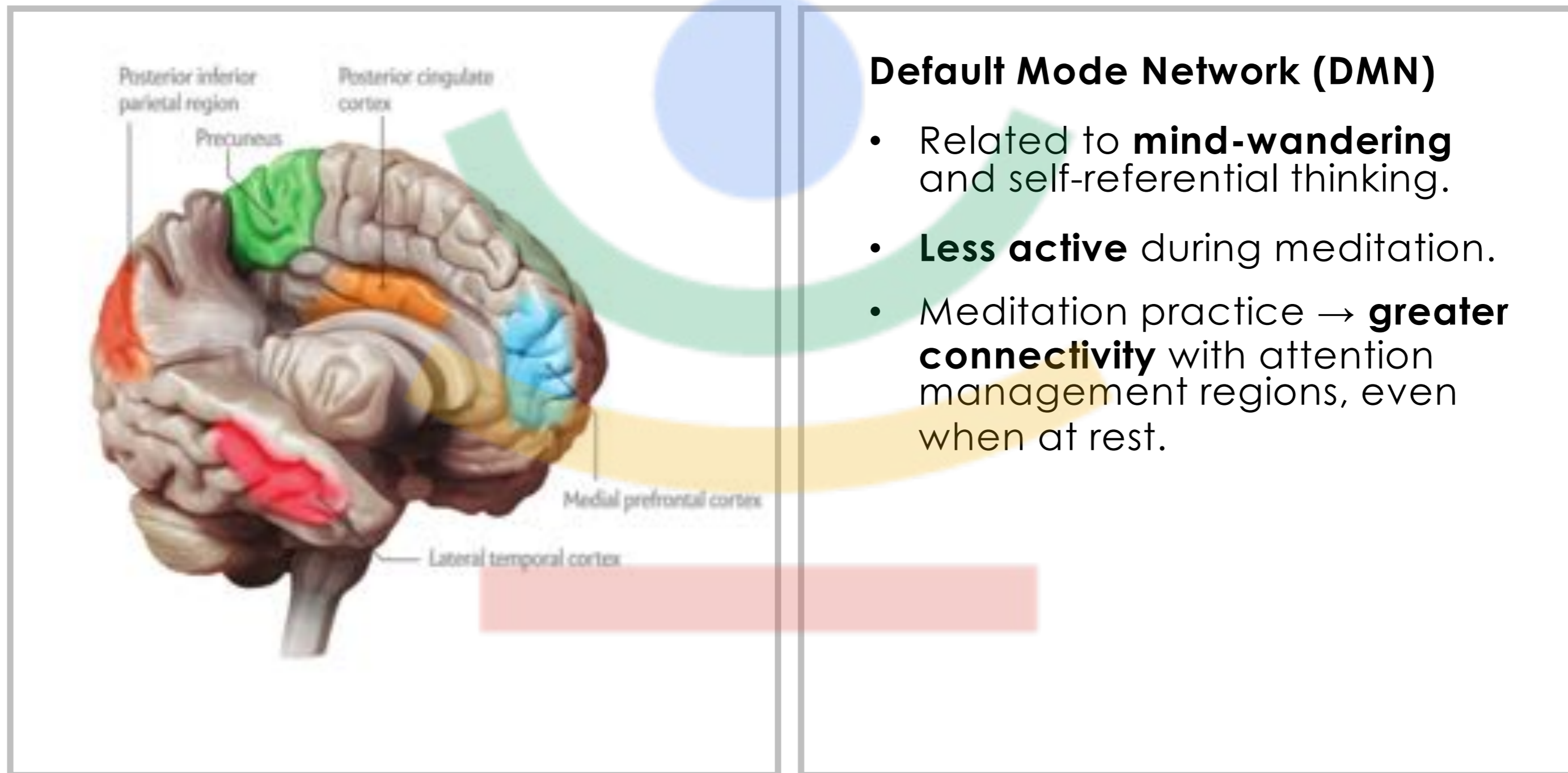
“Meditation refers to a family of mental training practices that are designed to familiarize the practitioner with specific types of mental processes.”

— Mindfulness Research Publications
— (PubMed)

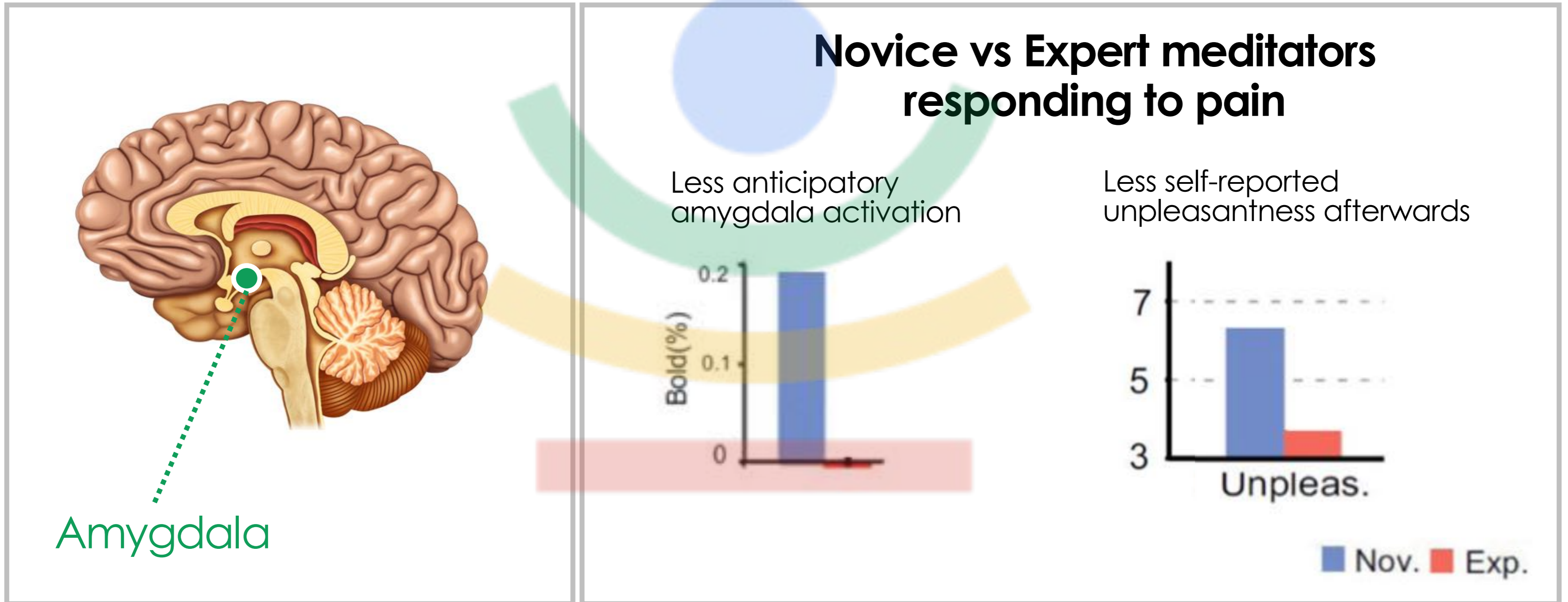




Neuroplasticity: Changes in Attention and Mind-Wandering



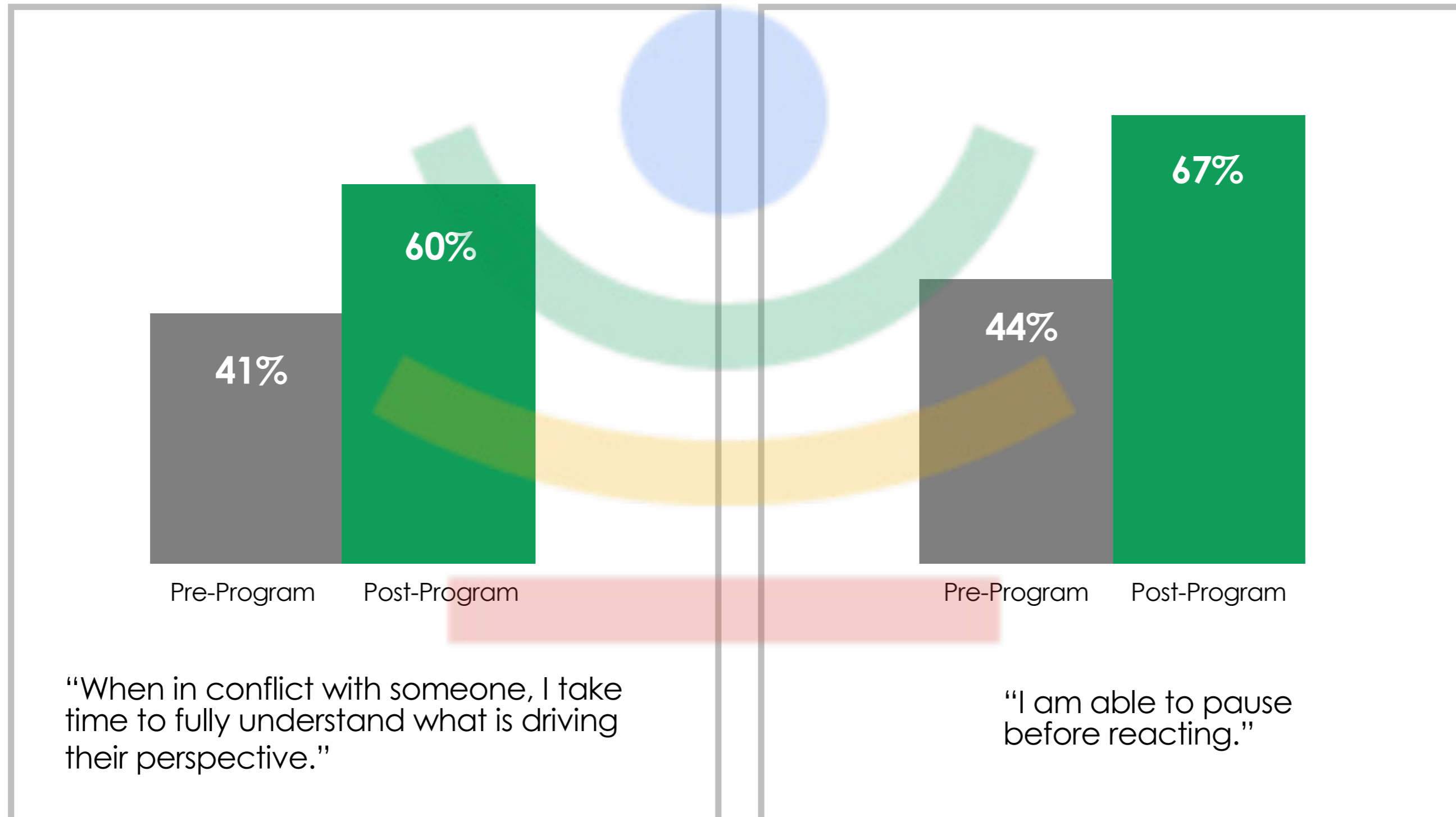
- Mindfulness Practice:
- Less Anticipatory Stress, Faster Recovery



