

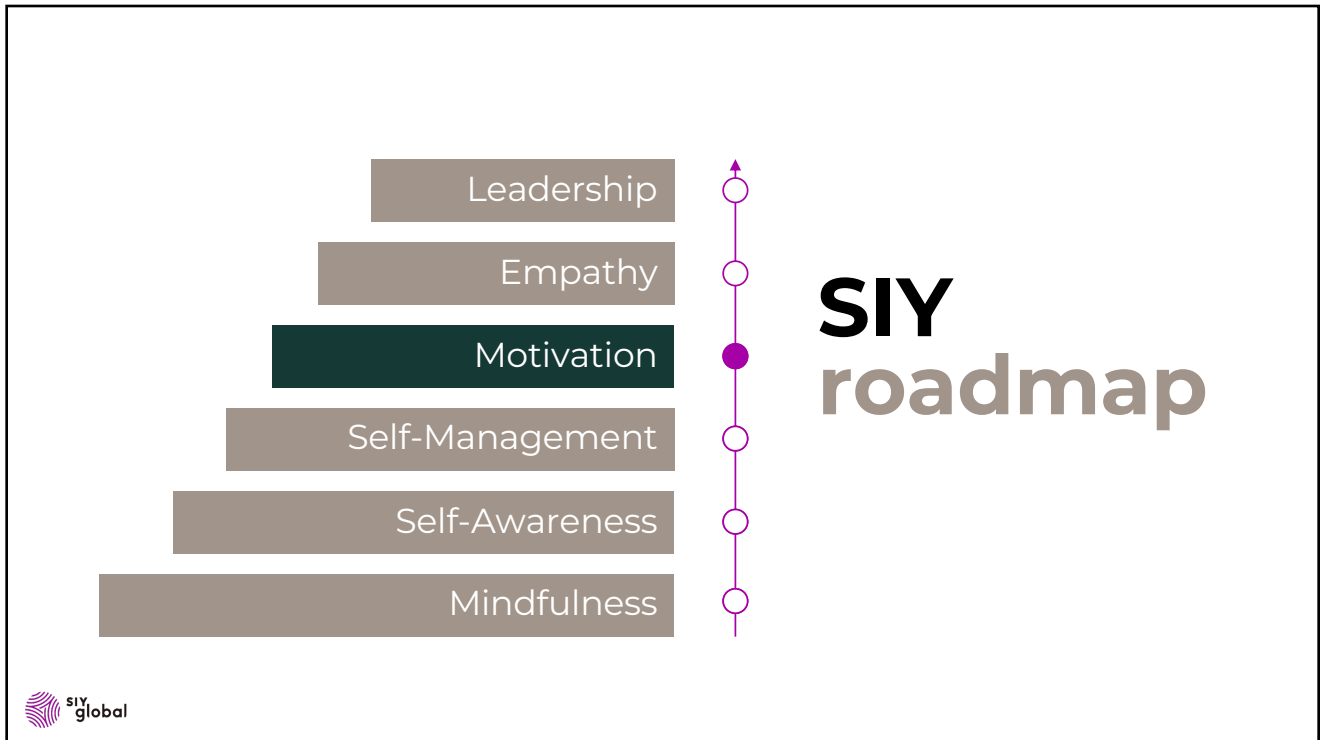


search inside yourself

Mindfulness-Based Emotional Intelligence for Leaders

Session 4





Discover



alignment

envisioning

resilience



alignment

envisioning

resilience



PERMA

5 CORE ELEMENTS OF PSYCHOLOGICAL WELL-BEING

Positive Emotion

Engagement

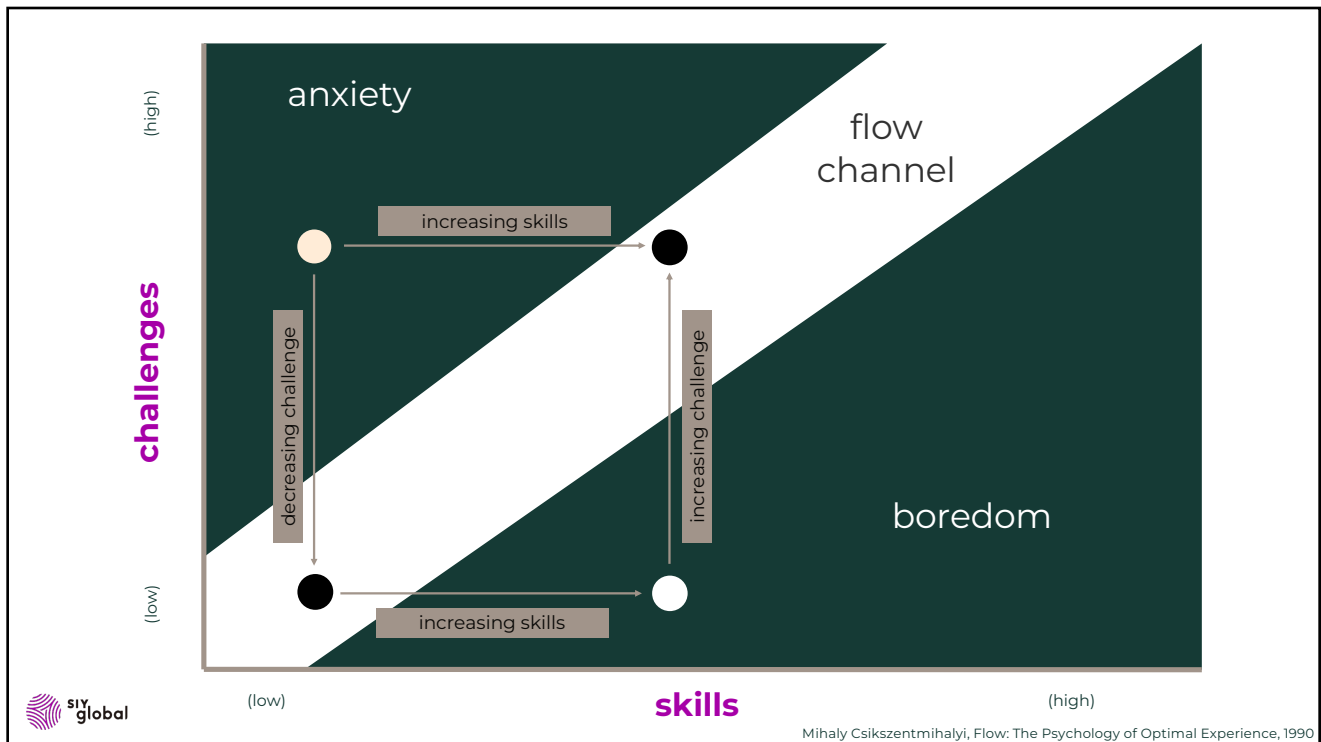
Relationships

Meaning

Accomplishments



Dr. Martin Seligman





- Choose **3** people you admire
- For **each** person, write what traits you admire, and in what situations they displayed these traits



- Review what you wrote
- Create a list of **5** core values that you hold



in pairs

GENEROUS LISTENING

- What are your top values?
- How do these values show up in your life?





comments & questions



alignment

envisioning

resilience



“In a sense, we learn from the past what to predict for the future and then live the future we expect.”



Regina Pally, The Predicting Brain

journaling



what's your **best** possible future?



discovering an ideal future



If everything in my life, starting today, meets or exceeds my most optimistic expectations, what will my life be like in 5 years?

- Who are you and what are you doing?
- How do you feel?
- How are your relationships with others?

break



**groups of
three**



- **A** talks. **B** & **C** listen
 - Switch roles **2x**
 - Free-flow conversation
- Share about what you wrote
 - Share about the process of writing
 - OR ... anything else



comments & questions





micropractice



HANDS ON CHAIR

- ① Touch chair fabric
- ② Remember highest intention

alignment

envisioning

resilience



Resilience is the ability to “meet the disappointments and difficulties and even disasters of our lives and bounce back. We can cope skillfully, effectively, even gracefully.”



