



Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute



Search Inside Yourself

Mindfulness-Based Emotional Intelligence for Leaders

In Pairs

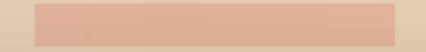
What do you love about your work?

What are some of your biggest challenges?



© Search Inside Yourself
Leadership Institute





© Search Inside Yourself
Leadership Institute

In Pairs: Mindful Listening



© Search Inside Yourself
Leadership Institute

How was the exercise?

What would make this a
successful day for you?





© Search Inside Yourself
Leadership Institute

Hello!

Ground Rules



© Search Inside Yourself
Leadership Institute





© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute

Volatile

Uncertain

Complex

Ambiguous



© Search Inside Yourself
Leadership Institute

47%

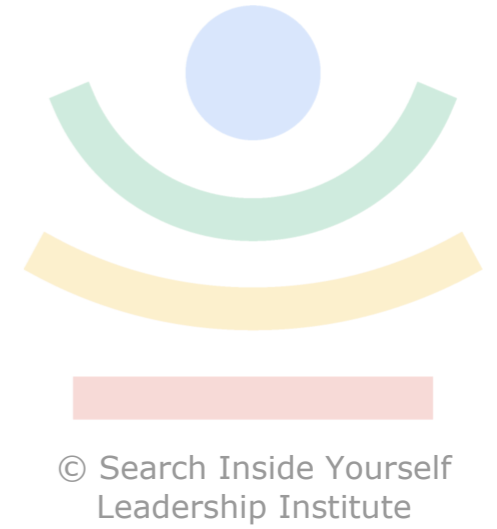
Average time spent
Mind-wandering

70%

Leaders report regularly unable
to be attentive in meetings

02%

Regularly make time to enhance
personal productivity





© Search Inside Yourself
Leadership Institute



What
to do?



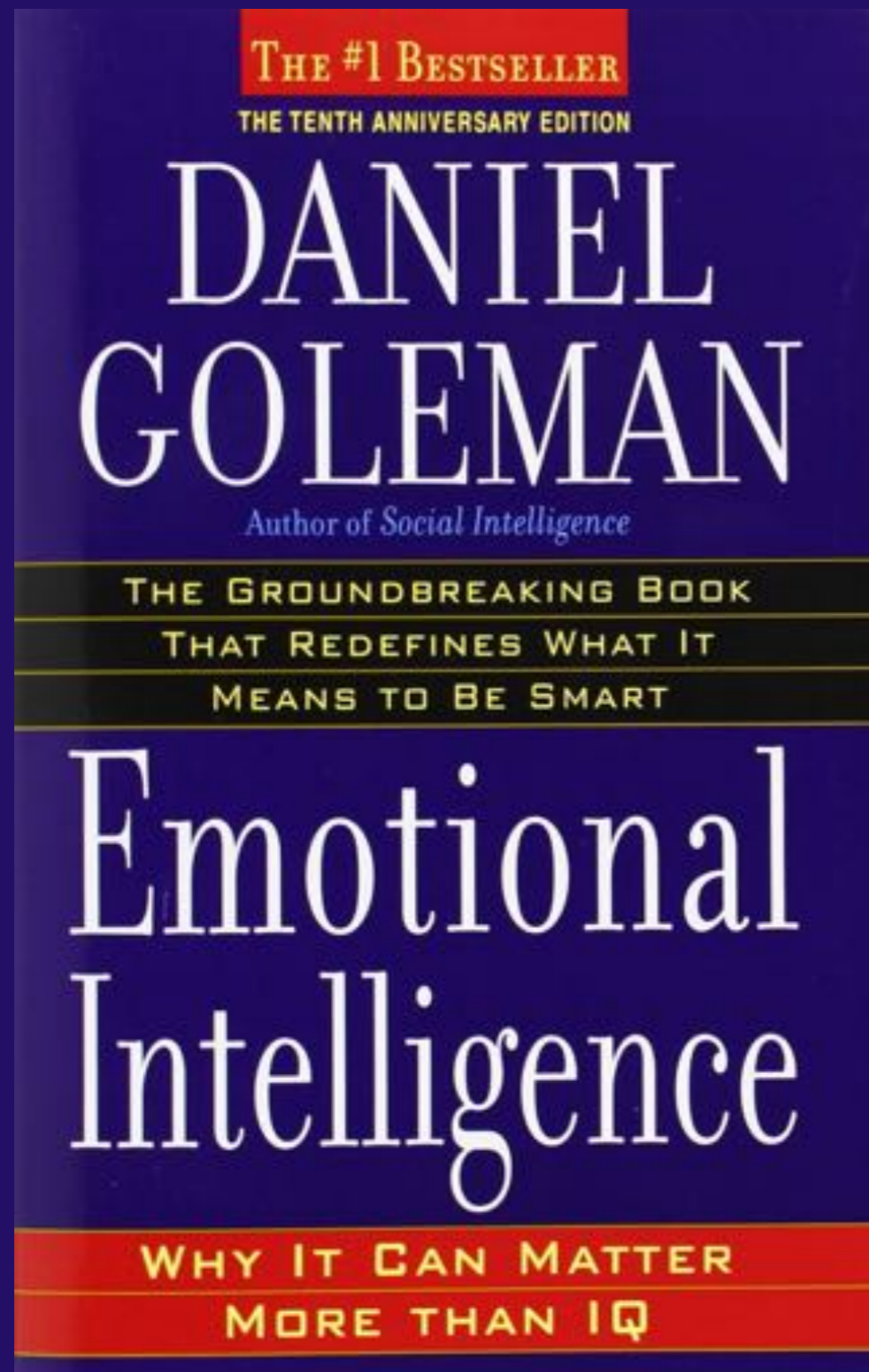
© Search Inside Yourself
Leadership Institute

Emotional Intelligence



© Search Inside Yourself
Leadership Institute

“The ability to monitor one’s own and others’ feelings and emotions, to discriminate among them and to use this information to guide one’s thinking and actions.”



- 
- Self-Awareness
 - Self-Management
 - Motivation
 - Empathy
 - Social Skills
- © Search Inside Yourself Leadership Institute

3 Benefits



© Search Inside Yourself
Leadership Institute



Outstanding Leadership

© Search Inside Yourself
Leadership Institute

Stellar Performance



© Search Inside Yourself
Leadership Institute

Happiness



© Search Inside Yourself
Leadership Institute

+ Emotional
Intelligence

+ Neuroscience

+ Mindfulness

= Search
Inside
Yourself



© Search Inside Yourself
Leadership Institute

Roadmap: Morning



© Search Inside Yourself
Leadership Institute

Leadership

Empathy

Motivation



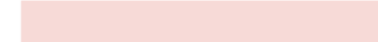
Self-Management

Self-Awareness



Mindfulness

Roadmap: Afternoon



© Search Inside Yourself
Leadership Institute

Leadership



Empathy



Motivation

Self-Management



Self-Awareness

Mindfulness

How?