- Meta-analysis:
- Change in brain regions

1. Attentional control
2. Emotion regulation
3. Self-awareness

Changes after SIY
Pre-program compared to 4 weeks Post-program



The background features a pair of black dumbbells on the left. A blue circle is positioned above a green arc, which is above a yellow arc. A purple box at the top right contains the word 'Attention'. Below it, a quote defines attention. Another purple box below that contains the word 'Meta-attention'. Below that, a quote defines meta-attention. A red box at the bottom right contains the word 'Attention' again.

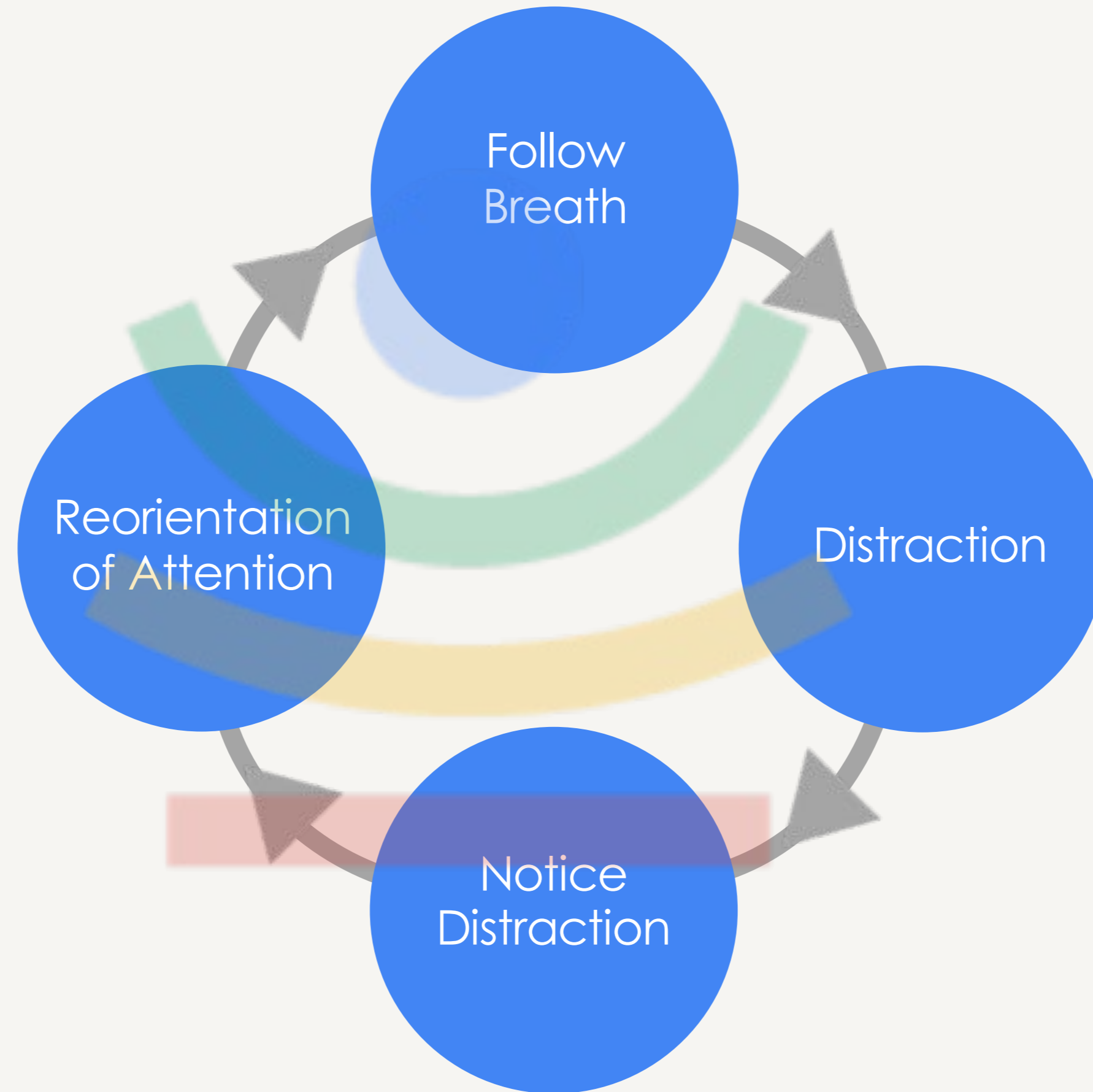
Attention

"The act or faculty of attending, especially by directing the mind to an object."

Meta-attention

"Attention of attention, the ability to know your attention has wandered."

