



Module 2: Leading Self



Alignment and Kickoff Meeting: May, 3, 10-11 am

Participants, Executive Sponsors, HR and coaches meet to review the program

Facilitated Group Modules

Module 1: Understanding Self – May 17

Leverage the PIBA to increase self-awareness and explore how behaviors/needs impact others and influence leadership style

Module 2: Leading Self – June 16

Learn how one's emotional intelligence, ability to influence, resilience, and mindfulness impact leadership effectiveness

Module 3: Communicating Effectively – July 19

Enhance communication practices that drive understanding and collaboration

Module 4: Leading Teams – August 18

Discover best practices for building and maintaining high-performing and engaged teams

Module 5: Your Leadership Brand – September 15

Learn what separates leaders from managers and how to lead with authenticity and inspire others

Module 6: Putting it into Action – October 13

Deliver a presentation that outlines professional goals, action steps, and outcomes

Module 2: Learning Objectives

- Understand how and why the way we experience and show up in the present is influenced by our past.
- Learn how self-reflection can help to define your future.
- Identify your own barriers to leading self and how you can overcome them.
- Gain familiarity with the brain and how to avoid emotional “short-circuits.”
- Learn strategies for resilience and how mindset influences your outcomes.

Note: There will be a break about halfway through.

Checking In – How Present Do You Feel?



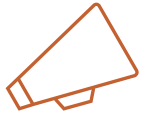
I have so much on my plate and am finding it difficult to focus on this.

I am fully present and able to focus.

How to get the most from today:



This session will be interactive – be prepared to participate!



Speak your truth and assume good intentions



Be fully present – cameras on; phones silenced

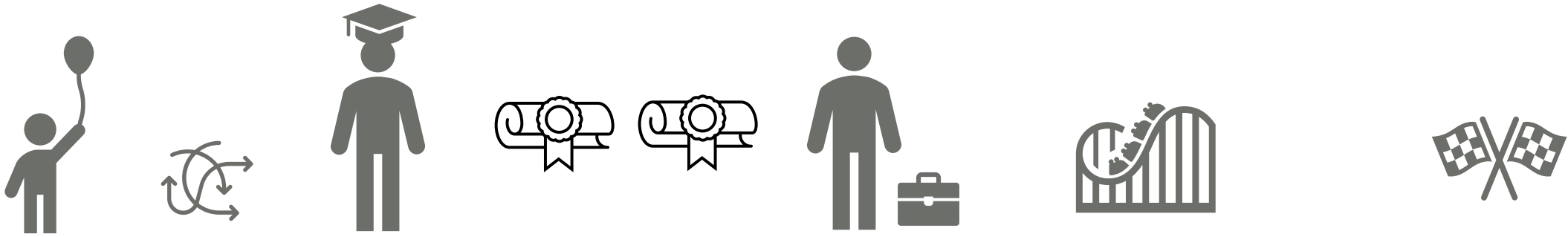


Be curious and open to learning about one another



Maintain confidentiality

The Present-Day You



Past

Momentum

Future Like the
Past

*“That’s just the way I am...that’s
how I’ve always been.”*

Leadership Development Program:

Pre-Module 2 Self-Reflection

As we examine self, it is helpful to uncover beliefs you have about yourself, others, and circumstances that may have developed early in life. These beliefs can be strengthening or limiting, depending upon how aware you are of their impact on your mindset, beliefs, and actions.

Part 1- Pre Session: Finish these self-identifying threads, adding as many rows as you need.

Belief	Earliest Time You Believed This	How This Has Worked For/Against You
Example: <i>I am responsible for everyone else's happiness.</i>	When I was 5 years old.	I take care of everyone else before tending to myself, and am often left feeling burnt-out.
I am/am not... Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
I always/never... Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Being Aware of Our Internal Saboteurs

***Your mind is your best friend.
But it can also be your worst enemy.***



<https://www.positiveintelligence.com/>

*Shirzad Chamine, "Positive Intelligence"



DISCUSSION:

During times of heightened stress, what accomplice saboteur shows up for you most frequently and what is the impact?