Linda Graham

resilience in 3 steps

- ① inner calm
- ② emotional resilience
- ③ cognitive resilience



explanatory style

INTERPRETATION OF SETBACKS

	PESSIMIST	OPTIMIST
Personalization	<ul style="list-style-type: none">• personal, indicating that I am a failure	<ul style="list-style-type: none">• not personal, based on causes and conditions
Permanence	<ul style="list-style-type: none">• permanent	<ul style="list-style-type: none">• temporary
Pervasiveness	<ul style="list-style-type: none">• apply to all areas of one's life	<ul style="list-style-type: none">• apply to certain circumstances, not all



cultivating optimism

- ① Become aware of negativity bias
- ② Mindfulness
- ③ Transformation



resilience

- ① What is the situation?
- ② Pessimistic style
- ③ Optimistic style
- ④ What did you notice?



comments
& questions



key points

- 3 steps of Motivation:
Alignment, Envisioning, & Resilience
- Being aligned with our values generates motivation
- Motivators that support well-being:
Positive Emotion
Engagement
Relationships
Meaning
Accomplishments
- Expectations predict outcomes
- Resilience can be trained: inner calm, emotional resilience, and cognitive resilience



practices recap

- Journaling: Values, Envisioning
- Generous Listening
- Hands on Chair Micropractice
- Resilience



practices

- 3 minutes of dedicated practice each day
(focused attention, open awareness, or body scan)
- Practice mindful listening & mindful eating
- Resilience journaling





search inside yourself

Mindfulness-Based Emotional Intelligence for Leaders

Session 5



practice how did it go?

- 3 minutes of dedicated practice each day
(focused attention, open awareness, or body scan)
- Practice mindful listening & mindful eating
- Resilience journaling



SIY
roadmap





empathy



This video is used with permission from RSA Animate (www.thersa.org) under the Creative Commons license.



what google learned from its quest to build the perfect team.



1

Psychological safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

Google, "Project Aristotle"

empathy is...

- the ability to experience and understand what others feel
- while maintaining a clear discernment about your own and the other person's feelings and perspectives



Thompson, 2001, Journal of Consciousness Studies 8, 1-32

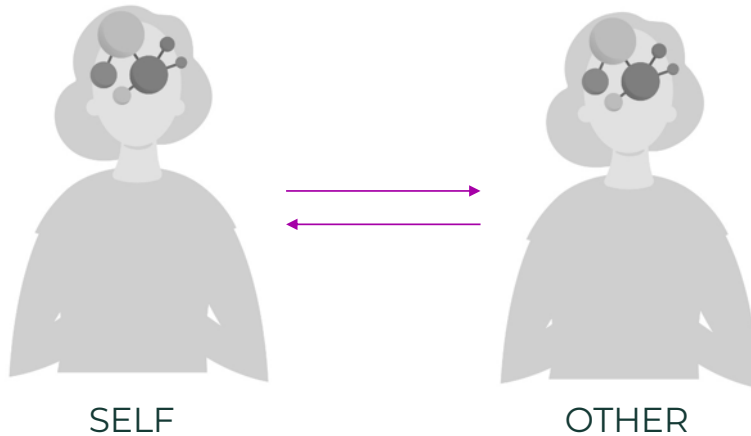
empathy is not...

- psychologizing
- agreeing with people



Daniel Goleman, Working with Emotional Intelligence

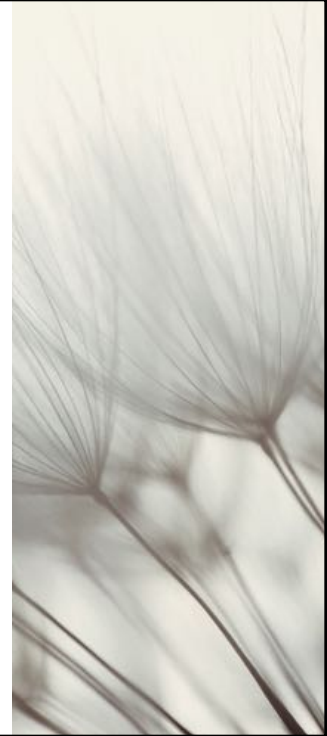
self-awareness → **empathy**



Decety & Lamm, 2006, The Scientific World Journal

empathy affected by:

- Perceived fairness
- Perceived “in-group” or “out-group”



in-group out-group

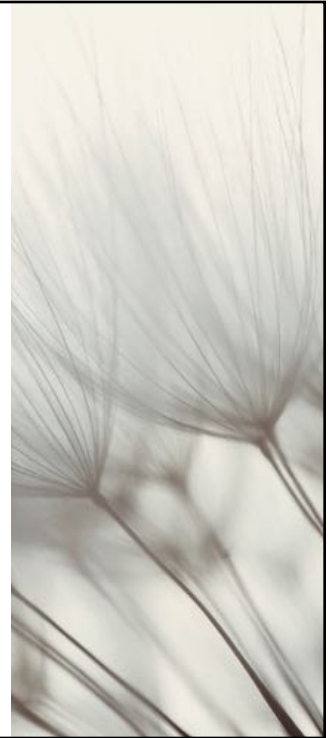


David Eagleman



foundational **empathy** practices

- Seeing similarities
- Offering kindness



creating mental habits





seeing similarities & kindness



comments & questions





micropractice



SHIFT TO CONNECTION

- ① Settle the mind
- ② See a similarity
- ③ Offer kindness

break



empathetic listening



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

- Talk about a time when you overcame a challenge.
- Talk about someone in your life who you particularly appreciate and why.
- Anything you want to talk about that feels meaningful to you in some way.





comments & questions



key points

- Self-Awareness → Empathy
- Empathy is not psychologizing or agreeing
- Empathy is trainable by seeing similarities and offering kindness



practices recap

- Seeing similarities & kindness
- Shift to connection micropractice
- Empathetic listening