© Search Inside Yourself
Leadership Institute

Autopilot



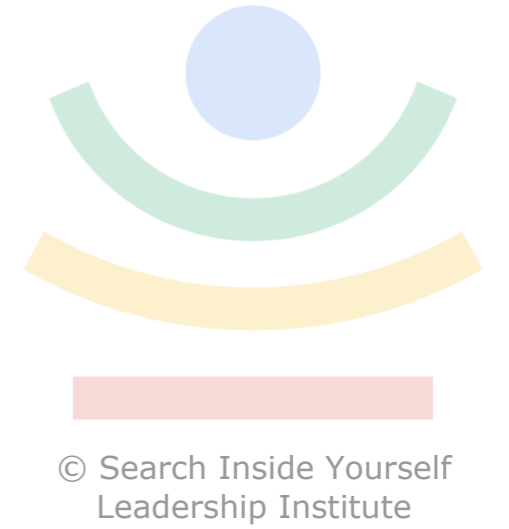
Aware

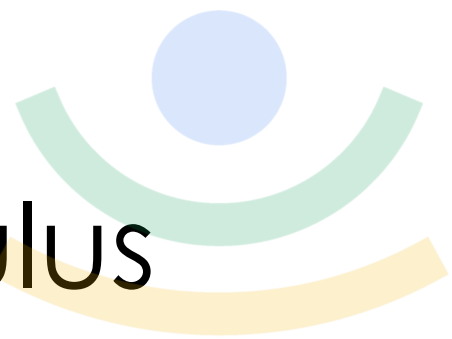
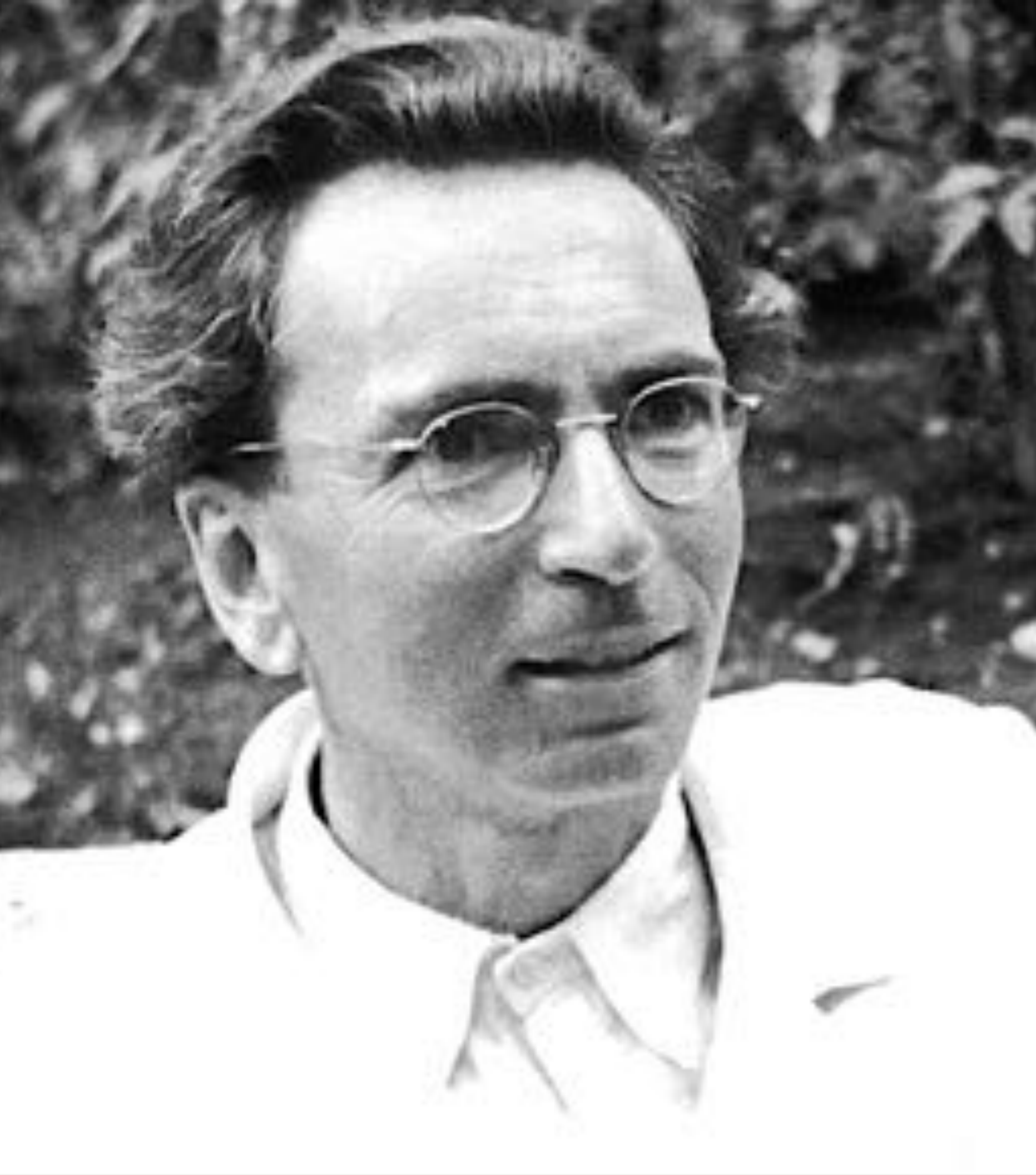


© Search Inside Yourself
Leadership Institute

Autopilot Traits

- 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.”



© Search Inside Yourself
Leadership Institute

Viktor Frankl's teachings,
summarized by Steven Covey.

How to get off Autopilot?



© Search Inside Yourself
Leadership Institute

Mindfulness



© Search Inside Yourself
Leadership Institute



“being aware”



© Search Inside Yourself
Leadership Institute

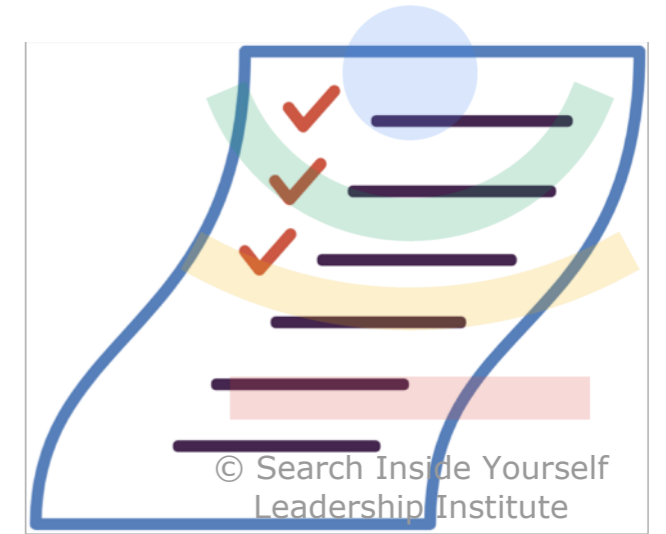
Being Present

Mind = Snow Globe

- Calm
- Clarity
- Happiness



Micropractice



Three Breaths

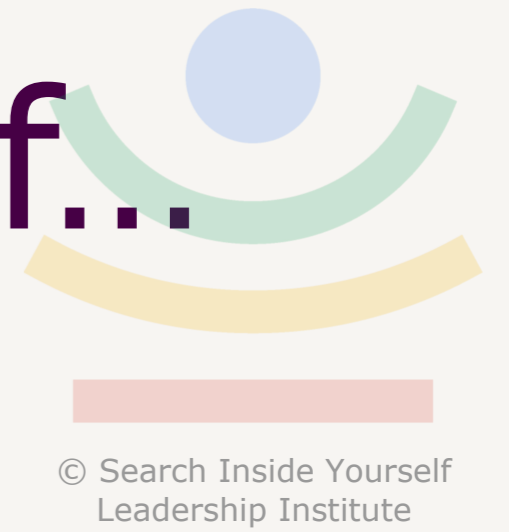
1. Attention to breath
2. Relax body
3. Ask: What's important now?

Awareness of...

- Mind
- Body
- Surroundings

Attitude of...

- Kindness
- Curiosity



© Search Inside Yourself
Leadership Institute



“Mindfulness means paying attention
to what’s happening in the present
moment

© Search Inside Yourself
Leadership Institute

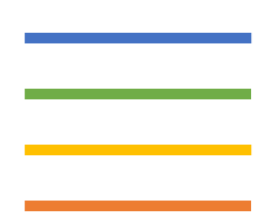
in the mind, body and external
environment,

with an attitude of curiosity
and kindness.”