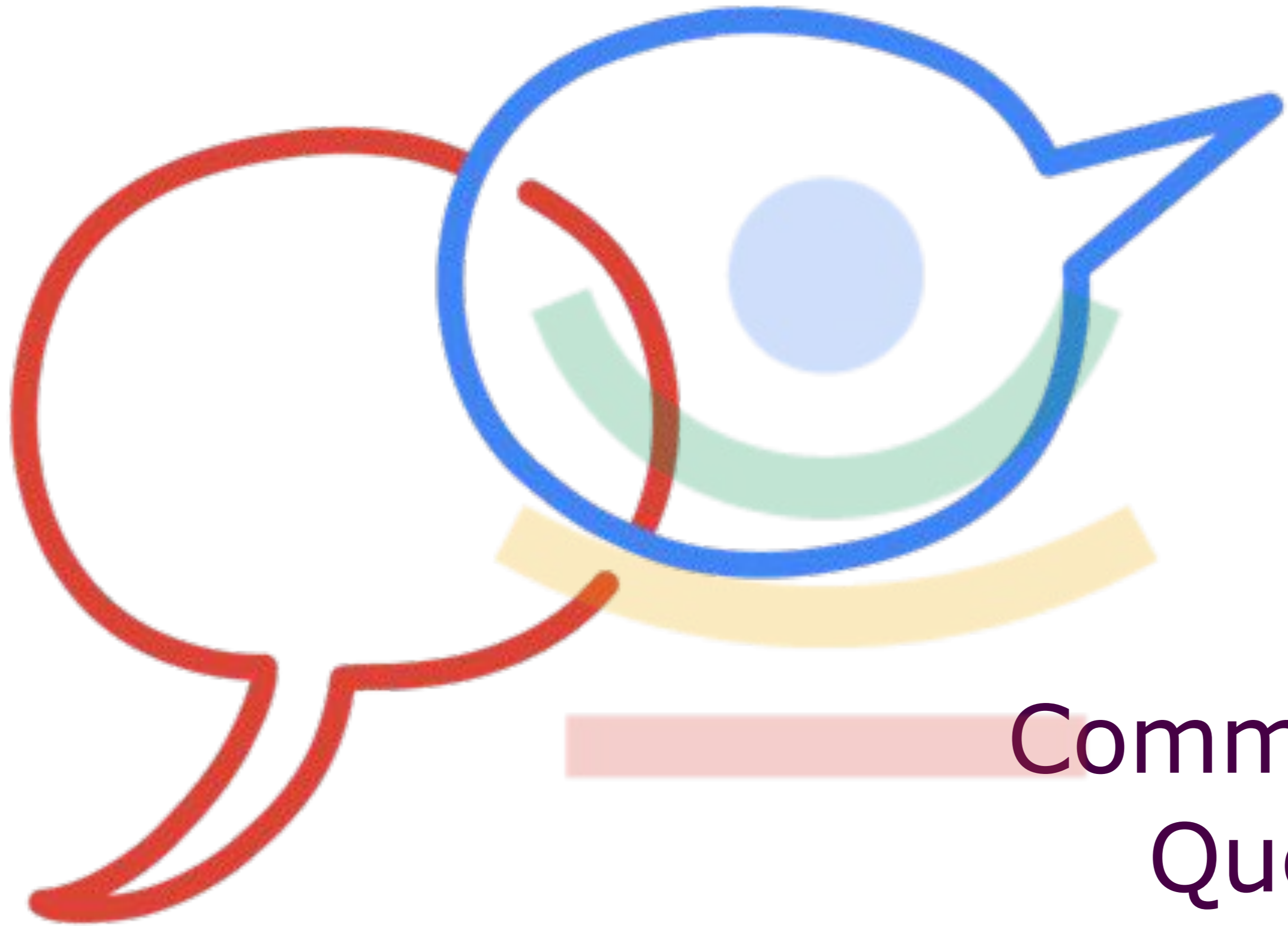
Focused Attention Process







Focused Attention



Comments &
Questions

Micropractice



Minute to Arrive

*A quiet moment to fully arrive
before starting a meeting*

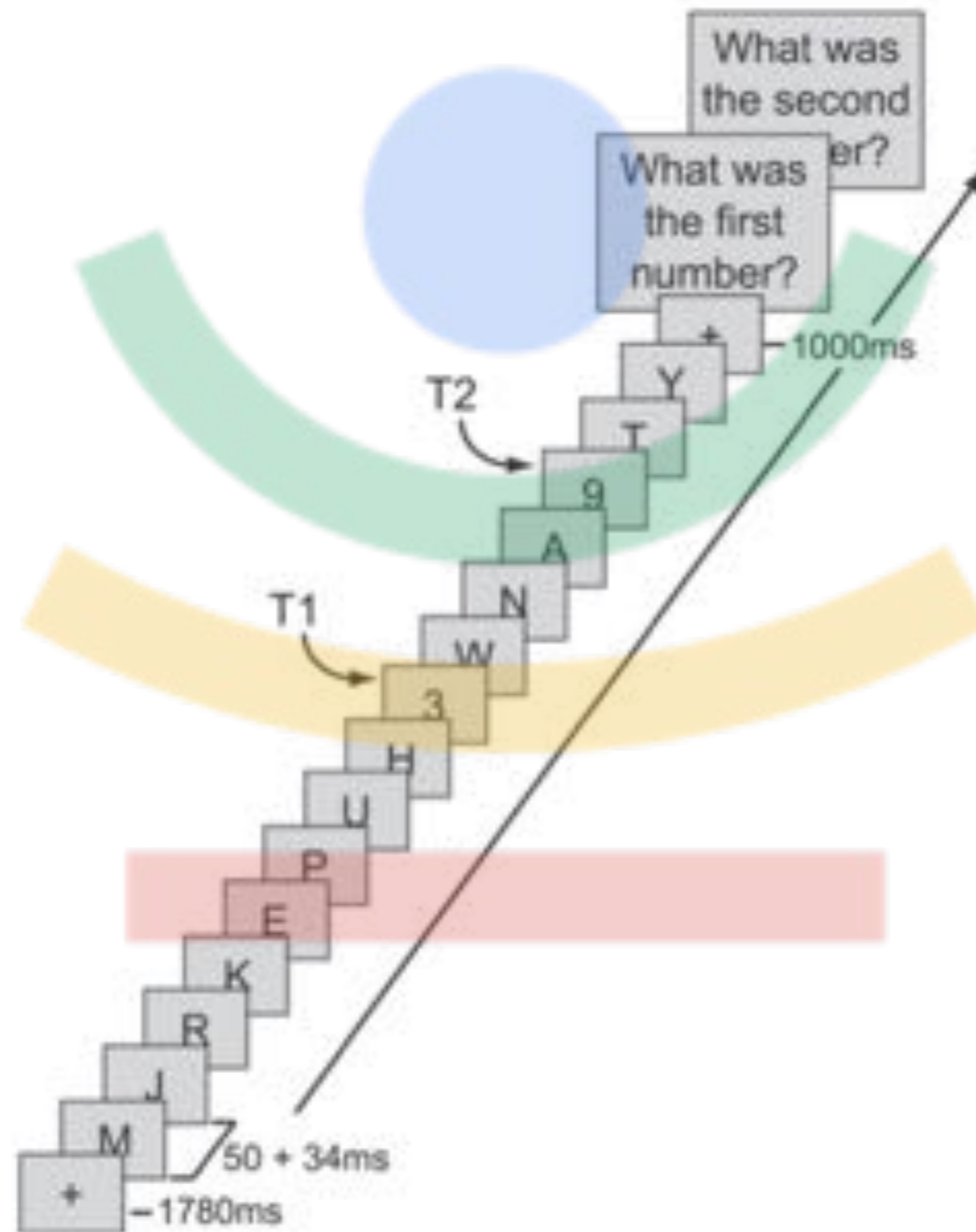
A decorative graphic consisting of a light blue circle at the top, a thick green arc below it, a thick yellow arc below that, and a thick pink horizontal bar at the bottom.

A stylized smiley face graphic is positioned behind the text. It features a dark blue circle at the top, two dark green curved lines for eyes, and a yellow and brown curved line for a smiling mouth.

Ready?

A solid red horizontal bar is located below the text.

Improved Attention



Focused Attention:

returning attention
to a single point

Open Awareness:

witnessing mental
content without
getting carried away
by it



**Your Thoughts Are
Bubbles**

Waiting to Be Popped



Open Awareness

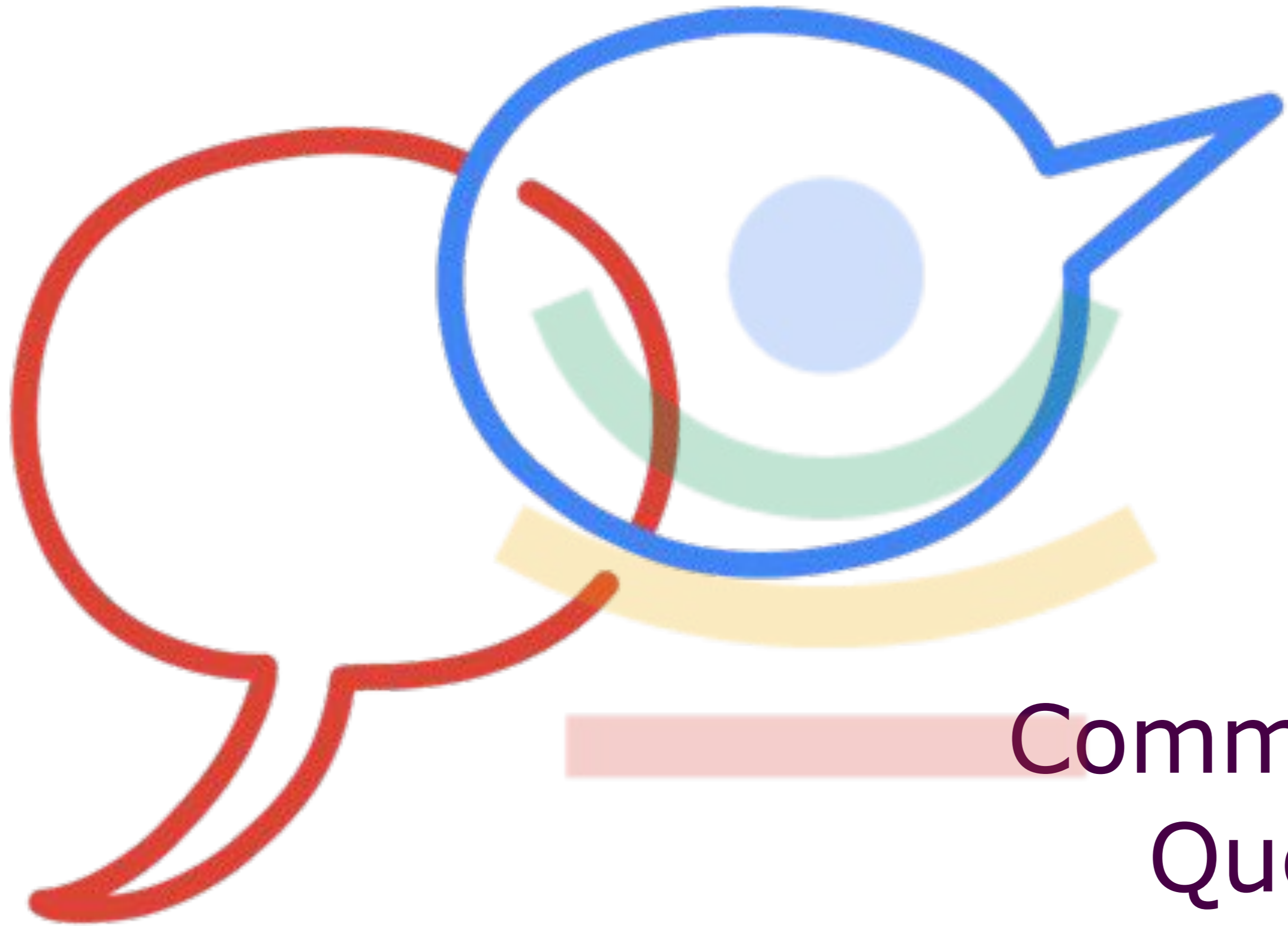


Micropractice



Noting

*“Notice to name it,
let it be,
and just breathe.”*



Comments &
Questions

Key Points



- Complex world, Develop Emotional Intelligence
- Increased Emotional Intelligence enables:

↑ Performance
↑ Leadership
↑ Happiness

- How?
Mindfulness: Being aware
Autopilot → aware

- Two methods:
Focused Attention
Open Awareness

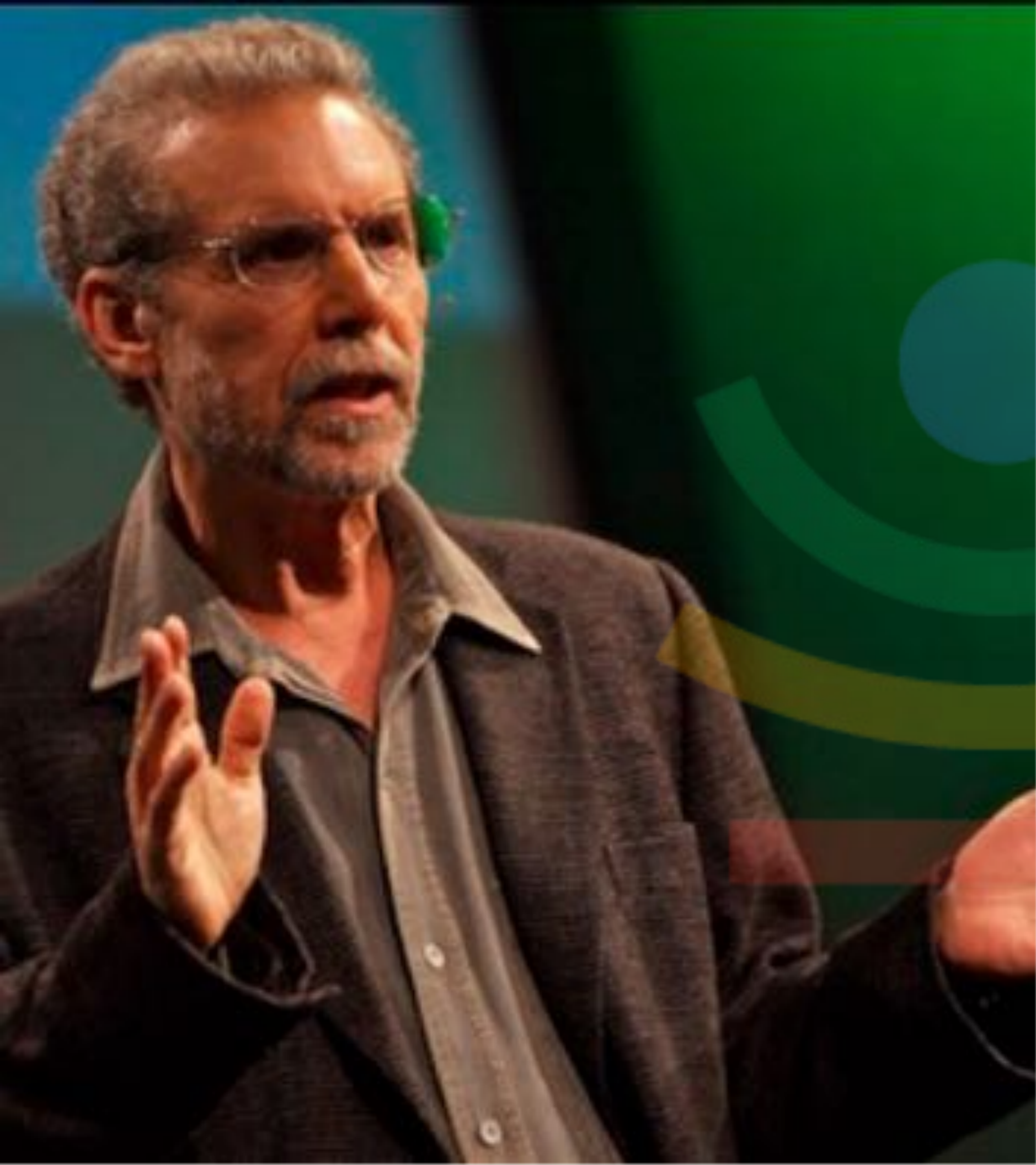
Roadmap





Self-Awareness



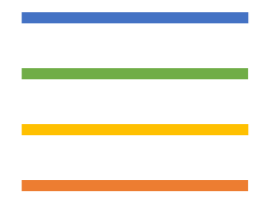


“Knowing one’s
internal states,
preferences,
resources and
intuitions.”