Saboteur	Description
Avoider	Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.
Controller	Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.
Hyper-Achiever	Dependent on constant performance and achievement for self-respect and self-validation. Latest achievement quickly discounted, needing more.
Hyper-Rational	Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as uncaring, unfeeling, or intellectually arrogant.
Hyper-Vigilant	Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.
Pleaser	Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.
Restless	Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace or content with the current activity.
Stickler	Perfectionism and a need for order and organization taken too far. Anxious trying to make too many things perfect.
Victim	Emotional and temperamental to gain attention and affection. An extreme focus on internal feelings, especially painful ones.

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"

A pair of glasses, a fountain pen, and a notebook with 'Notes' written on it. The glasses are in the background, the pen is in the foreground, and the notebook is in the middle ground. The text 'Barriers to Leading Self' is overlaid on the image.

Barriers to Leading Self

Photo by [David Travis](#) on [Unsplash](#)

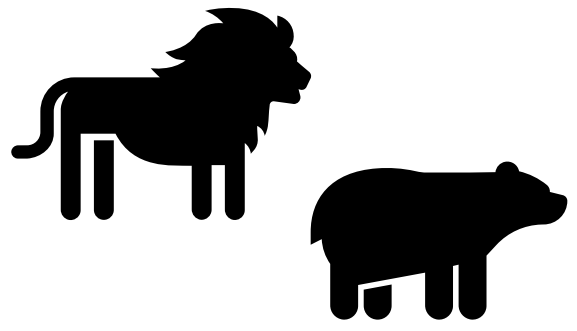
Every 12 hours, we take in ...