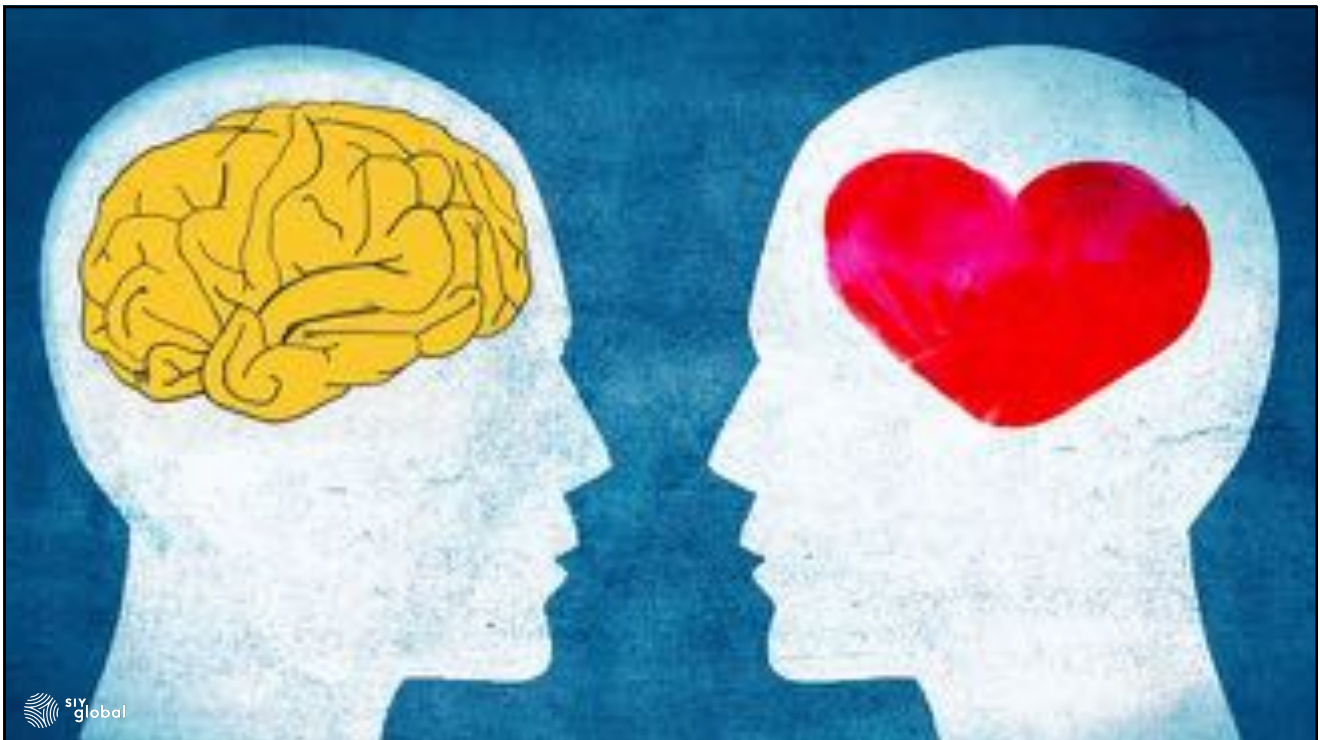


SIY
roadmap





leadership & integration



**leading with
compassion**

**communicating
with insight**



**leading with
compassion**

**communicating
with insight**





comments

WHEN ENCOUNTERING SOMEONE IN A
CHALLENGING SITUATION:

- What are some ways you **feel**?
- What are some ways you **react**?



“Compassion may be defined as the capacity to be attentive to the experience of others, to wish the best for others, and to sense what will truly serve others.”

Joan Halifax

empathy

- Recognizing and sharing the emotions of another
- Feeling “with” another person
- Desire to feel

compassion

- Recognizing the ‘you’ in ‘me’
- Being moved by another person’s distress and wanting to help
- Desire to help



connecting with others

empathy

EMPATHIC DISTRESS

- Self-related emotion
- Negative feelings: stress
- Withdrawal & non-social behavior
- Poor health, burnout

COMPASSION

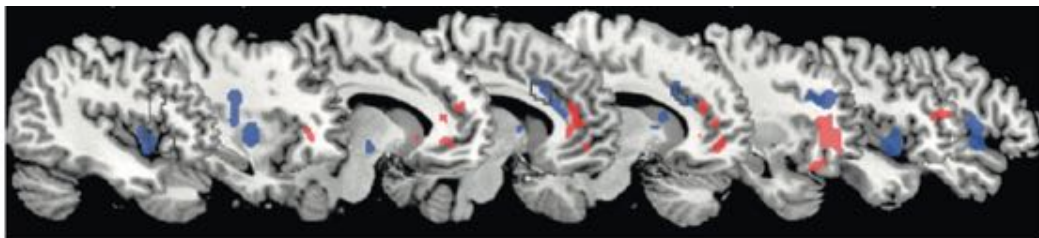
- Other-related emotion
- Positive feelings: kindness
- Approach & prosocial motivation
- Good health



Klimecki et. al., 2014 Current Biology

compassion:

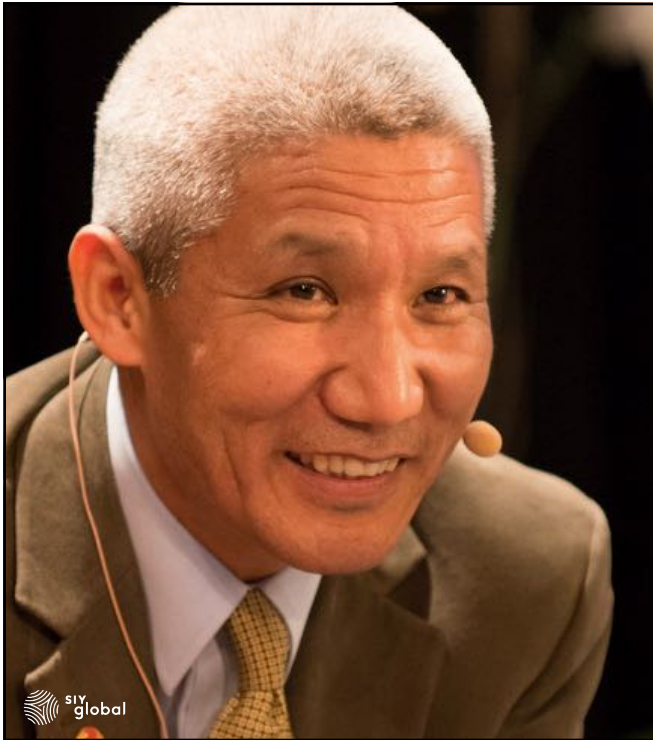
INTERPERSONAL BENEFITS



Greater activation in pro-social brain regions (red) vs. empathy for pain regions (blue).



