



Soul of leadership workshop

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What I learned

Minds

- Our minds grow in relationships with other minds.
- We can't grow without relationships.
- We are only potential

Concepts

- Listening: Just by listening, the activity of the speaker's amygdala “cools down”
- Soul: our dreams, aspirations, realm of chosen place of manifestation
- Consciousness: shared awareness in which we experience ourselves, others and the whole world. It is shared. The individual part is the soul.

Soul is the personal source of

- Context: particular set of circumstances
- Meaning: depends on relationships
- Relationships
- Story
- A good leader reflects and tells a good story

Exercise of creating a soul profile

- How you felt when you had a peak experience?
- What is your life's purpose?
- What would you like your legacy to be?
- What are your unique talents?
- Who would you consider your mentors, heroes, and role models?
- Do you have any best friends that you totally trust? Why?
- What are the qualities that you contribute to a good relationship?

Wellbeing

- #1 trend in the world & Correlates with everything
 - GDP, success of business, violence, quality of leadership
- Measured by: Total satisfaction with life
 - Career
 - Do you enjoy your work?
 - Social
 - Do you have meaningful relationships?
 - Physical condition
 - Do you have pain?
 - Do you wake up energetic?
 - At night do you have a good sleep?
 - Nutrition? Exercise?
 - Financial
 - Do you worry about money?
 - Spend on experience and not things
 - Community
 - Involved in organizing? Get together with others that share your passions?

Connected wellbeing

- Ignored workers are 45% disengaged
- Criticize and disengagement drops from 45% to 20%
 - You are being acknowledged, you exist, you are being noticed
- Notice a strength
 - Disengagement drops to less than 1%
- Disengagement
 - Passive: not interested, punch clock and leave
 - Active: I'm unhappy and am going to make others unhappy

Team building

- Effective leaders create teams
- Ideal team has 7 members
 - Less than 5 or more than 12 not effective
- Ideal team brings together people with complementary strengths
 - Strength-based leadership book
 - Website scoring and analysis

Happiness

- $H=S+C+V$
 - H: happiness
 - Linked to people in your life
 - Minds are relational: if you and I are happy, this goes viral
 - S: set point in the brain
 - Happy people look at the situation and find opportunity
 - Learned during early childhood
 - Can be modified by meditation, cognitive therapy
 - C: conditions of living
 - 10-15% determined by this
 - V: voluntary actions
 - Choices we make every day
 - Personal pleasure, shopping, eating, sex

Cognitive therapy: self reflection

- Limiting beliefs
 - What affects person's success
- It is a belief that limits your possibilities
 - What is your belief?
 - Is that true? Yes or no
 - Are you 100% sure if that is true?
 - What is that belief doing to me?
 - Who would I be without that belief?
- Do enough with any belief and realize that they are all ideas

Happiness is transient

- Fulfillment
 - Choices that satisfy meaning and purpose
 - Make another person happy
 - How? 3A's
 - Attention
 - Appreciation
 - Affection

Best investment as a leader

- Your wellbeing and that of the people you lead
- 4 things people look for in a leader:
 - Stability
 - Being centered and not flustered in a crisis
 - Hope
 - Trust
 - Compassion

LEADERS

- **L**ook and listen
 - Creating a new vision with specific goals
- **E**mootional intelligence
 - In touch with emotions, communicate without disrupting/threatening, but nurturing
- **A**wareness
 - In response and needs
- **D**ream and **D**o
 - Goal setting
- **E**mpowerment
 - Open to feedback but immune to criticism
- **R**esponsibility
 - I if things go wrong, the team if we succeed
- **S**ynchronicity
 - Right place at the right time, luck, fortune

How to deal with your emotions

- Take responsibility for your emotions
- Develop the ability to witness or feel the emotion
- Label the emotion
- Describe and express the emotion
- Share the emotion or experience
- Release it
- Celebrate the release

Exercise

- Close your eyes and think of a bad experience or interaction within the past 3 wk
- How do you feel?
- Where in the body?
- What words describe the emotion?
- 4 emotions
 - Anger
 - Fear
 - Guilt/shame
 - Sadness

Emotional intelligence

- Does not use words that make you a victim
- Because you would have to wait for other person to correct the action
- Process the emotion
 - Describe the incident from your point of view
 - Describe from other's point of view
 - Describe from a 3rd person point of view
 - Share the experience
 - Release the experience

Non violent communication

- Work on conflict resolution
- Based on 4 questions:
 - What do I observe?
 - Always observe, non-evaluation, just the facts
 - What do I feel?
 - What is the unmet need?
 - Survival/safety, achievement, love, belonging, self-esteem, creative expression, higher guidance, transcendence/spiritual
 - What is the best way of fulfilling those needs?
- Never demand!! Always state as question
 - Request fulfillment of that need with a sense of vulnerability
 - You request a change in behavior and very specific

Simple rules for conflict resolution

- Decide you will speak to people with respect
- Do not be belligerent
- Use emotional intelligence
- Understand people have different values
- Recognize that in any conflict there is a perception of injustice on both sides
- Recognize both parties come from fear
- Try your best not to prove the other person wrong
- Best results come by requesting from vulnerability place

Awareness

- 7 ways to respond to any situation
 - Primitive: fight of flight
 - Reactive response: similar but manipulative
 - Centered: refuse to react, feel and notice your body and see you're going to react and don't
 - Intuitive: go into your stillness and ask yourself what is going on. You need to live the question
 - Creative: need data to get there, analyze data, take time out, remove yourself from situation
 - Higher guidance: myths and stories
 - Sacred response: when the being of that person makes the problem trivial, courageous

Exercise:

- Groups of 3-4
- Ask questions that need to be asked

Dream and Do

- Here we are...where do we want to be?
In what time? How will life be different when we get there?
- Set **SMART** goals
 - **S**tretch more than you can reach
 - **M**easure progress along the way
 - **A**gree with team that is what we want
 - **R**ecord progress
 - **T**ime limits should be set

Empowerment

- Feel empowered when you are using our strengths
- Criticism is worst thing you can fall prey to
 - Be immune to criticism
- Can't be seduced by flattery
- Self-referred
 - Identify comes from self, leads to true empowerment
- When you are empowered you learn to empower others

Responsibility

- Initiative
- Risk
- Integrity
- Values
- Truth
- Health

Synchronicity

- Nature of cosmos, things happening at the same time to the extent that we can experience ourselves as an activity of the whole
- Coincidence: many incidents happening at the same time
 - An anonymous message from God.
 - Ask yourself; what is this coincidence telling me?
 - Look at the coincidence as an interruption of repetitive patterns
 - If we respond, we are responding to the universe