34 GB of information

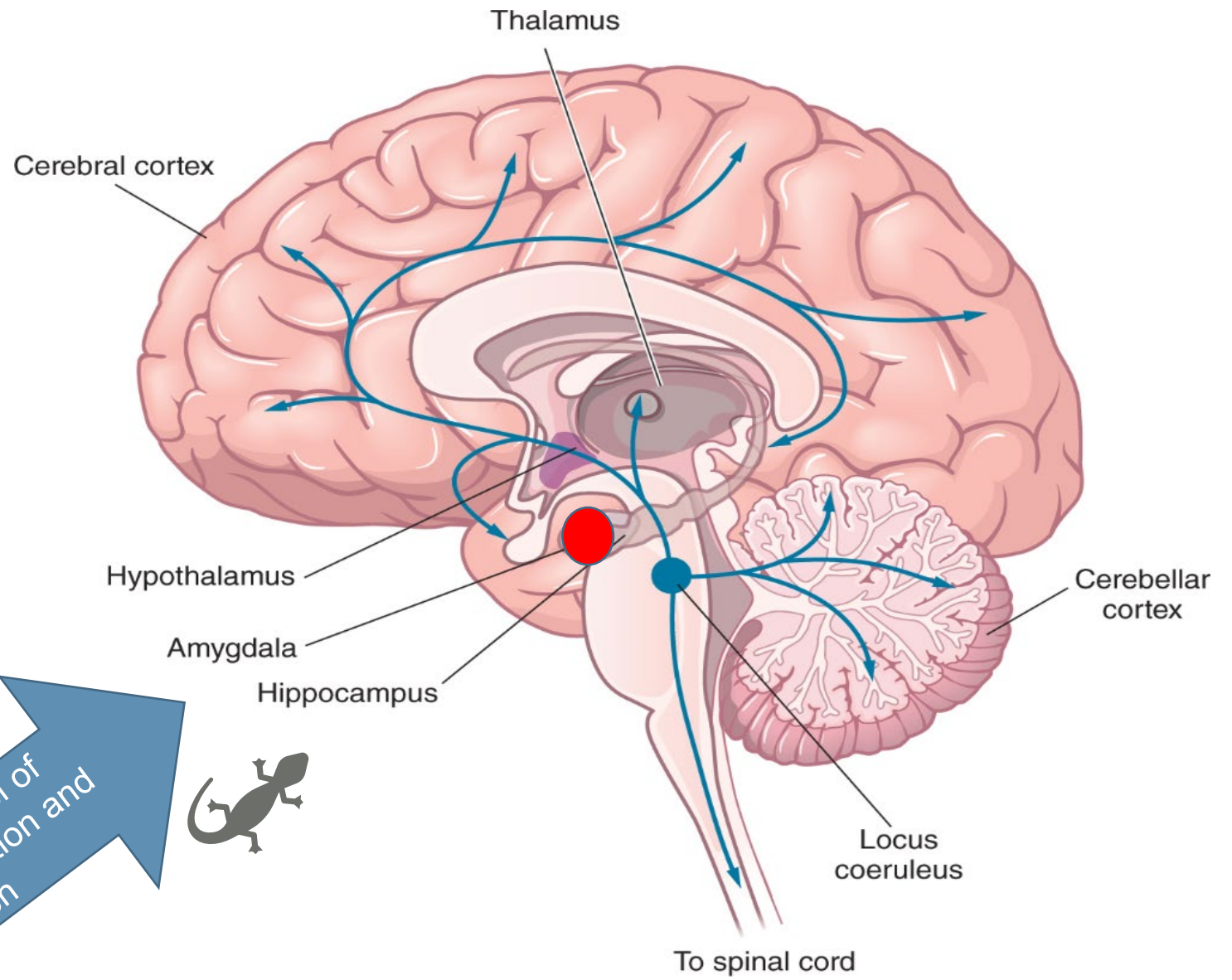
23 words per second



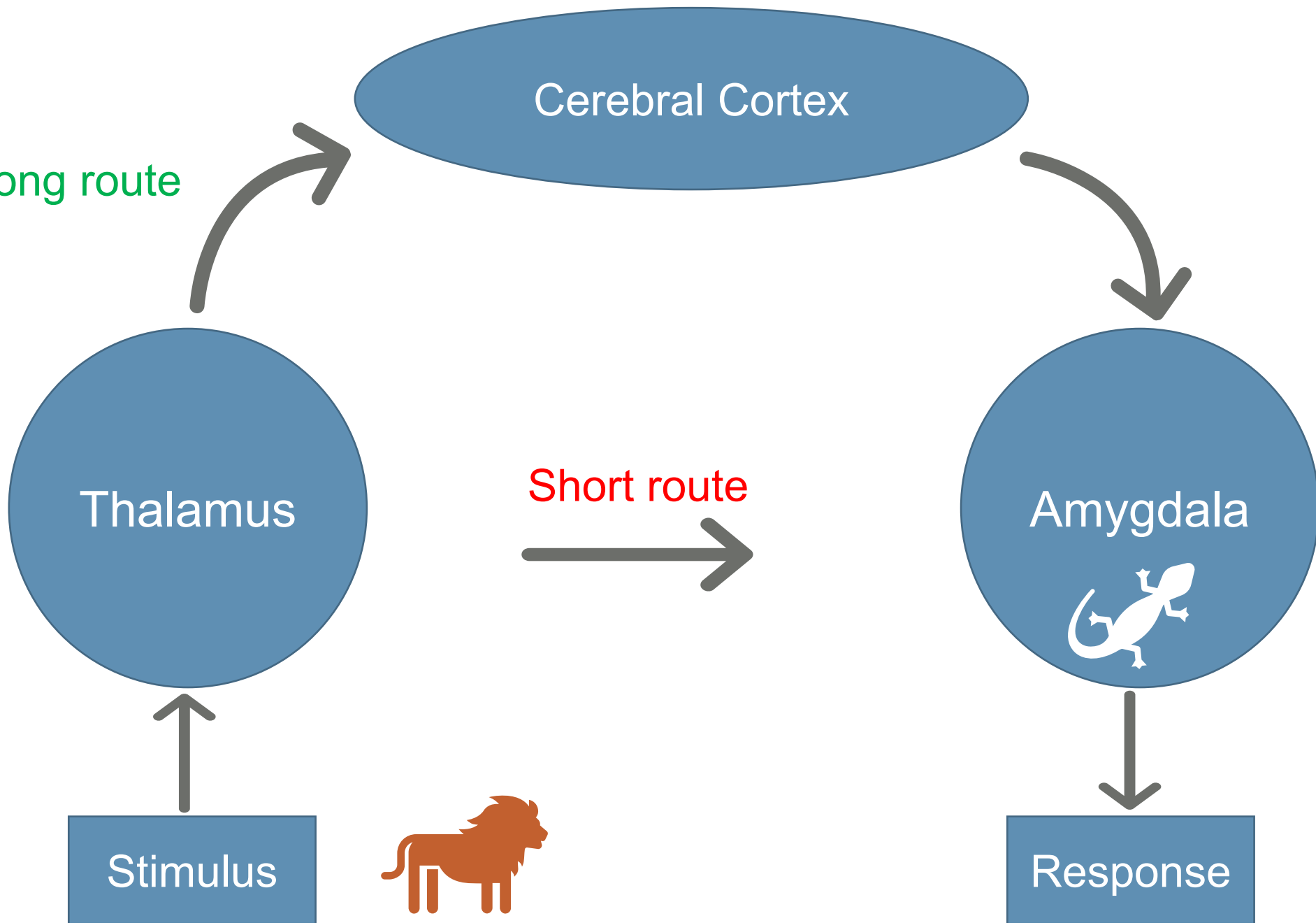
Tight control of thoughts, emotions, and action



