Soul of leadership workshop

Patricia E. Molina, MD, PhD

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

- **Look and listen**
  - Creating a new vision with specific goals
- **Emotional intelligence**
  - In touch with emotions, communicate without disrupting/threatening, but nurturing
- **Awareness**
  - In response and needs
- **Dream and Do**
  - Goal setting
- **Empowerment**
  - Open to feedback but immune to criticism
- **Responsibility**
  - If things go wrong, the team if we succeed
- **Synchronicity**
  - 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