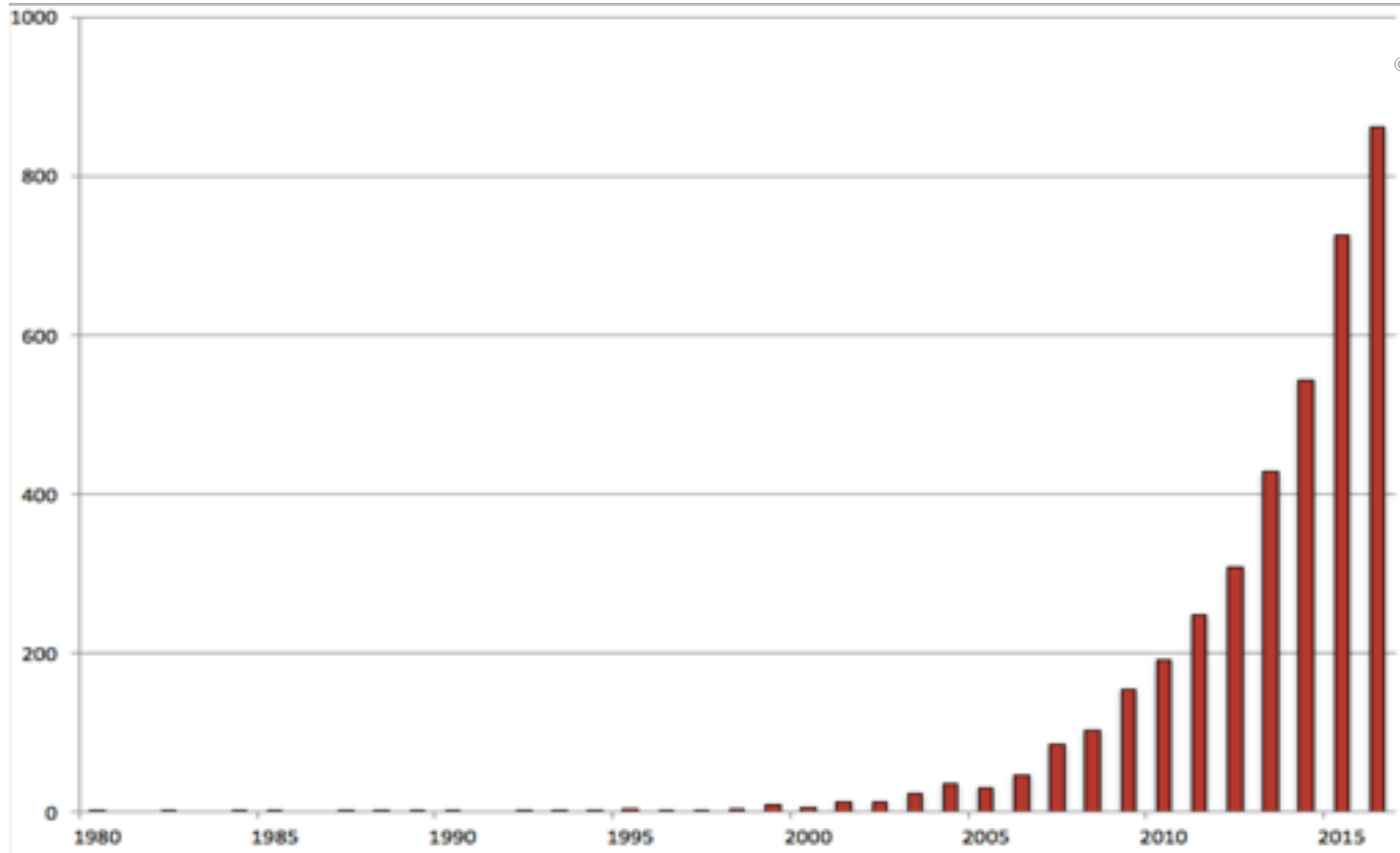


© Search Inside Yourself
Leadership Institute

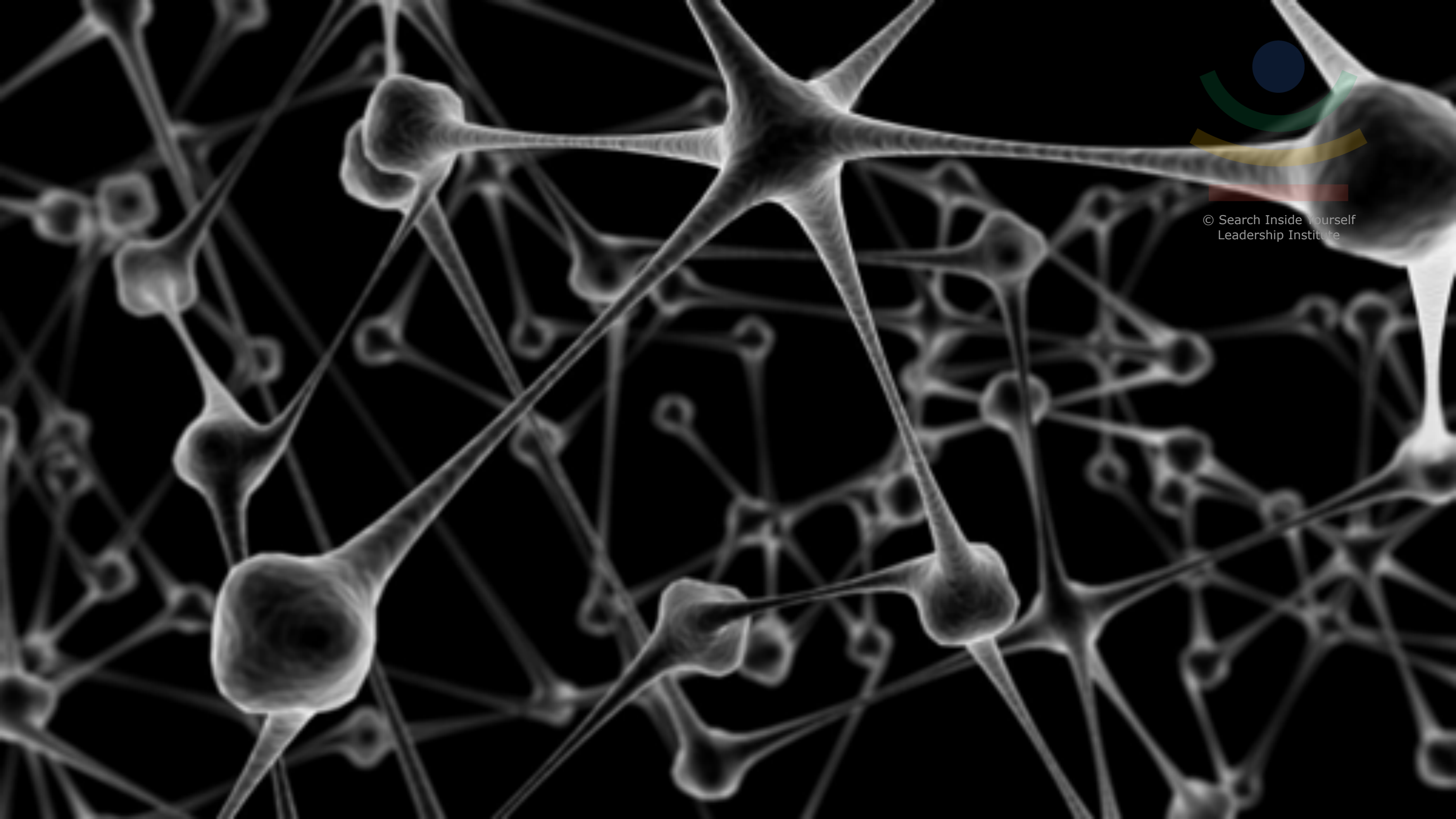
Dan Harris
Author, *10% Happier*



Mindfulness Research Publications (PubMed)

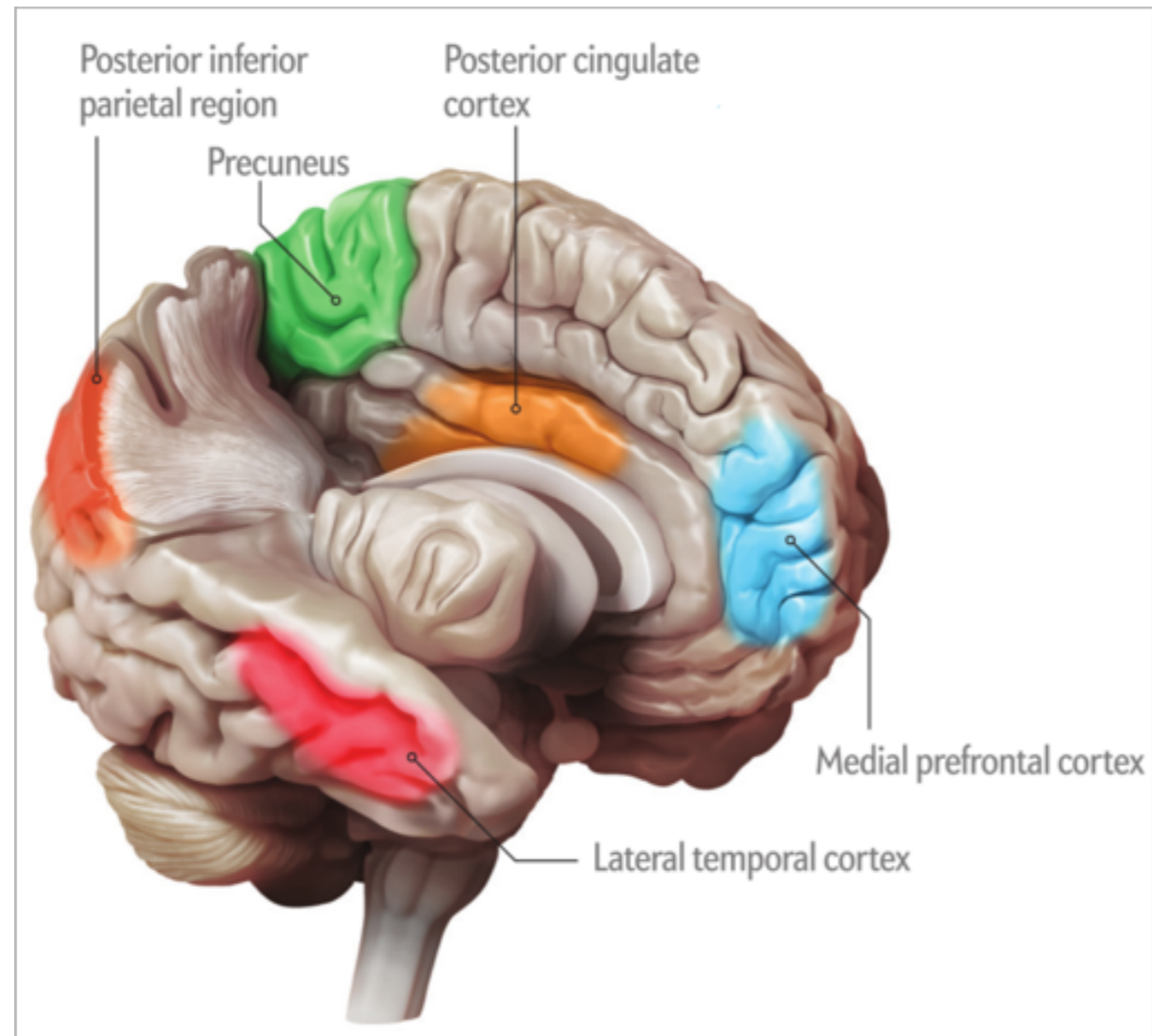


© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute

Neuroplasticity: Changes in Attention and Mind-Wandering



Default Mode Network (DMN)