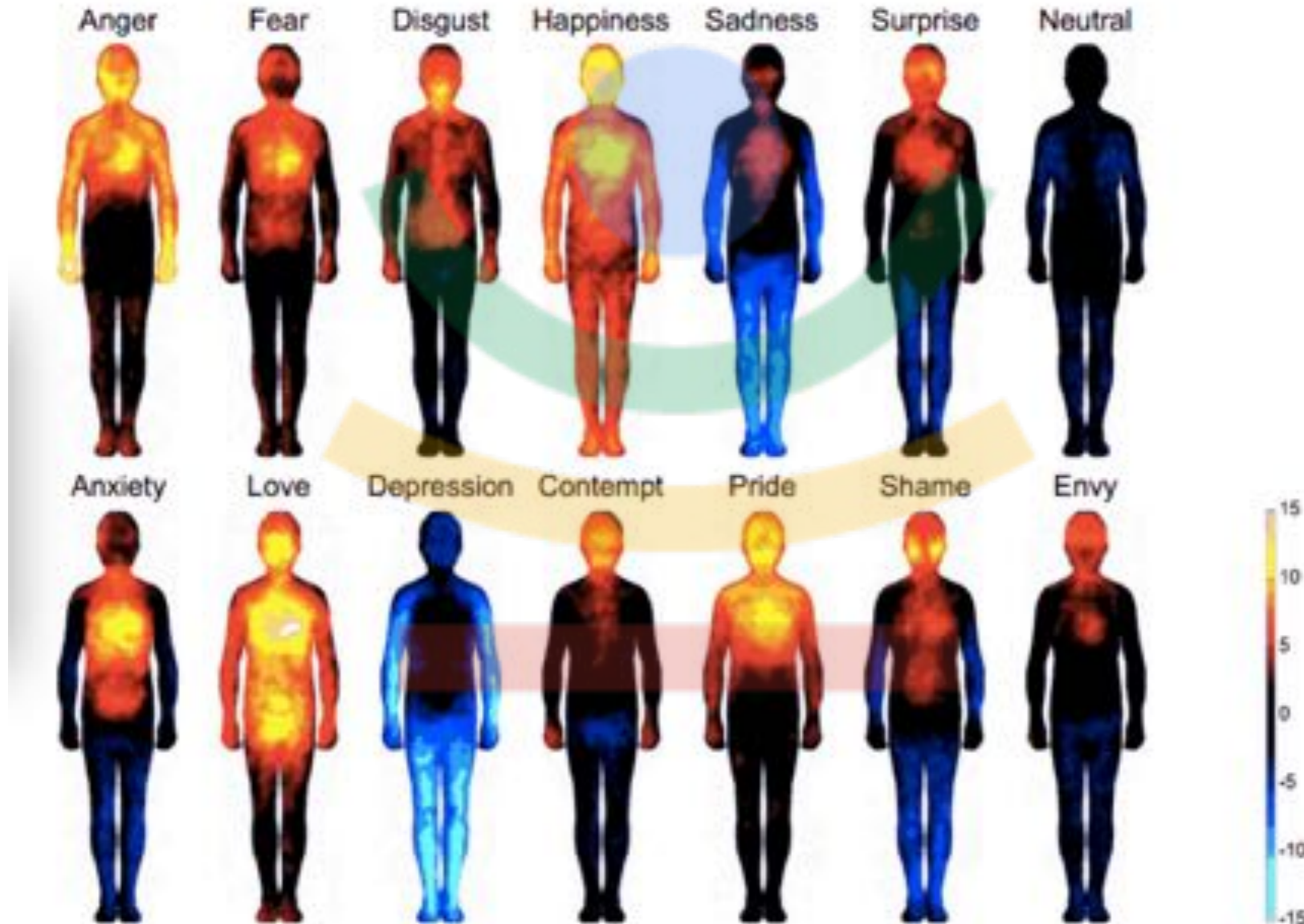


Emotional Awareness





Emotions in the body





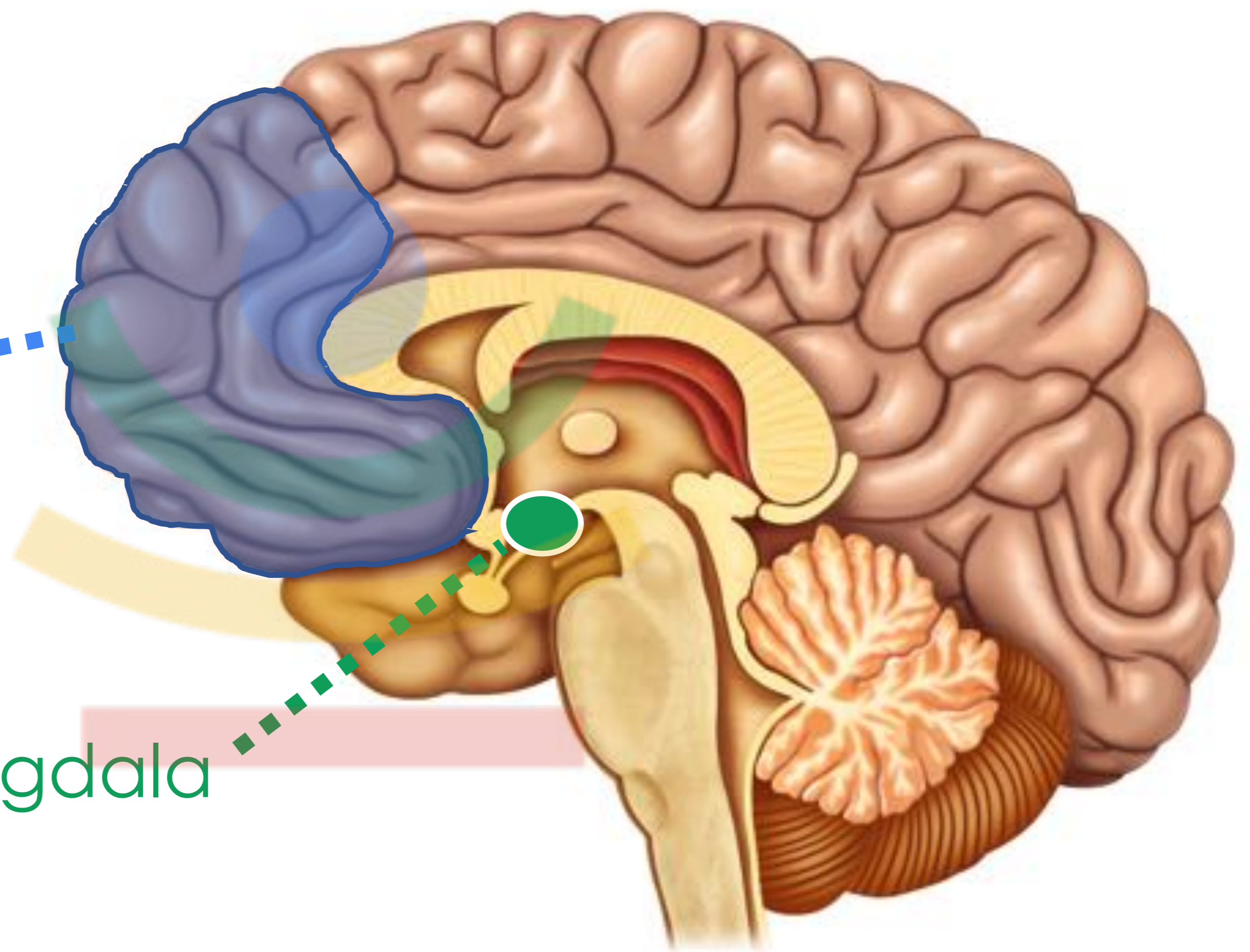


Emotional Awareness Benefits

1. Emotions are necessary for decision-making
2. Emotions contain information
3. Emotional awareness enables perspective shift

Prefrontal
Cortex

Amygdala





Iowa Gambling Task



50

Have a hunch

80

Figured it out

10

Palms sweat &
behavior changes



EXISTENTIAL

“I am angry”

EXPERIENTIAL

“I experience
anger in my body”

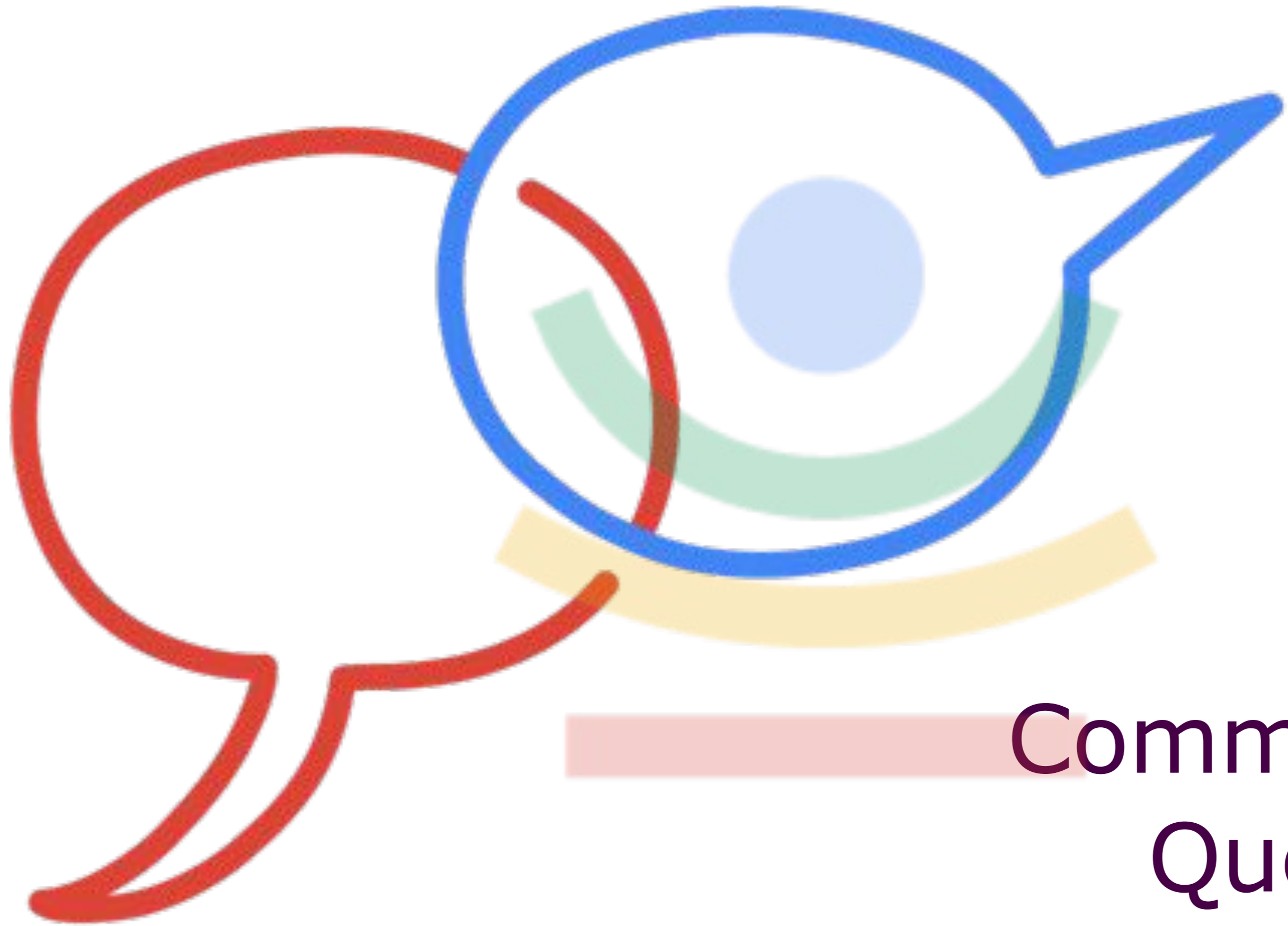




How?



Body Scan



Comments &
Questions

Micropractice



Head, Body, Heart Check-in

1. Head – thoughts
2. Body – emotions, intuitions
3. Heart – values, intentions



Journaling



Things that
annoy me
are...

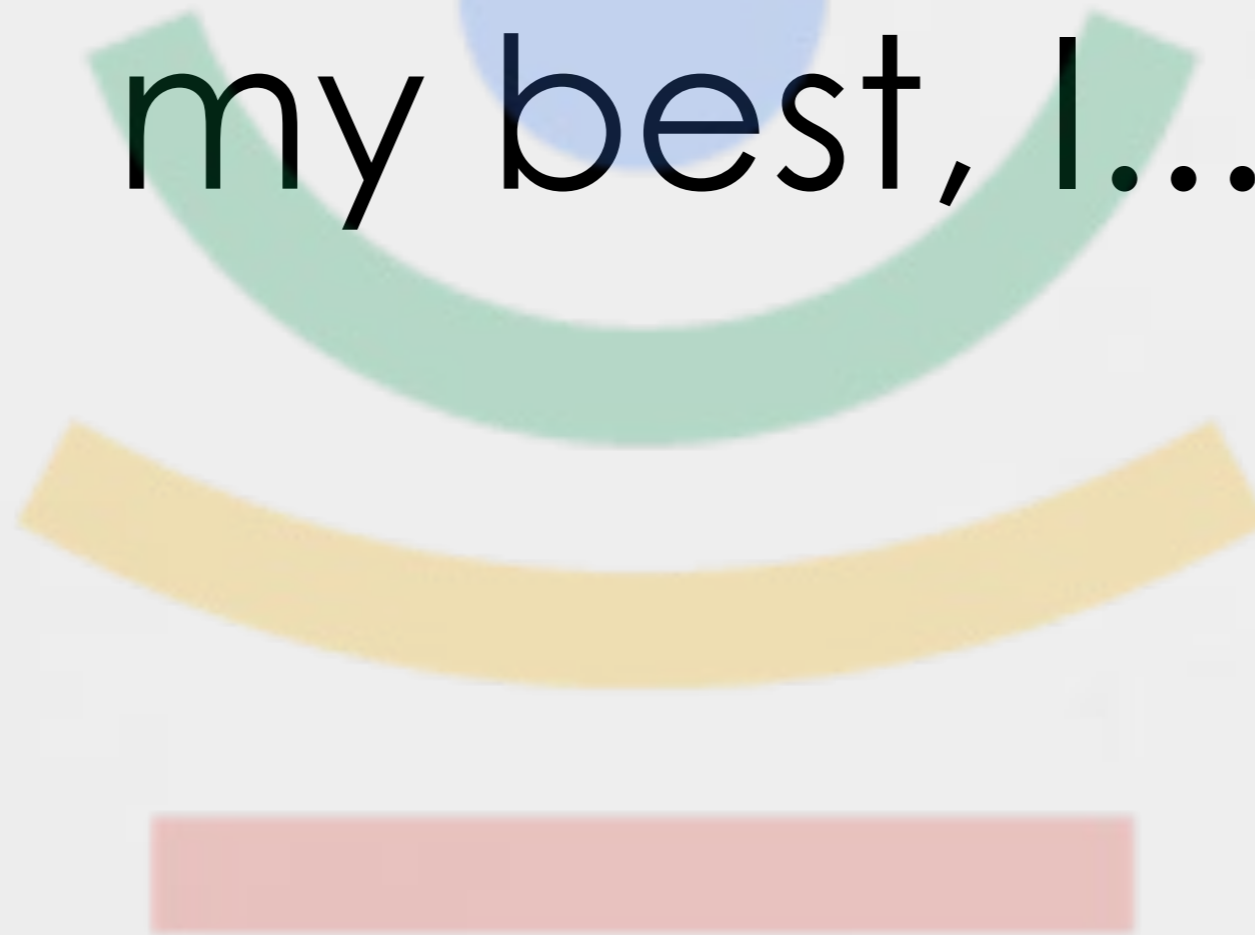
My
challenges
are...





Things that
bring me
alive are...

When I'm at
my best, I...