Klimecki et al., 2013



COMPASSION MAKES COURAGE

“Having **compassion** for others frees us from fearing ... it turns our attention outward, expanding our perspective, making our own problems ... part of something bigger than us that we are all in together.”

Thupten Jinpa





micropractice



COMPASSION

Ask:

“What would be of service?”



comments & questions



key points

- Emotional Intelligence is essential to strong leadership
- Key leadership skills:
 - Leading with Compassion
 - Communicating with Insight
- Practicing compassion gives us a greater sense of connection with others, courage to help, and resilience to avoid burnout



practices recap

- Compassion
- Ask, "What would be of service?" Micropractice



practices

- 3-5 minutes of dedicated practice each day (your choice)
- Micropractice: “What would be of service?”
- Journaling: Compassion at work





search inside yourself

Mindfulness-Based Emotional Intelligence for Leaders

Session 6



practice

how did it go?

- 3-5 minutes of dedicated practice each day
- Micropractice: "What would be of service?"
- Journaling: Compassion at work



SIY
roadmap





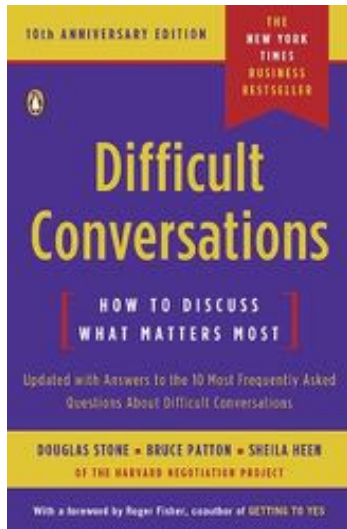
leadership & integration



leading with
compassion

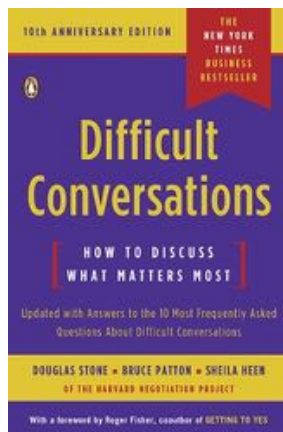
communicating
with insight





- Self-Awareness
- Self-Management
- Motivation
- Empathy

three levels



- 1 **Content**
- 2 **Feelings**
- 3 **Identity**
 - Am I competent?
 - Am I a good person?
 - Am I worthy of love and respect?

difficult conversations



practice

PERSON A

Verbalize each of the
“3 levels” from YOUR
point of view



①

Content

(What happened?)

②

Feelings

(How did I feel?)

③

Identity

(What's at stake?)

- Am I competent?
- Am I a good person?
- Am I worthy of love and respect?

practice

PERSON A

Verbalize each of the
“3 levels” from THE
OTHER PARTY’S point
of view



1

Content

(What happened from
their perspective?)

2

Feelings

(How do I think they felt?)

3

Identity

(What might have been at
stake for them?)

- Am I competent?
- Am I a good person?
- Am I worthy of love and respect?

practice

PERSON B

Verbalize each of the
“3 levels” from YOUR
point of view



1

Content

(What happened?)

2

Feelings

(How did I feel?)

3

Identity

(What’s at stake?)