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

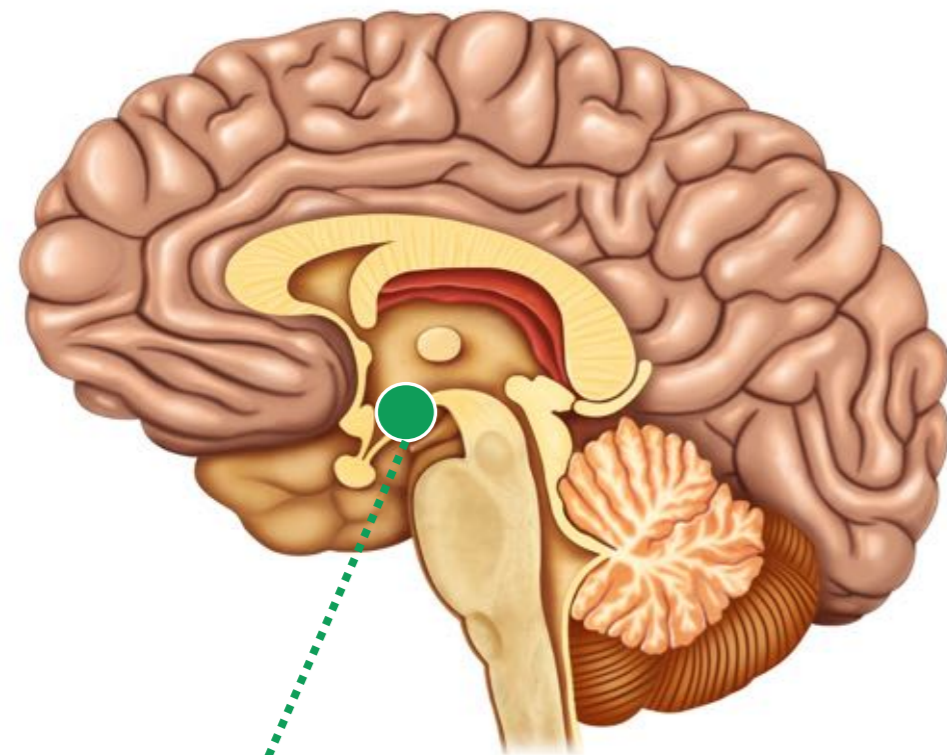
© Search Inside Yourself Leadership Institute

— Mindfulness Practice:
— Less Anticipatory Stress, Faster Recovery



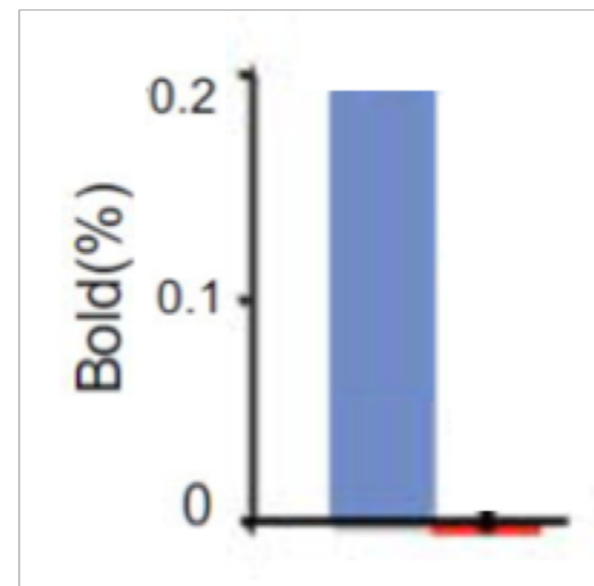
© Search Inside Yourself Leadership Institute

Novice vs Expert meditators responding to pain



Amygdala

Less anticipatory amygdala activation

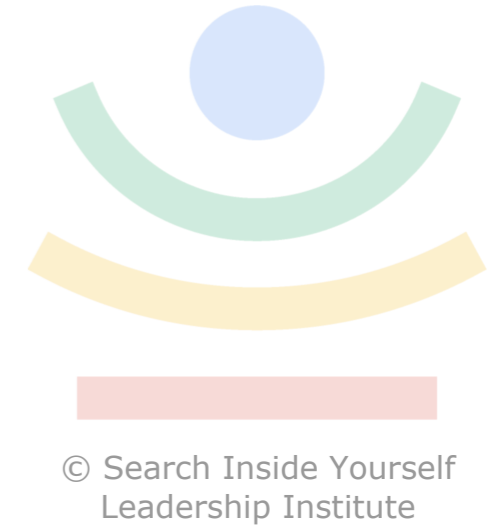


Less self-reported unpleasantness afterwards



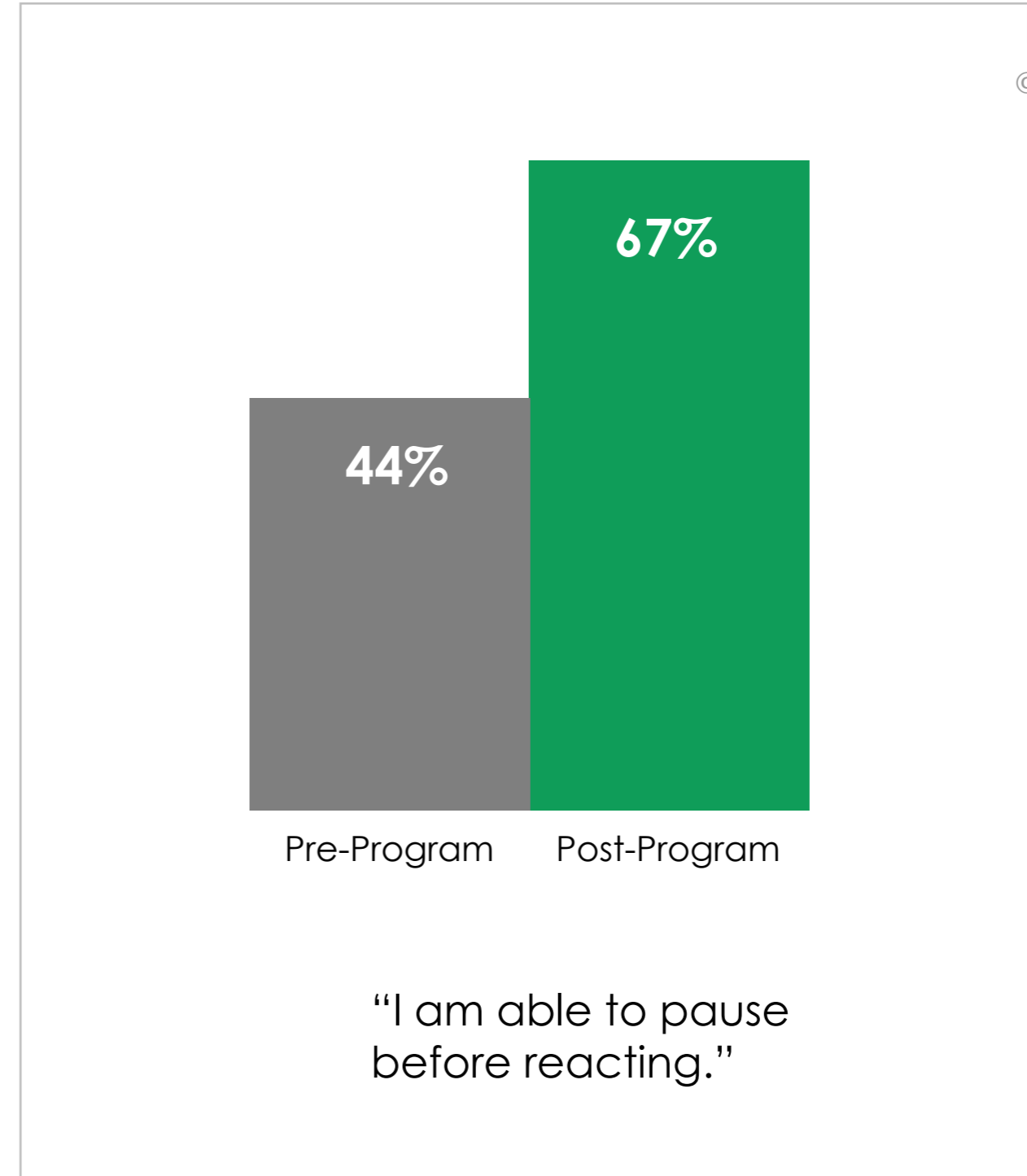
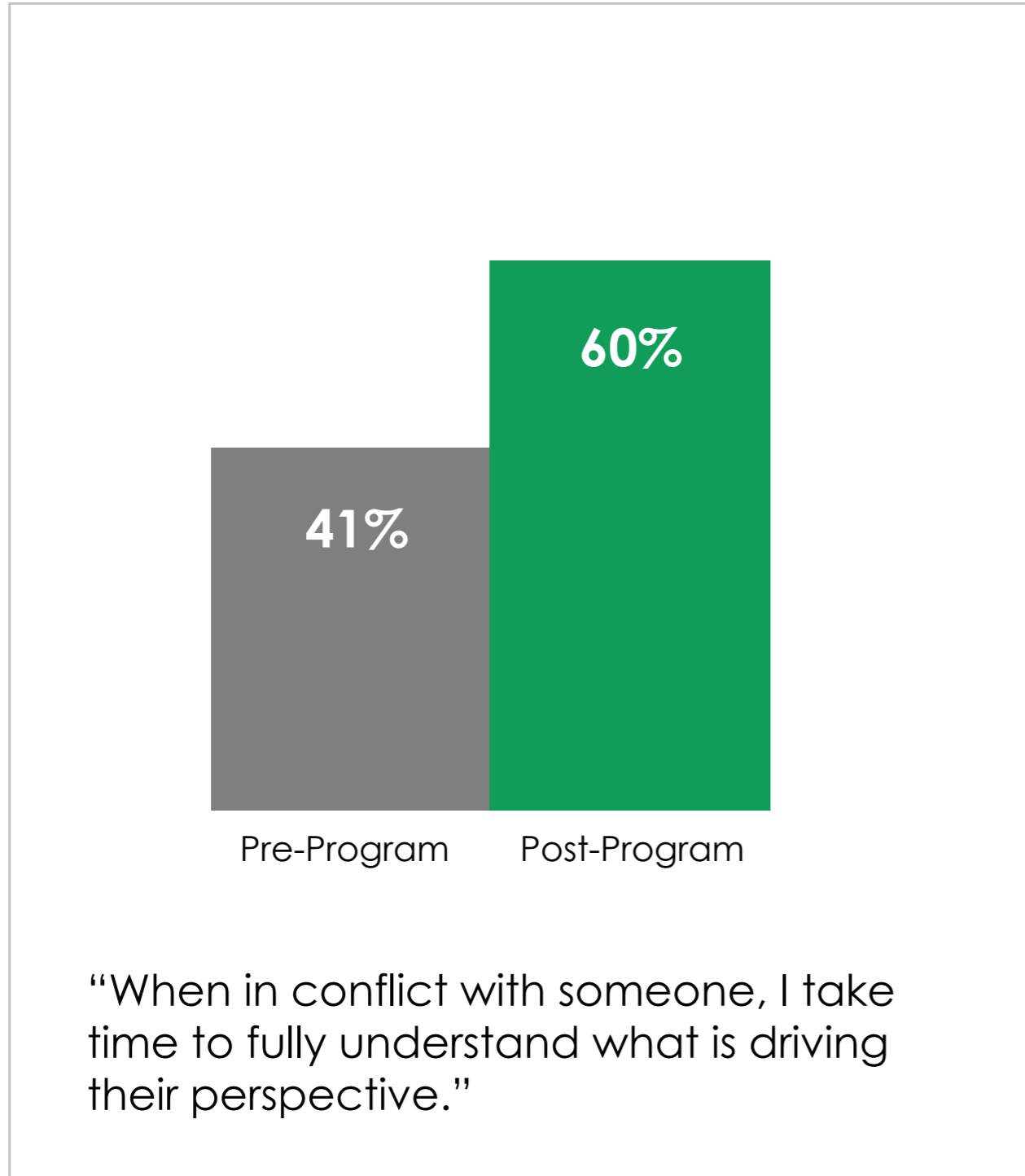
■ Nov. ■ Exp.