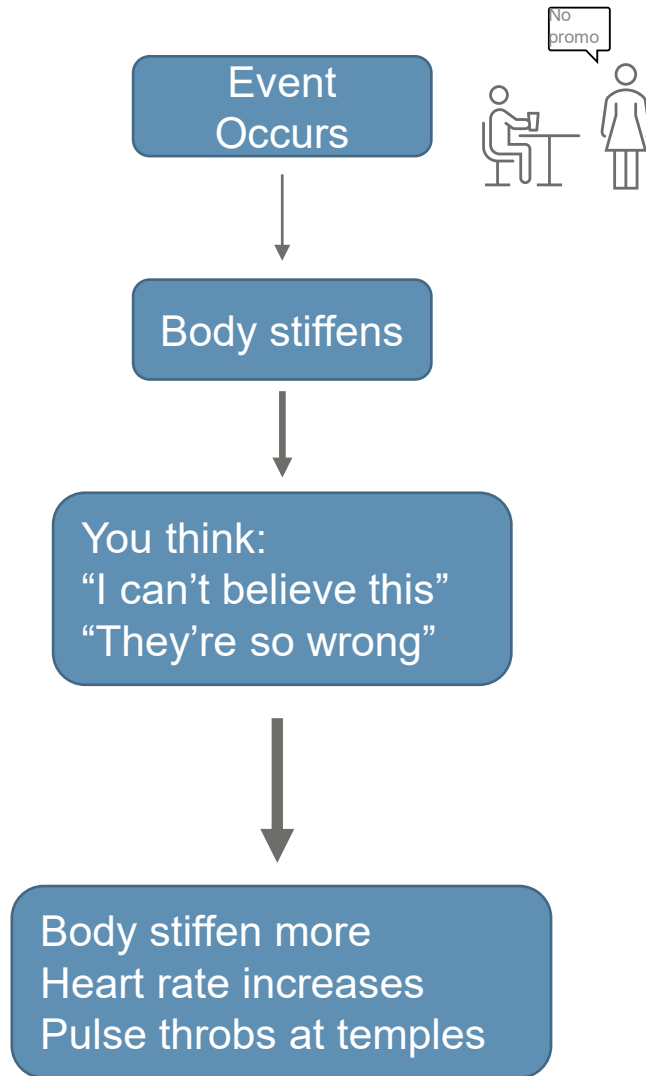
Weaker control of thoughts, emotion and action



