



# search inside yourself keynote presentation

Mindfulness-Based Emotional Intelligence for Leaders

## in pairs

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- What do you love about your work?
- What are some of your biggest challenges?

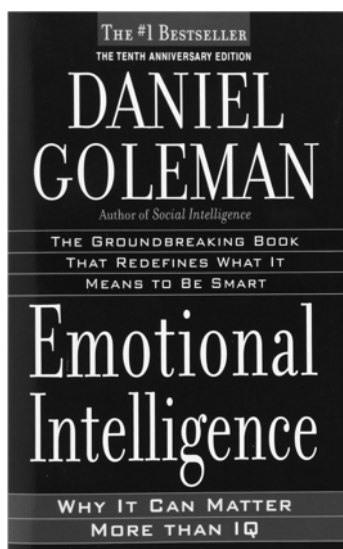




**search  
inside  
yourself**

=

emotional  
intelligence  
+  
neuroscience  
+  
mindfulness



self-  
awareness



social  
awareness



self-  
management



relationship  
management





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



Killingsworth, 2010; & Mindful Leadership Institute, 2010

result = **autopilot**



# autopilot traits

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- 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 Stephen Covey

# how to get off autopilot?



# mindfulness

“being aware”



autopilot → aware



**self-awareness**







In the moment:  
**INTEGRATED**



At the gym:  
**DEDICATED**



**micropractice**

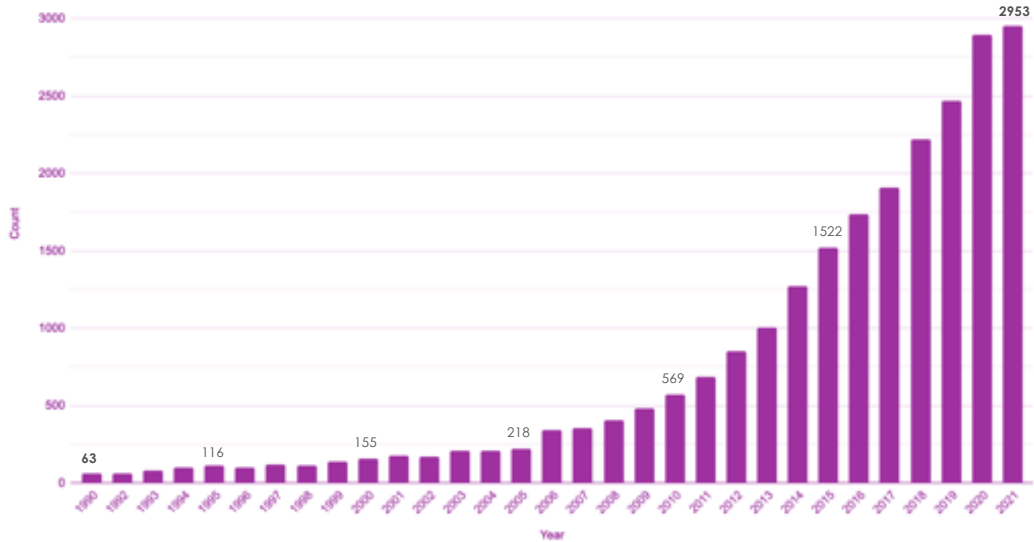
### THREE BREATHS

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- ① Attention to breath
- ② Relax Body
- ③ Ask: What's important now?



## mindfulness research publications

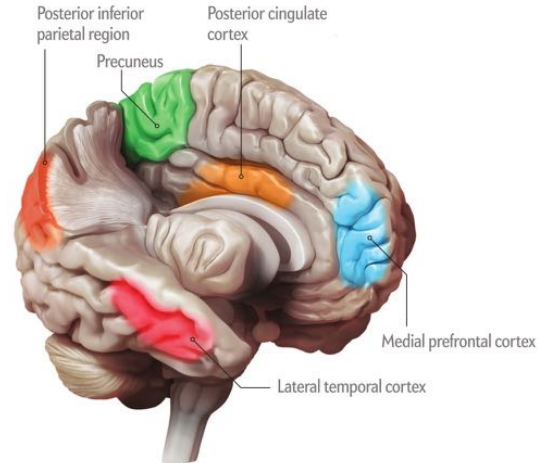


# neuroplasticity

## CHANGES IN ATTENTION & MIND-WANDERING

### Default Mode Network (DMN)

- Related to mind-wandering & self-referential thinking
- Less active during meditation
- Meditation practice → greater connectivity with attention management regions, even when at rest