— Meta-analysis:
— Change in brain regions



1. Attentional control
2. Emotion regulation
3. Self-awareness

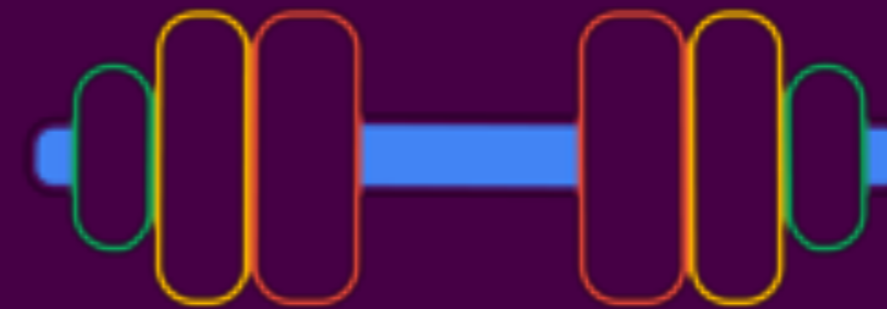
Changes after SIY
Pre-program compared to 4 weeks Post-program



© Search Inside Yourself Leadership Institute



In the moment
“Integrated”



At the gym
“Dedicated”



© Search Inside Yourself
Leadership Institute

Mental Training



© Search Inside Yourself
Leadership Institute





© Search Inside Yourself
Leadership Institute

“Meditation refers to a family of mental training practices that are designed to familiarize the practitioner with specific types of mental processes.”



Attention

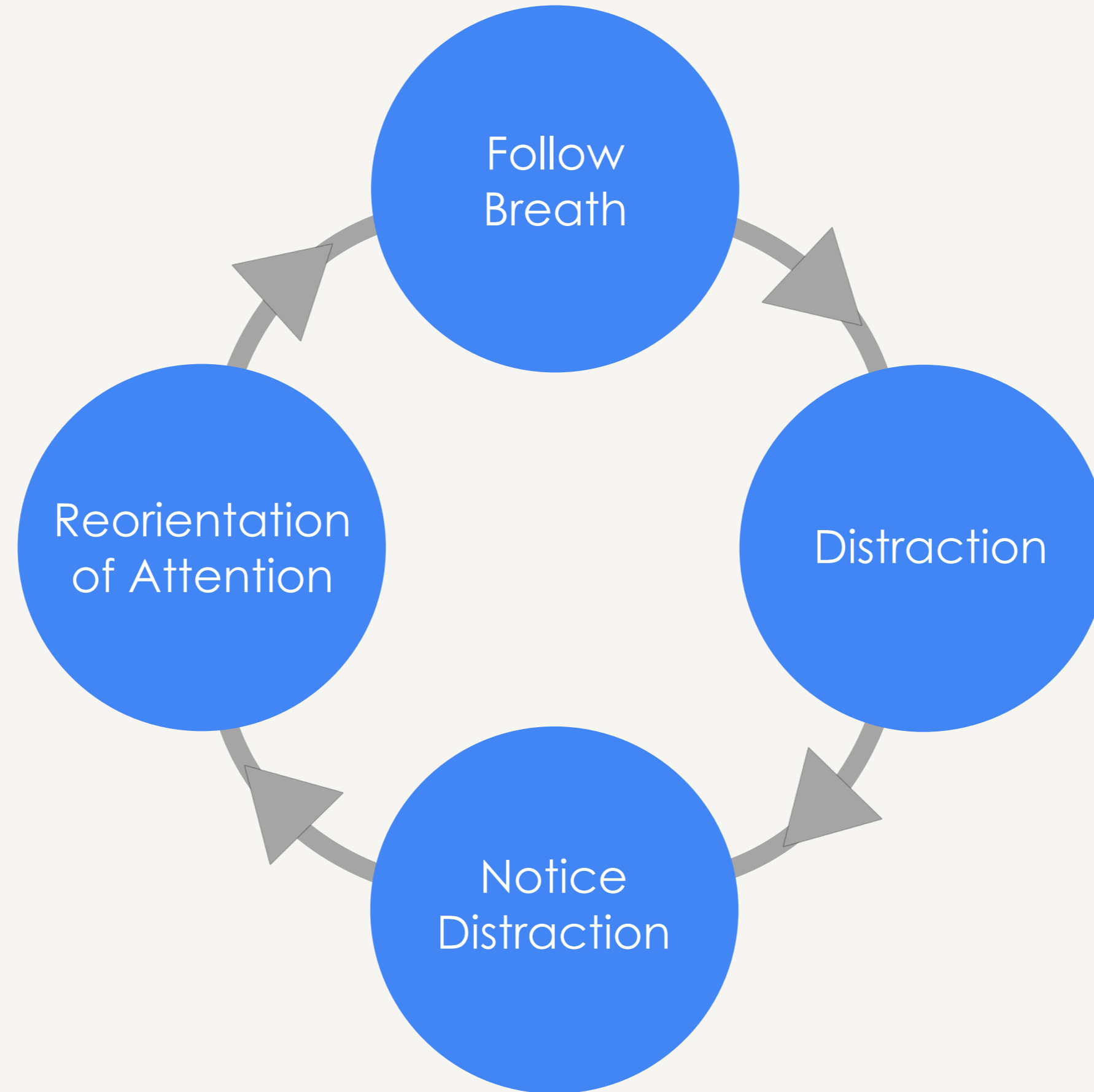
© Search Inside Yourself
Leadership Institute

"The act or faculty of attending, especially by directing the mind to an object."

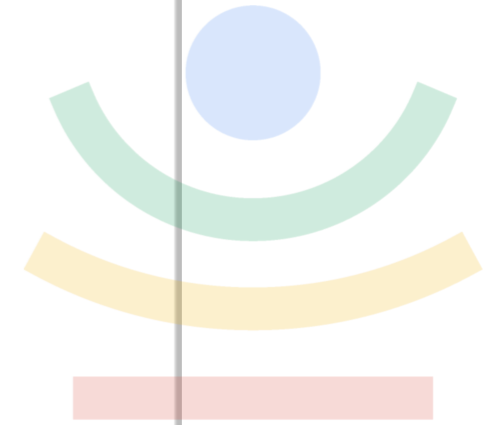
Meta-attention

"Attention of attention, the ability to know your attention has wandered."