Long route



Amygdala Hijack



**What are some
modern-day threats for you
as leaders that may trigger
the short route?**



Modern-Day Threats

S

Status

C

Certainty

A

Autonomy

R

Relatedness

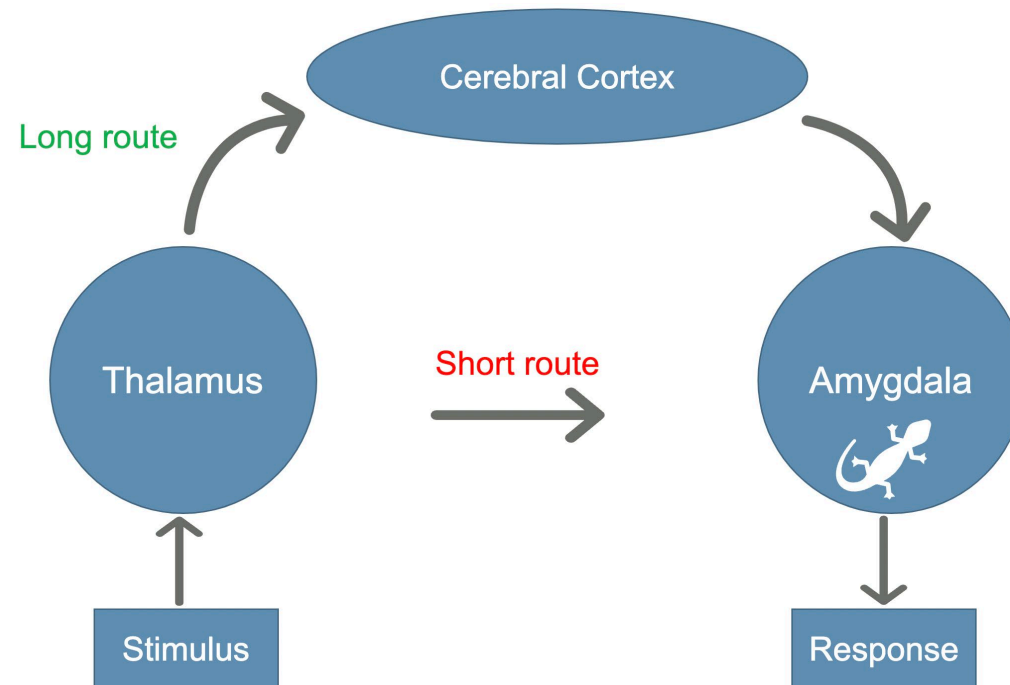
F

Fairness



Breakout Exercise

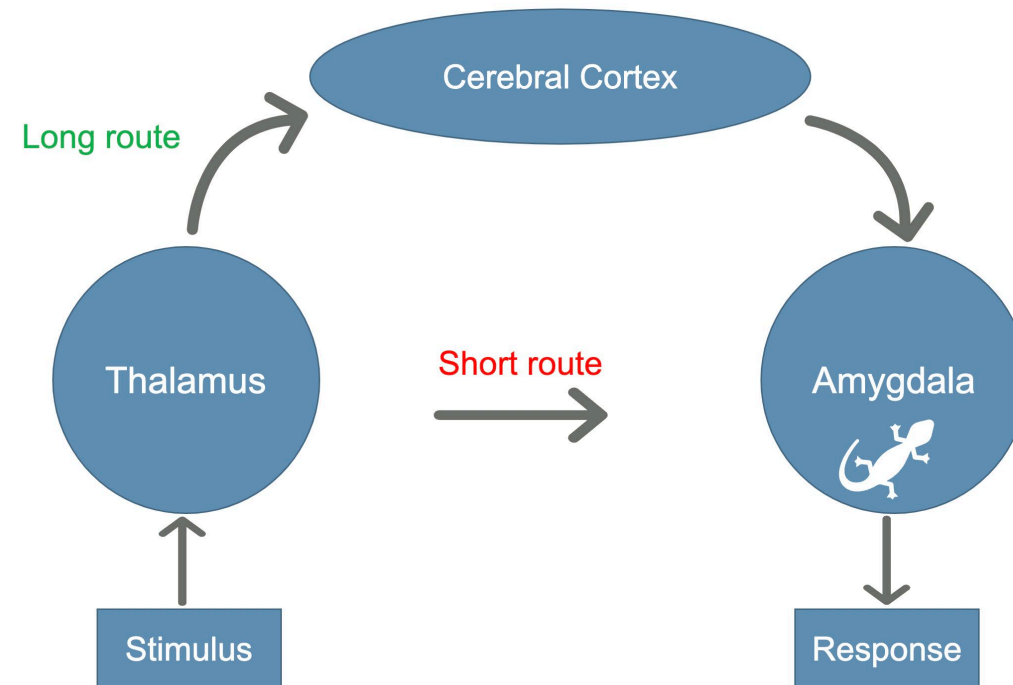
- Working in pairs discuss a time when you went the "short route" and wished you had gone the "long route."
- We will discuss as a group when you return to the main session.