- Am I competent?
- Am I a good person?
- Am I worthy of love and respect?



comments & questions



difficult conversations



- 1 Verbalize the “three levels of the conversation”
 - Content
 - Feelings
 - Identity
- 2 Check your intention & decide whether to raise the issue
- 3 Start from the “third story”
- 4 Explore their story & yours
- 5 Problem-solve

key points

- Emotional Intelligence is essential to strong leadership
- Key leadership skills:
 - Leading with Compassion
 - Communicating with Insight
- The difficult conversations model helps us hold important conversations by generating insight into others' perspectives



practices recap

- Difficult Conversations preparation





leadership & integration



recap

- Emotional Intelligence is trainable
- Mindfulness facilitates movement from autopilot → aware
- Self-Awareness is the foundation of Emotional Intelligence.
- Self-Management enables a shift from compulsion to choice



recap

- Motivation is trainable through alignment, envisioning, and resilience
- Empathy can be developed by seeing similarities and offering kindness
- Compassion is being attentive to the experiences of others, wishing the best for others, and sensing what would truly serve others
- Difficult conversations are a great opportunity to develop and apply all of the Emotional Intelligence skills



practices recap



Meditations

- Focused Attention
- Open Awareness
- Body Scan
- SBNRR
- Seeing Similarities / Offering Kindness
- Compassion

Listening Practices

- Mindful Listening
- Mindful Conversation
- Generous Listening
- Empathetic Listening

practices recap



Micropractices

- Three Breaths
- Minute to Arrive
- Noting
- Acceptance
- Hands on Chair
- Shift to Connection
- Ask, "What would be of service?"

Other Practices

- Journaling: Values, Envisioning
- Difficult Conversations



A close-up photograph of a person's hand holding a black pen, writing on a small notebook. The notebook is resting on a light-colored wooden desk. The background is blurred, showing what appears to be an office or library setting with bookshelves.

journaling



leadership commitment

- Who am I as a leader?
- How do I want to show up for others?
- What do I feel deeply committed to and what can I let go of?
- What practices will I commit to in support of this vision?



break



small groups



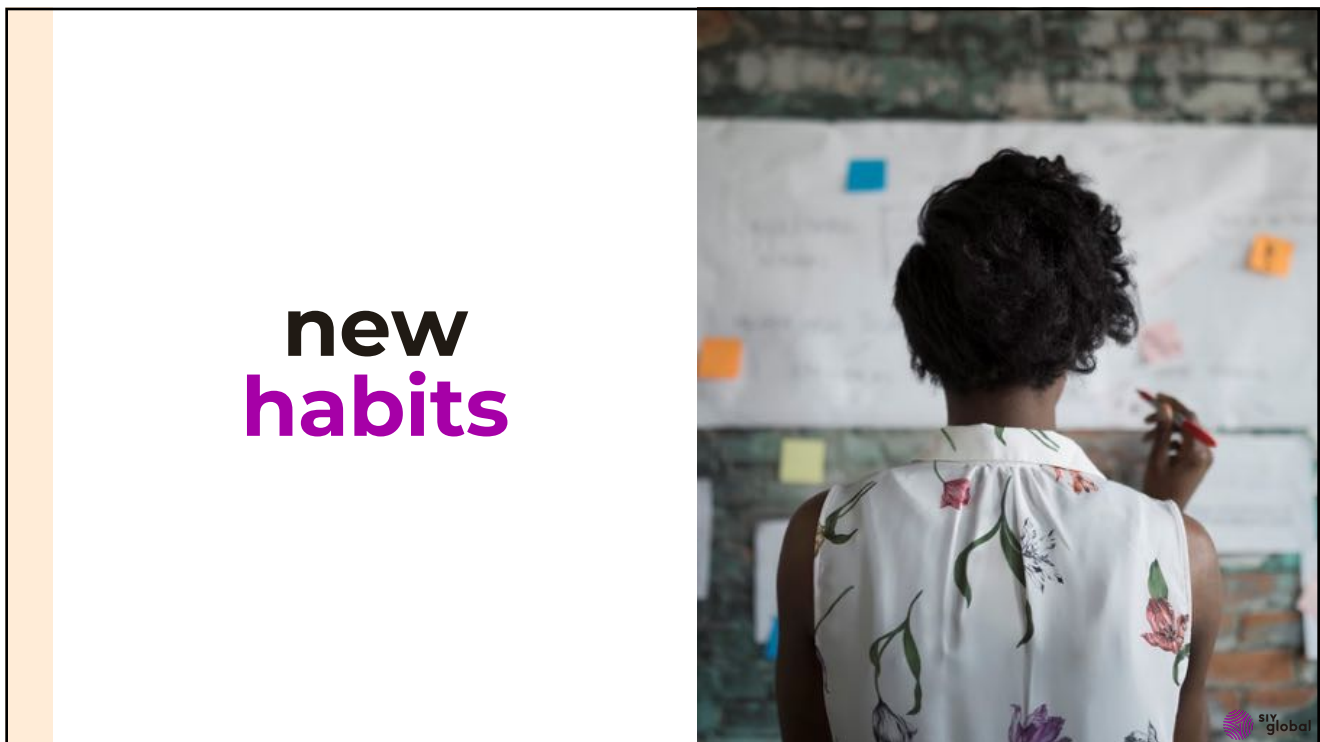
- **A** talks. **B, C, & D** listen
- Switch roles 3x
- Free-flow conversation