Journaling Benefits

- Laid-off professionals journaling about their feelings for five days found new jobs at a much higher rate: 68% vs. 27%

Buhrfeind & Pennebaker, 1994

- 49 college students, two minutes journaling on two consecutive days → improved mood and wellbeing.

University of Missouri, 2009

Key Points

Leadership

Empathy

Motivation

Self-Management

Self-Awareness

Mindfulness

- Self-Awareness:
Emotional Intelligence
foundational domain
- Emotions are essential for
decision-making
- Pay attention to the body
- Shift view from
existential (I am) to
experiential (I experience)



LUNCH

Roadmap



Self-Management



Compulsion



Choice





“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

Viktor Frankl's teachings,
summarized by Steven Covey.

Self-Management

The process of managing one's internal states, impulses, and resources.

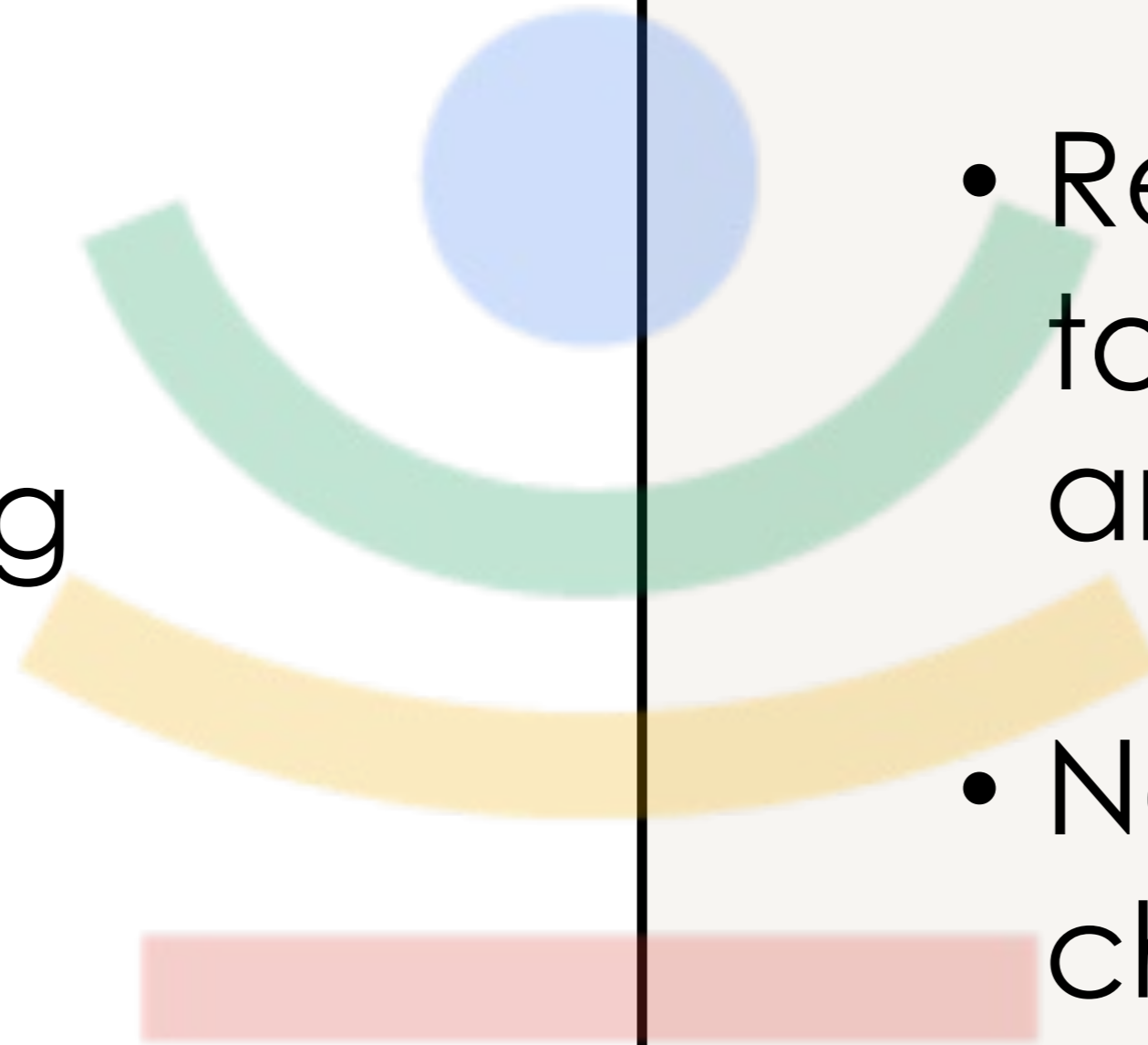


It's not...

- Avoiding
- Suppressing
- Denying

It is...

- Reducing harm to ourselves and others
- Navigating challenges more skillfully



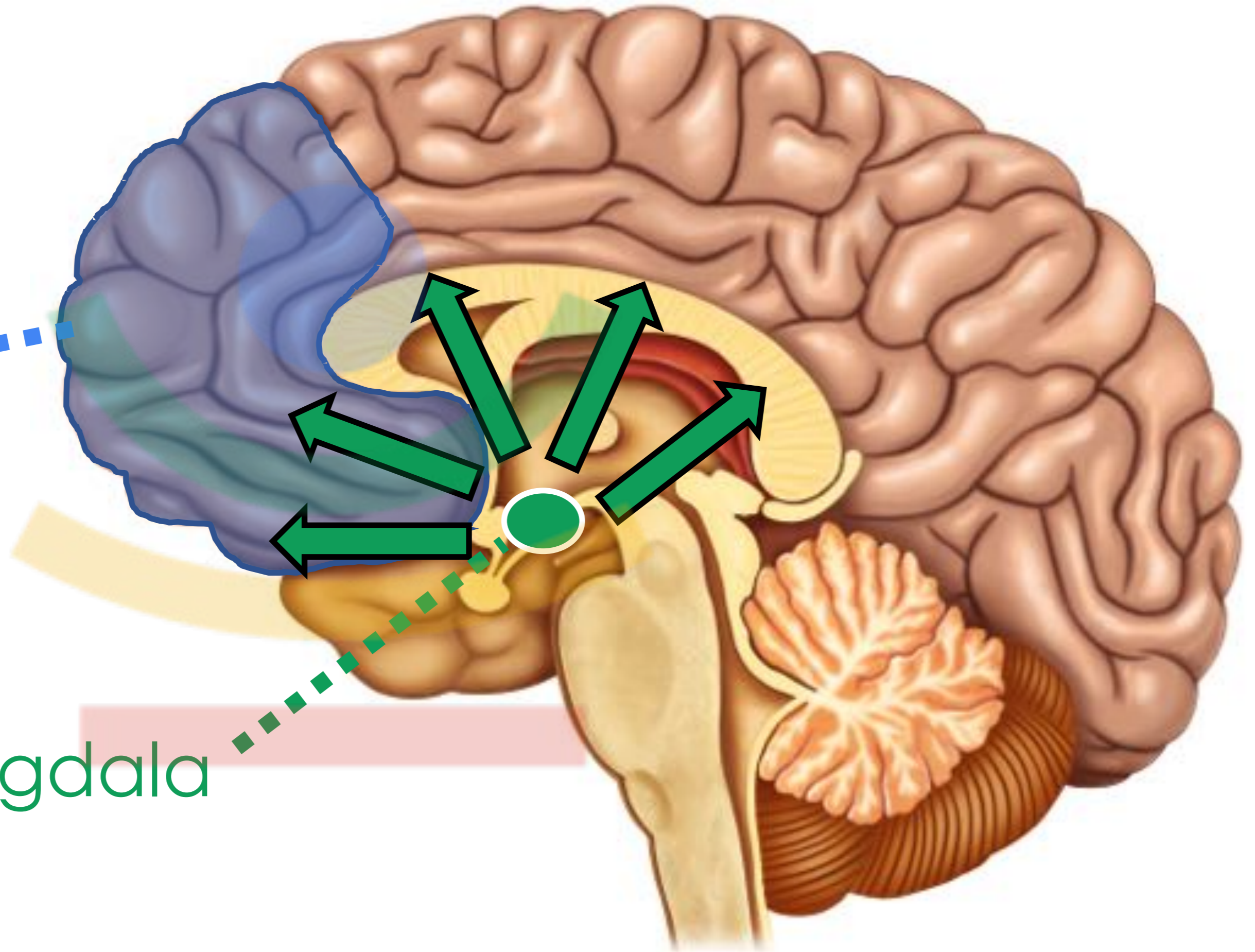


How to
respond to
triggers?