Breakout Exercise

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Strategies for Regulating Self (i.e., taking the "long route")



#1: Name it to Tame it

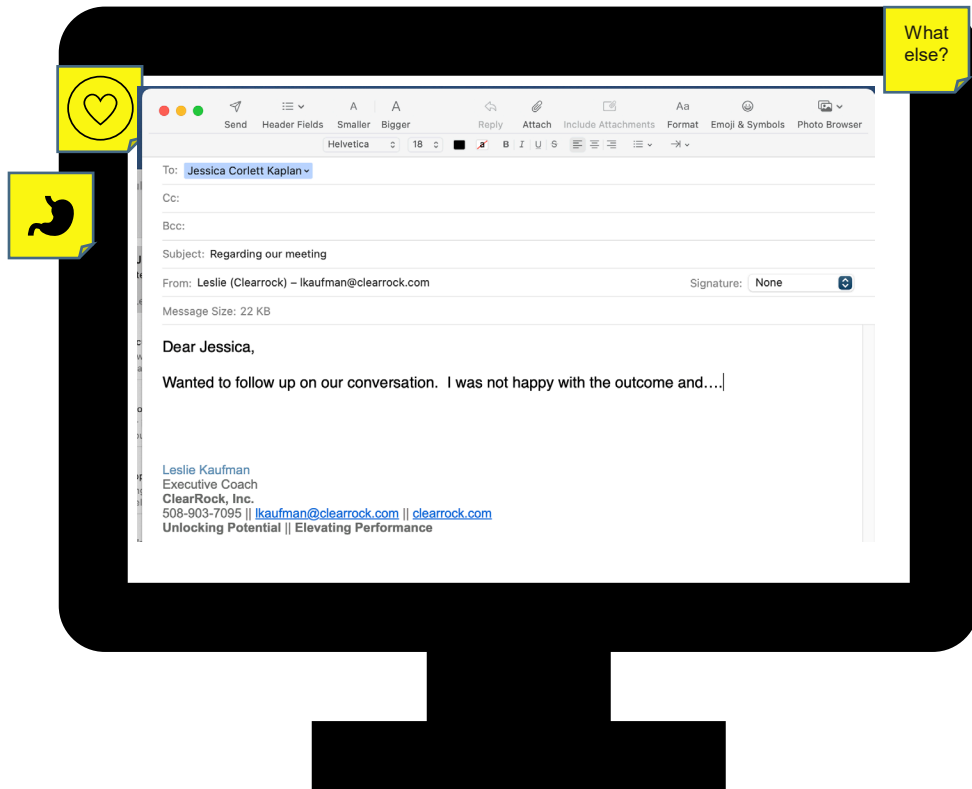
#2: Practice Mindfulness

- Let go of past and future thoughts.
- Practice gratitude.
- Accept the present moment.
- Meditate.
- Get in touch with your senses.

Practice mindfulness during routine activities.



#3: Reframe the Situation



- ⇒ *What else is possible here?*
- ⇒ *What is the opportunity in the situation?*
- ⇒ *What really matters right now?*
- ⇒ *What could I learn in this moment?*
- ⇒ *What does my heart say? My gut?*
- ⇒ *What is the most desirable outcome?*
- ⇒ *What is a more useful approach?*

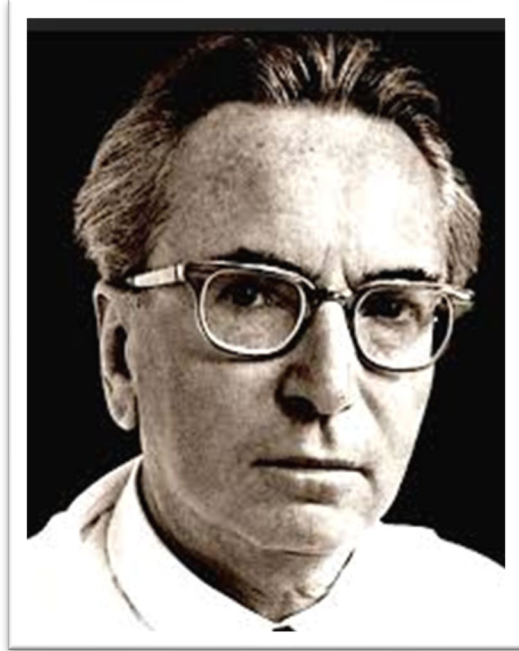
#4: TIP the Scale



- Temperature change
- Intense exercise
- Paced breathing

Find What Works for You





**"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."**

- Victor Frankl



<https://www.surveymonkey.com/r/codmanldp>

We'd appreciate your feedback!

Next up...

- Visit HUB to complete post-module reflection questions and review Module 3 pre-work.
- Join monthly group coaching session on June 28.
- Be prepared to discuss one limiting belief/saboteur that you would like to work at changing, minimizing, or managing better.

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