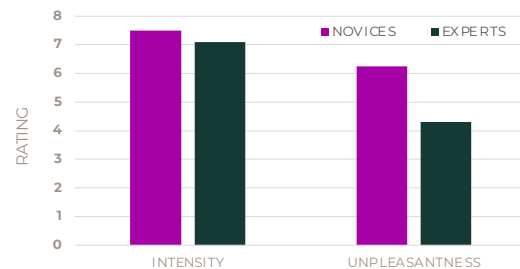
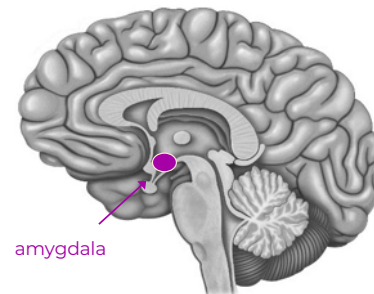
Brewer et al., 2011, image from Ricard et al. 2014

# mindfulness practice

LESS ANTICIPATORY STRESS,  
FASTER RECOVERY

### Expert vs. novice meditators responding to pain

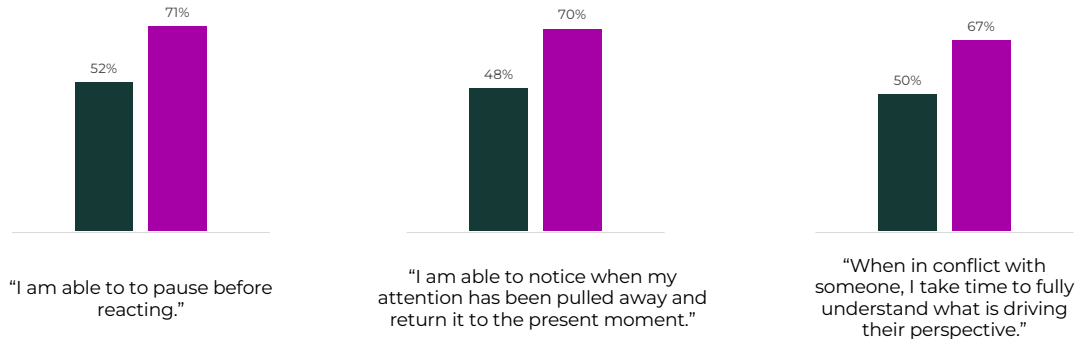
- Less anticipatory amygdala activation
- Less self-reported unpleasantness afterwards



Lutz et al., 2013

# changes after SIY

PRE-PROGRAM COMPARED TO 4 WEEKS POST-PROGRAM



● PRE-PROGRAM  
● POST-PROGRAM

% of "Often" and "Very Often" Responses  
N = 9,650

## summary

- We need skills for a **VUCA world**
- Mindfulness facilitates movement from **autopilot** → **aware**





# empathy



## 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"

# autopilot traits

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



mindfulness

movement from  
autopilot → aware

empathy

awareness of others



# listening



**A** talks, & **B** listens

- What's surprising to me lately in my life is...
- The kind of person I want to be is...
- OR ... anything else



# UN-mindful listening



## micropractice



### SHIFT TO CONNECTION

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



# mindful listening



- **A** talks. **B** listens
- Switch roles **1x**
- Free-flow conversation

- What's surprising to me lately in my life is...
- The kind of person I want to be is...
- OR ... anything else





# comments & questions



autopilot



aware



connected



# practices recap

- Three Breaths Practice
- Mindful Breathing
- Mindful Listening
- Shift to Connection



# summary

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- We need skills for a **VUCA world**
- Mindfulness facilitates movement from **autopilot** → **aware**
- Awareness of others creates **connection & empathy**
- Find ways to **practice**, both dedicated and integrated