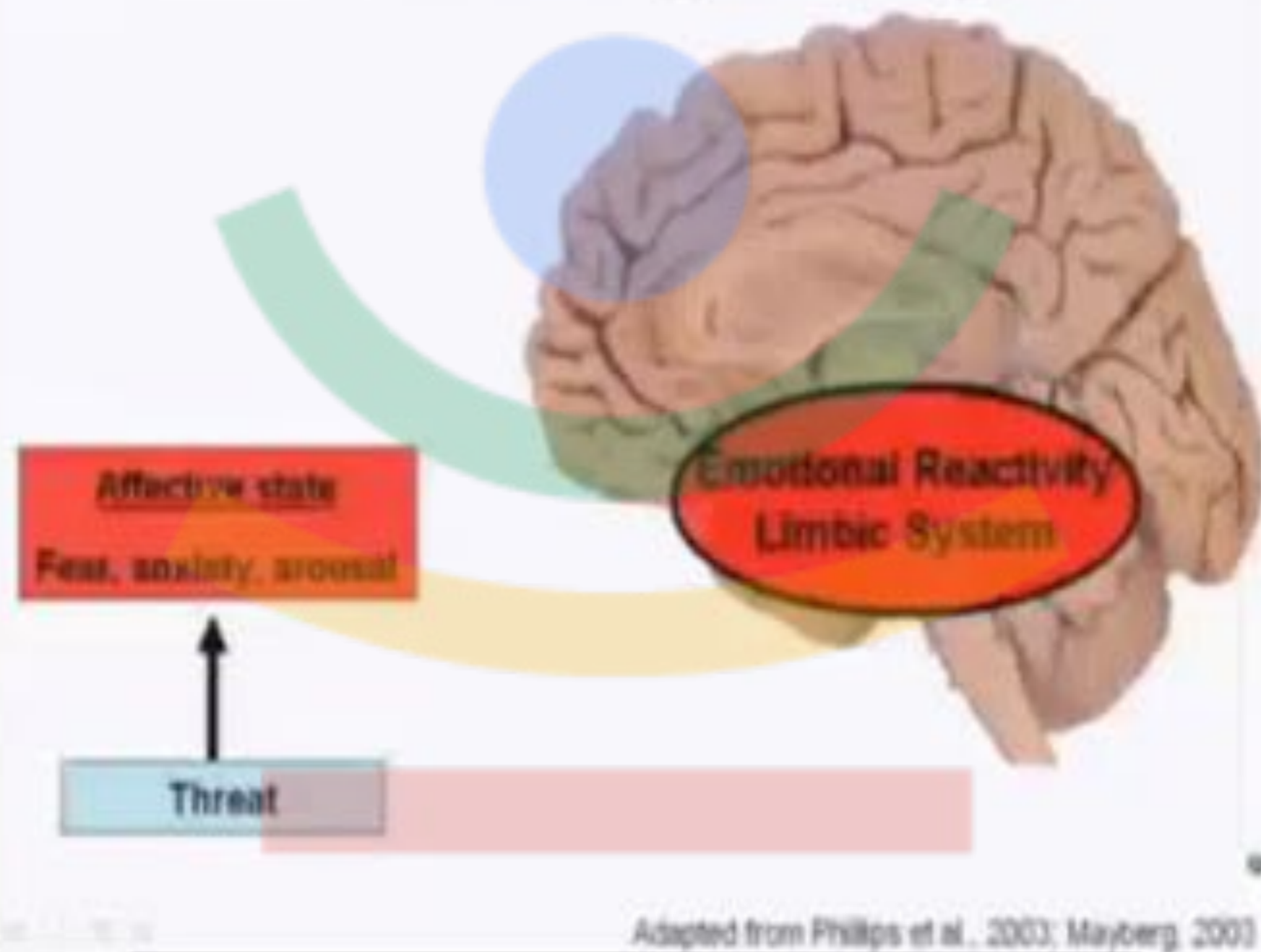
Hijack

Prefrontal Cortex

Amygdala

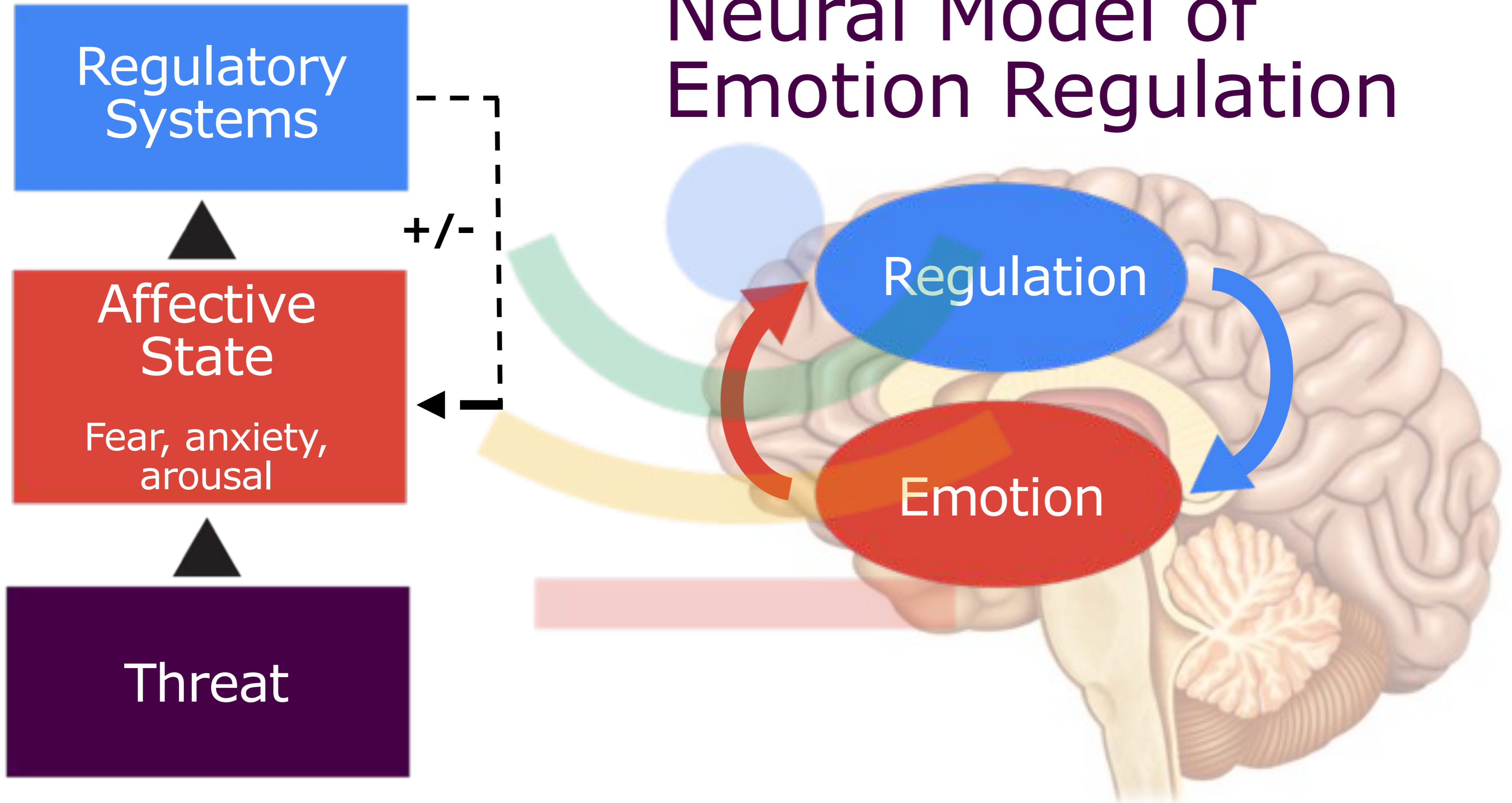


Neuroanatomical Model of Emotional Reactivity and Regulation



In the context of a threat, real or imagined, this can rapidly shift our

Neural Model of Emotion Regulation





- Stop
- Breathe
- Notice
- Reflect
- Respond

SBNRR

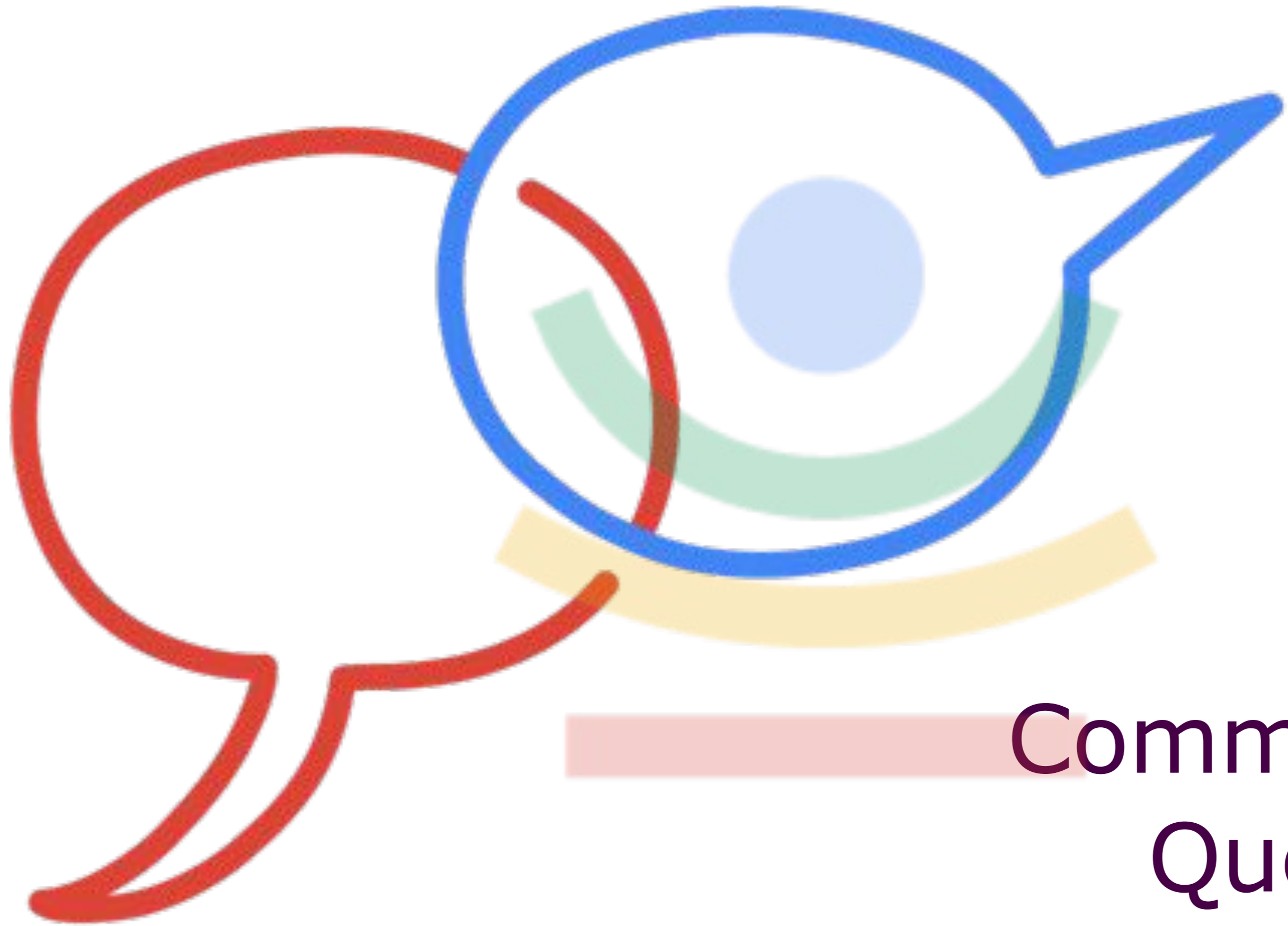


Mindful Conversation



- A talks and B listens (bell)
- B says “What I heard you say is ...” then A gives feedback and B responds until A is satisfied (bell)
- Switch roles
- Free-flow conversation