- Who am I as a leader?
- How do I want to show up for others?
- What do I feel deeply committed to and what can I let go of?
- What practices will I commit to in support of this vision?



comments
& questions





roadmap: what's next

1

SIY program

2

28-day challenge

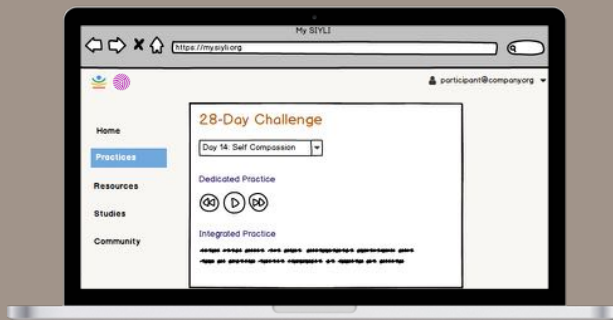
- Daily practices
- Personal goals & leadership commitment
- Buddy meetings

3

capstone webinar & post-program assessment



the learning hub



- Slides
- Handouts
- Assessments
- Videos
- Studies
- Apps & Books
- 28-Day Challenge
- Envisioning Practice



buddy conversations

WEEKLY CALL STRUCTURE: 15-MINUTES TOTAL

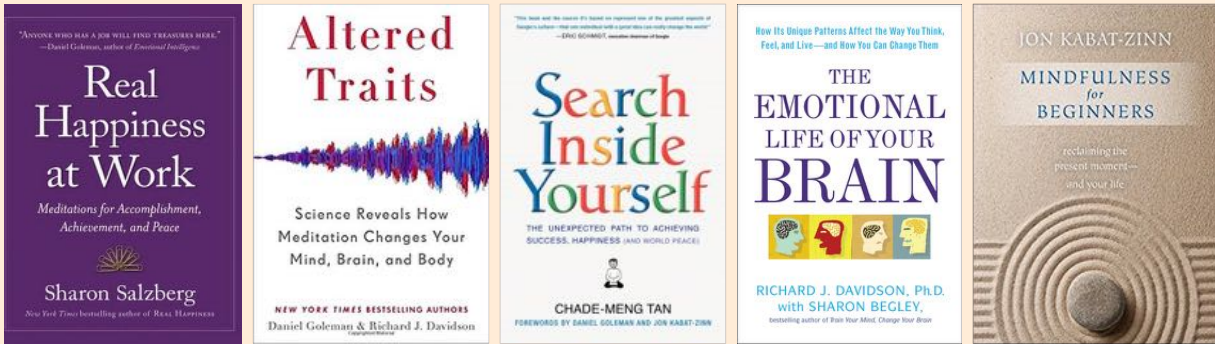
- Start with a 3-breaths practice together (~1 min)
- Share how your learning is going and any challenges you're having (3-4 min each)
- Free flow conversation about what was shared (~4 min)
- State an intention you have for the coming week (1 min each)

Everything shared is held confidentially.

NOW:

- Share intentions
- Set first meeting







let's stay connected:



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[@siyglobal](https://instagram.com/siyglobal)



siyglobal.com



what do I take home from SIY?