Focused Attention Process



© Search Inside Yourself Leadership Institute



© Search Inside Yourself
Leadership Institute

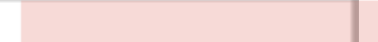


© Search Inside Yourself
Leadership Institute

Focused Attention



Mindful Listening



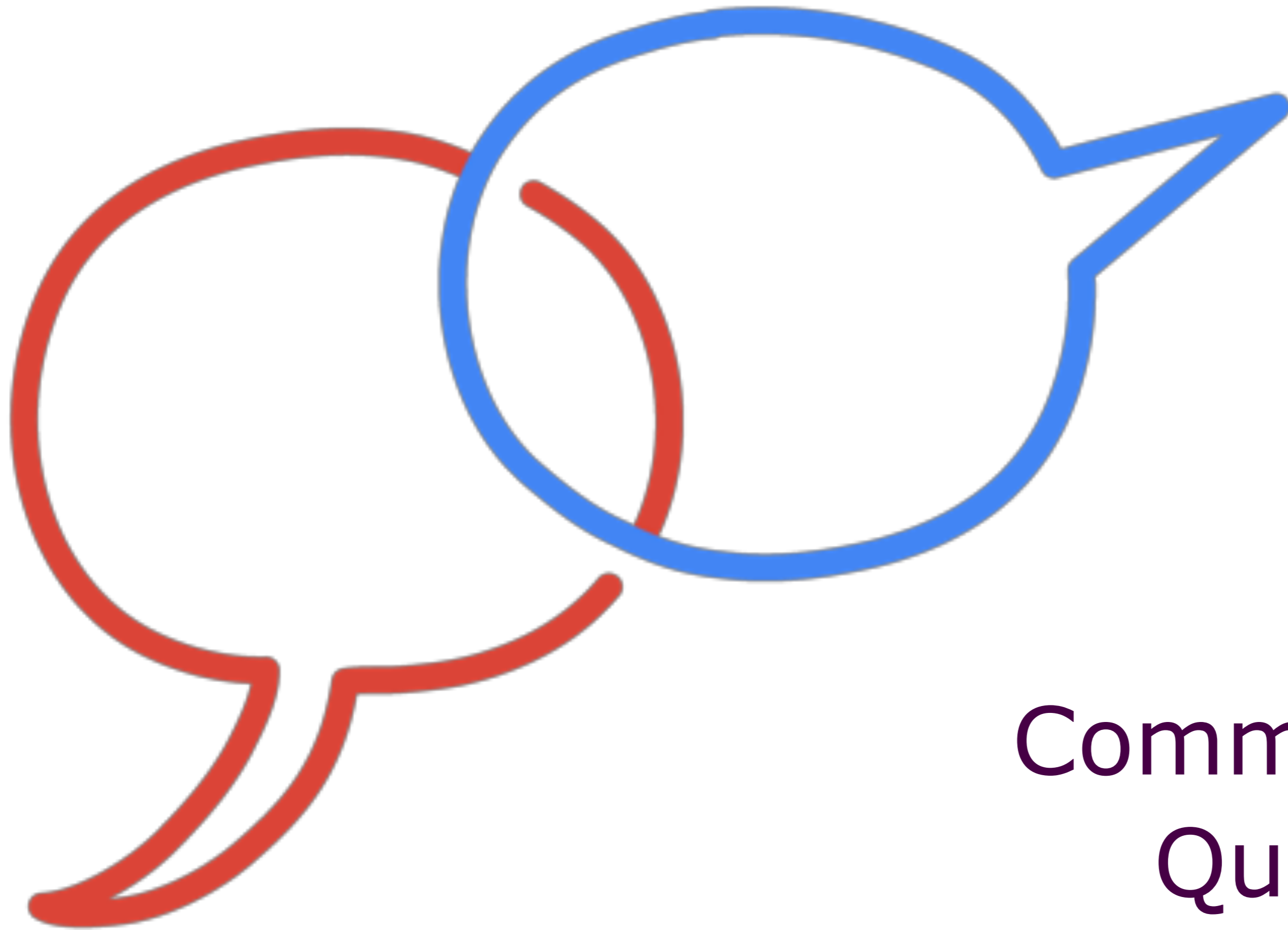
© Search Inside Yourself
Leadership Institute



- A talks and B listens (bell)
- Switch roles
- Free-flow conversation

- How are you feeling right now?
- What did you experience during the exercise?
- OR ... anything else you want

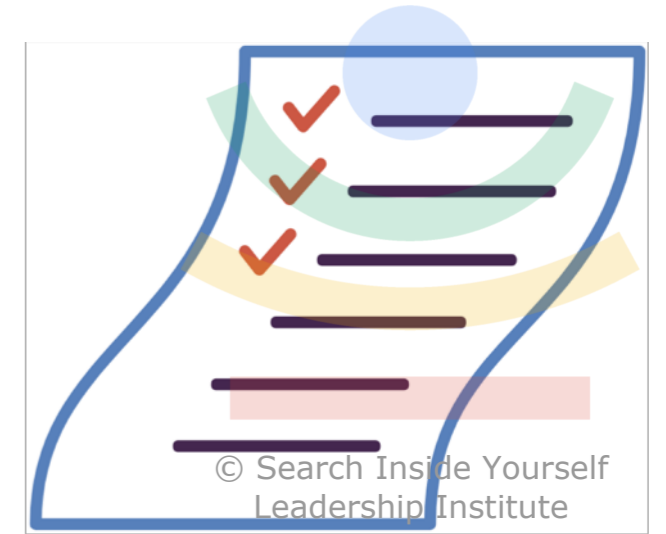




© Search Inside Yourself
Leadership Institute

Comments & Questions

Micropractice



Minute to Arrive

*A quiet moment to fully arrive
before starting a meeting*



© Search Inside Yourself
Leadership Institute

Self-Awareness

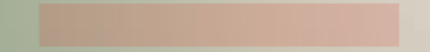


© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute

“Knowing one’s
internal states,
preferences,
resources and
intuitions.”