- How are you feeling right now?
- What did you experience during the exercise? (content / process)
- OR ... anything else you want



Comments &
Questions

Emotional Management Strategies



Self-Compassion

Mindfulness

Common Humanity

Self-kindness





Journaling

Journaling



- Imagine writing a letter to yourself from the perspective of a close friend or mentor.
- They know you well, understand you, want the best for you.
- What would they say to you about the challenges and opportunities you are facing?

Mindful Listening





- A talks and B listens (bell)

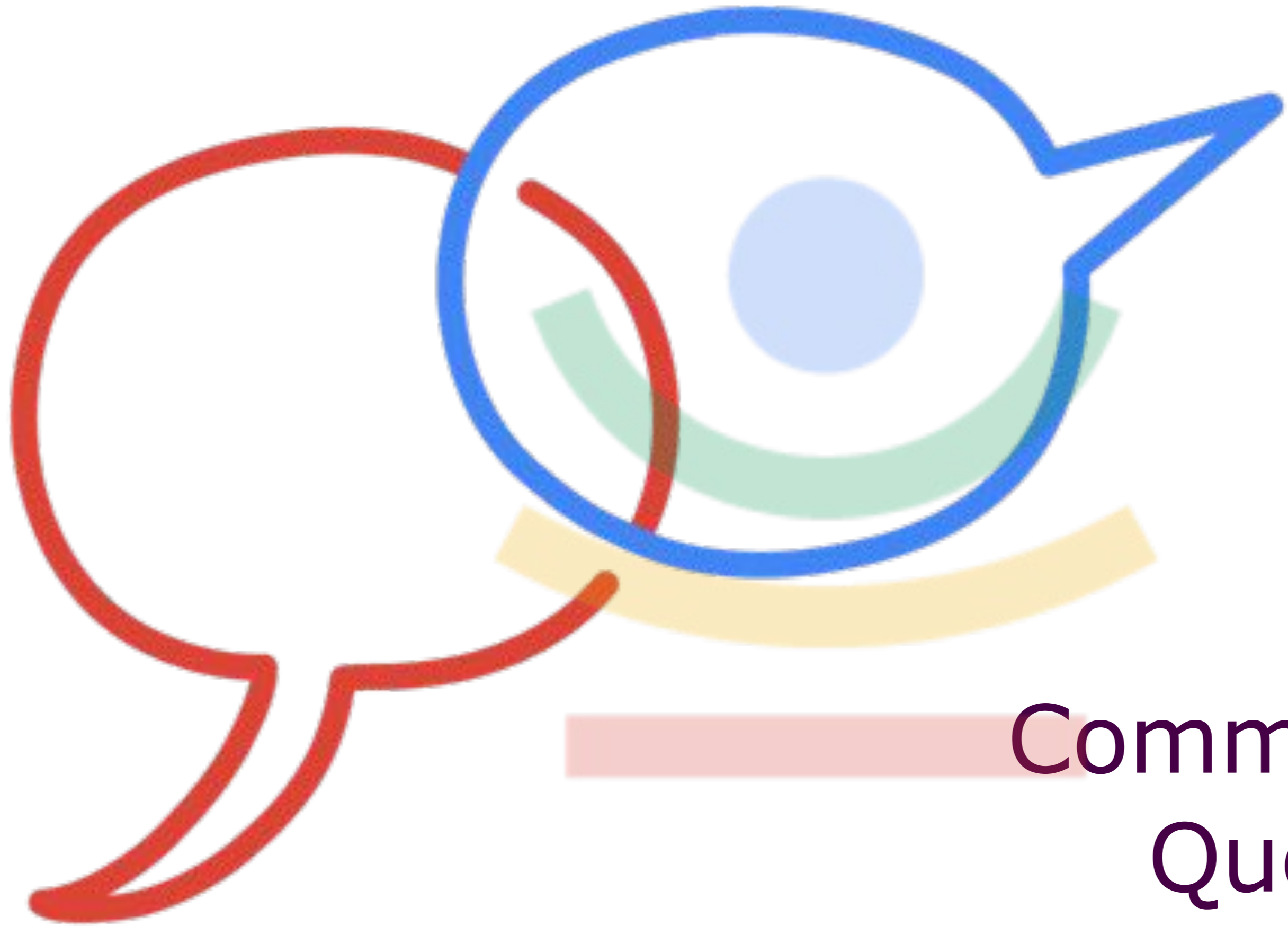
- Switch roles

- Free-flow conversation

- What did you notice in the last exercise?

- How do you feel about your challenges & opportunities now?

- OR ... anything else



Comments &
Questions



Self-Compassion Benefits



“Growth mindset,” belief in change



Motivation to correct past mistakes



Motivation to grow and learn from others



Effort to improve after setback

“ ... self-compassion may increase self-improvement motivation given that it encourages people to confront their mistakes and weaknesses without either self-deprecation or defensive self-enhancement.”

Micropractice

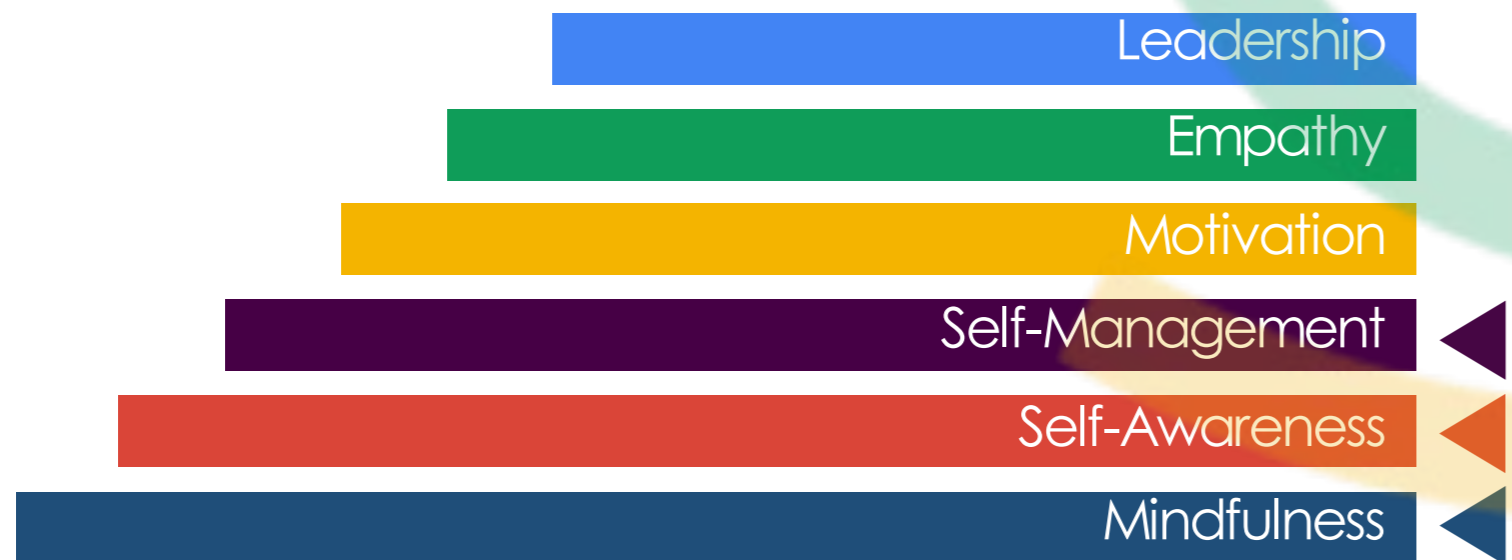


Acceptance

*“Breathing in, I do my best;
Breathing out, I let go of the rest.”*

A decorative graphic consisting of a blue circle at the top, a green arc below it, a yellow arc below that, and a red horizontal bar at the bottom.

Day 1 Recap



- Emotional skills are trainable
- Mindfulness develops self-awareness that enables other Emotional Intelligence domains
- Self-Awareness: pay attention to the body. From existential to experiential
- Self-Management: from compulsion to choice



Practices Summary

- 
- Mindful Listening
 - Three Breaths
 - Focused Attention
 - Minute to Arrive
 - Open Awareness
 - Noting
 - Body Scan
 - Head, Body, Heart check-in
 - Journaling
 - Mindful Eating
 - SBNRR
 - Mindful Conversation
 - Acceptance

Homework

- Practice 1 minute of focused attention OR open awareness
- Begin one meal with 3 mindful bites
- Practice mindful listening