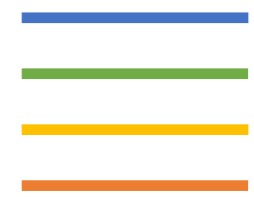


© Search Inside Yourself
Leadership Institute



Emotional Awareness

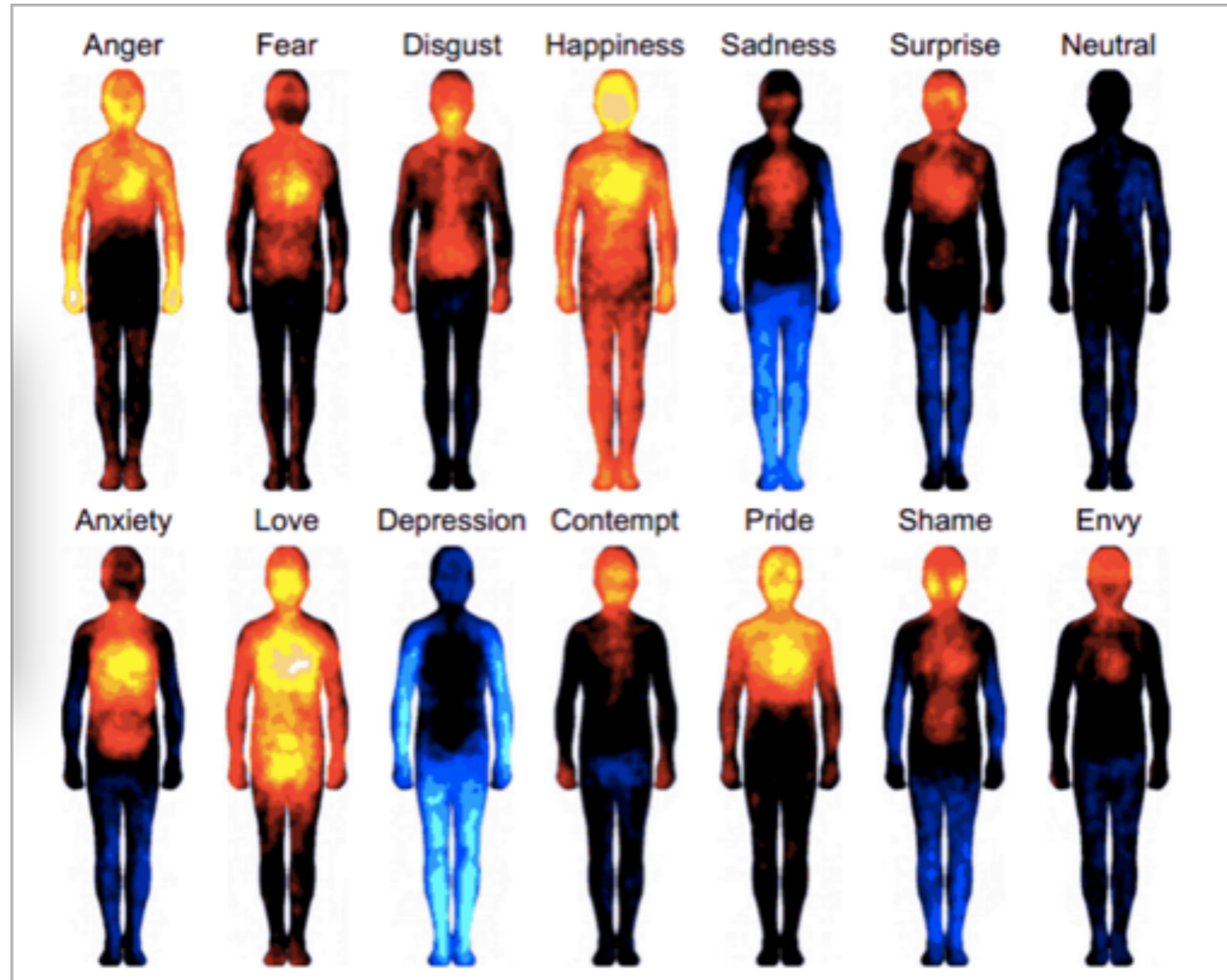




Emotions in the body

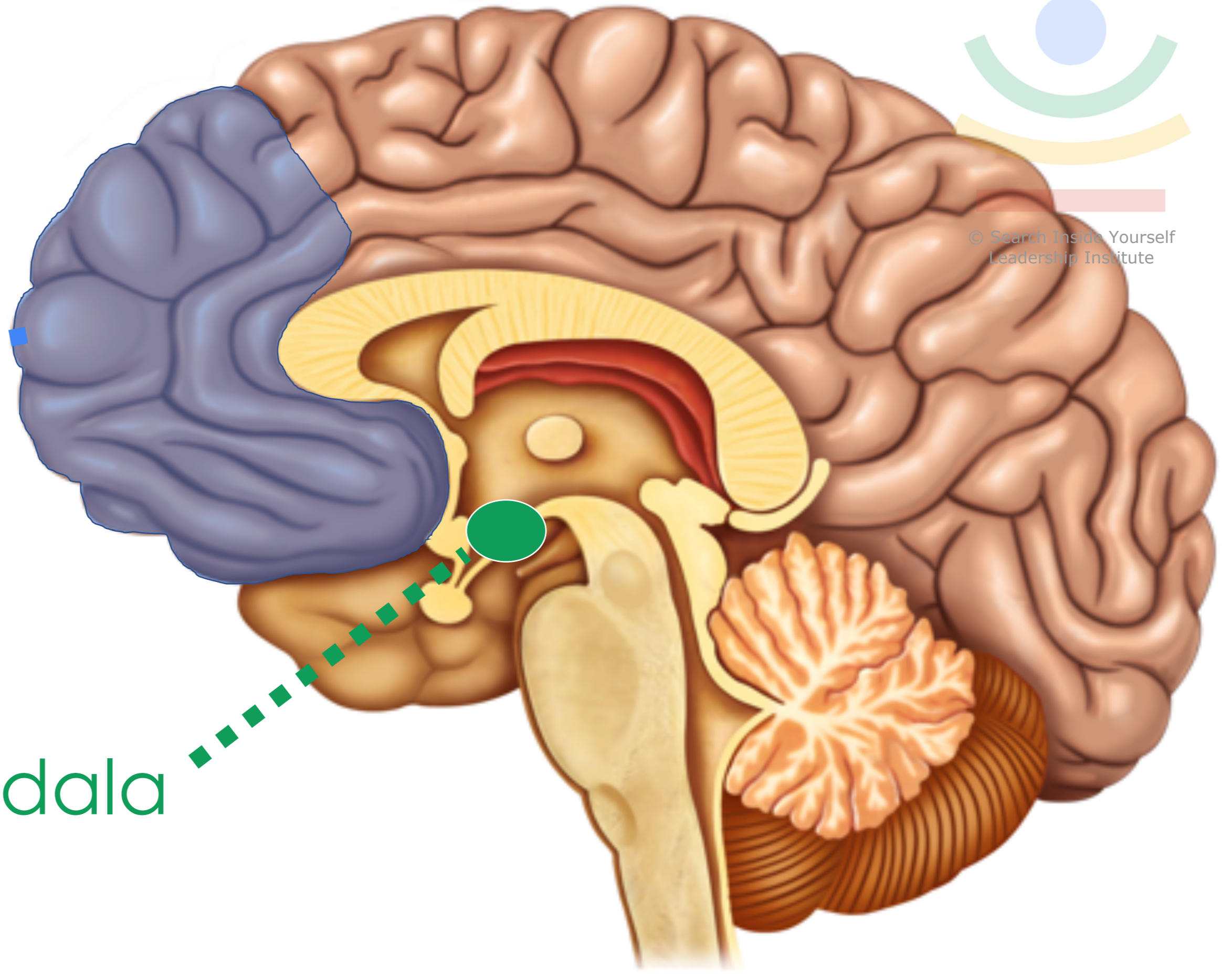


© Search Inside Yourself Leadership Institute





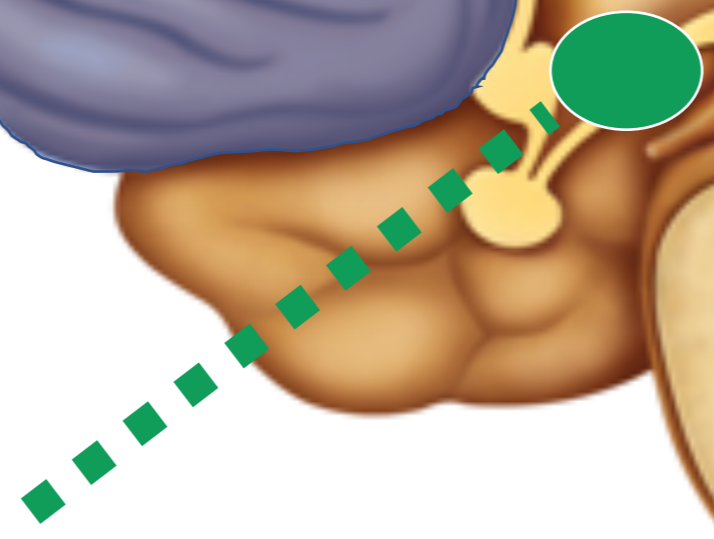
© Search Inside Yourself
Leadership Institute



Prefrontal
Cortex

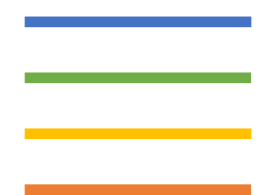


Amygdala





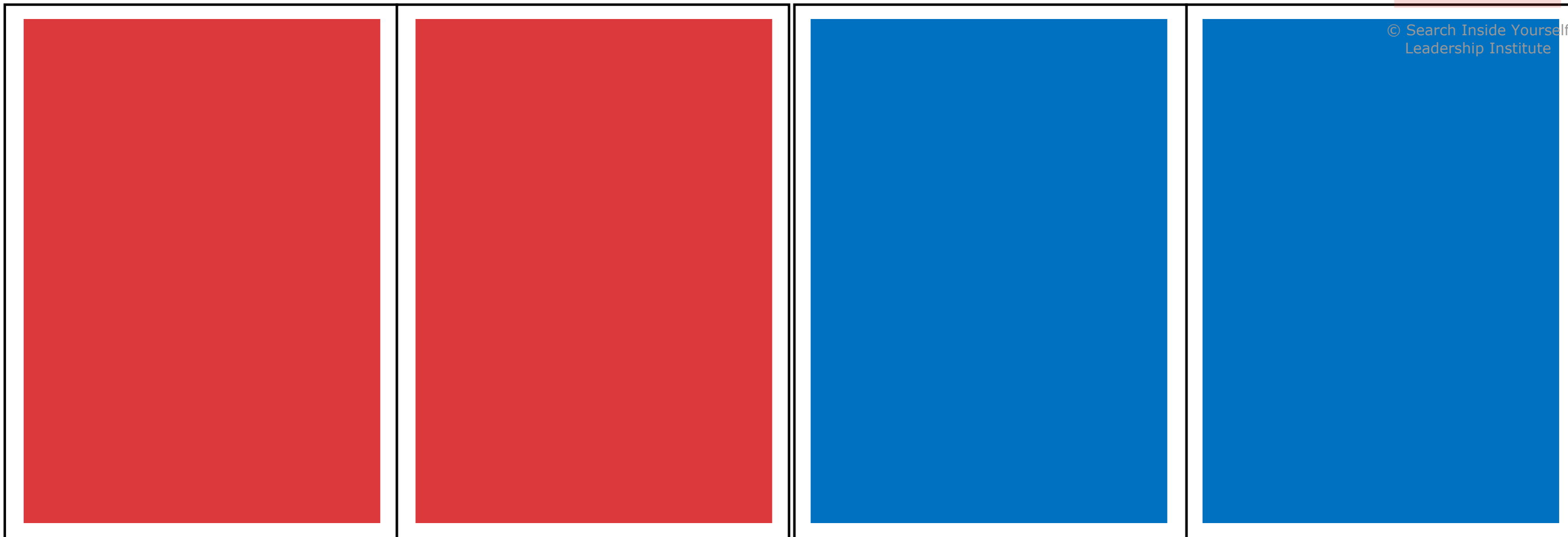
© Search Inside Yourself
Leadership Institute



Iowa Gambling Task



© Search Inside Yourself
Leadership Institute



50

Have a hunch

80

Figured it out

10

Palms sweat &
behavior changes



© Search Inside Yourself
Leadership Institute

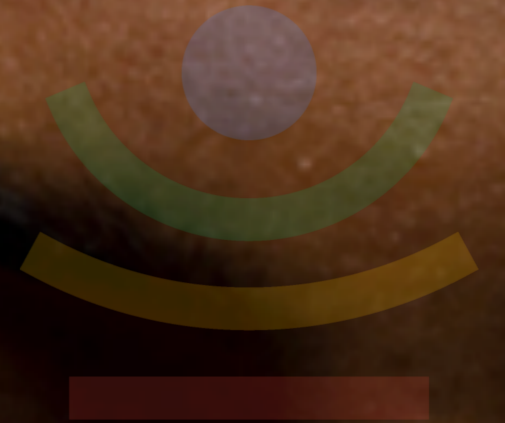


EXISTENTIAL © Search Inside Yourself
Leadership Institute

“I am angry”

EXPERIENTIAL

“I experience
anger in my body”



© Search Inside Yourself
Leadership Institute

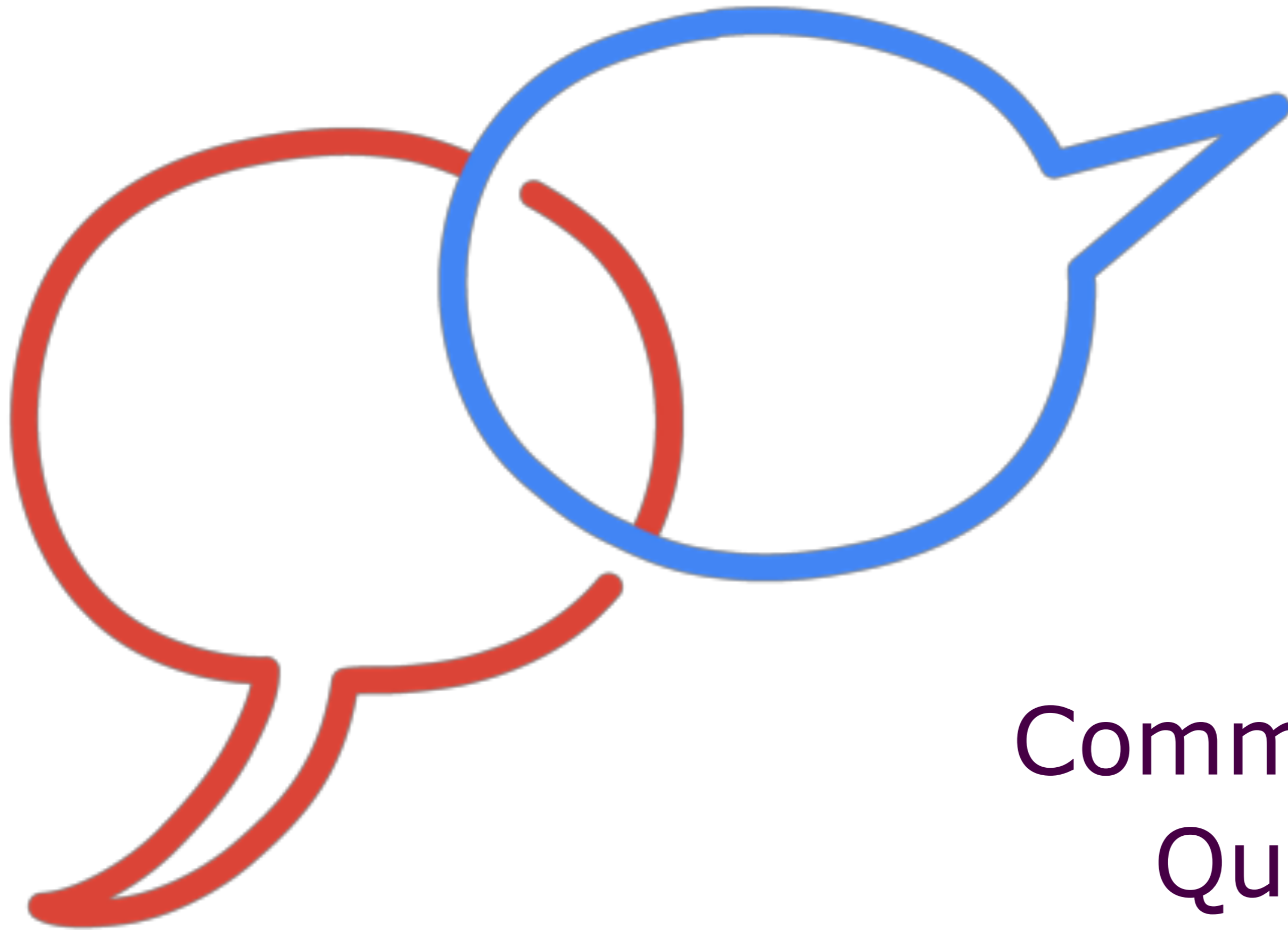




© Search Inside Yourself
Leadership Institute



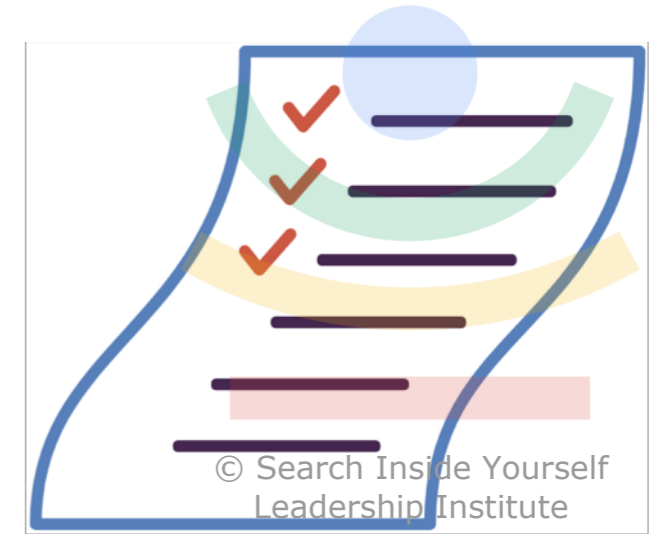
Body Scan



© Search Inside Yourself
Leadership Institute

Comments & Questions

Micropractice



Head, Body, Heart Check-in

1. Head – thoughts
2. Body – emotions, intuitions
3. Heart – values, intentions



© Search Inside Yourself
Leadership Institute



Journaling

Things that
annoy me
are...



© Search Inside Yourself
Leadership Institute

My
challenges
are...



© Search Inside Yourself
Leadership Institute

Things that
bring me
alive are...



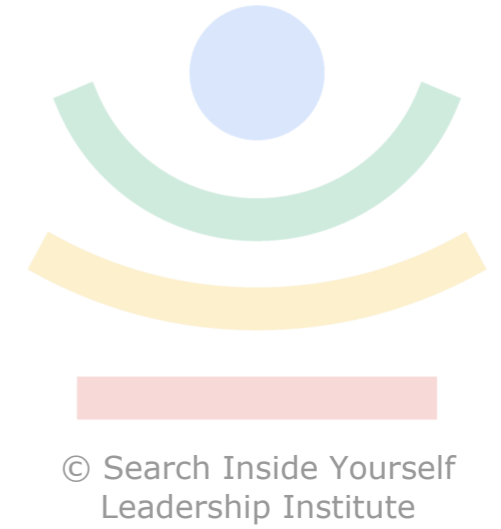
© Search Inside Yourself
Leadership Institute

When I'm at
my best, I...



© Search Inside Yourself
Leadership Institute

Journaling Benefits



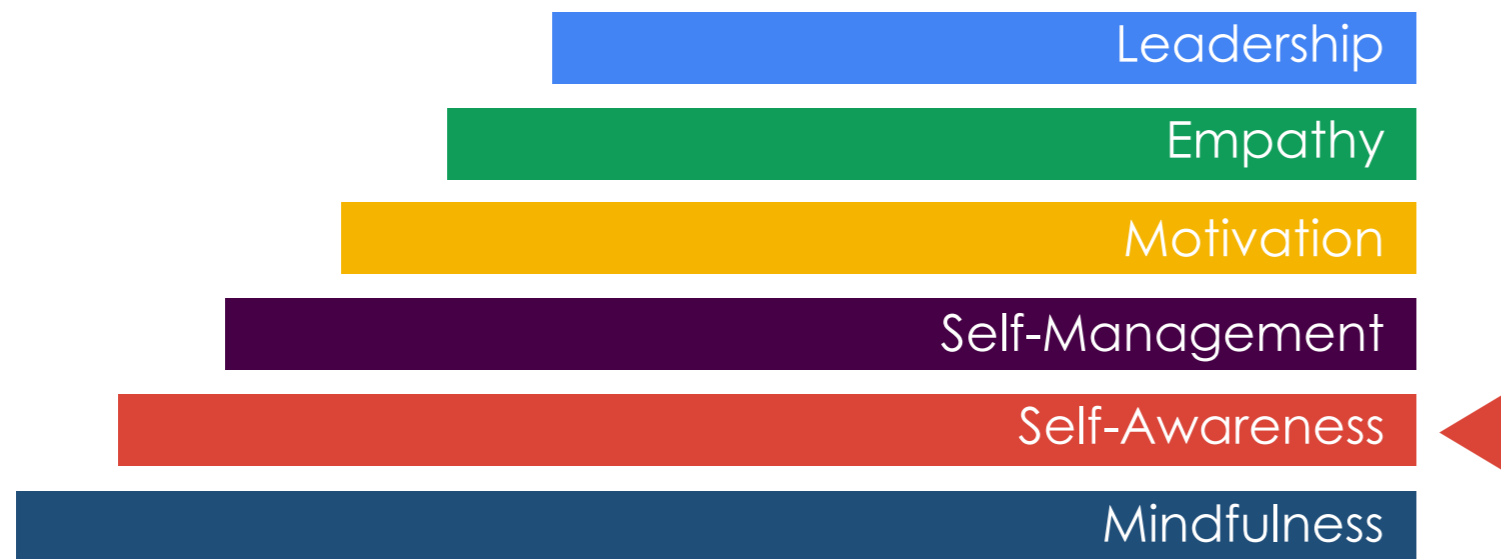
- Laid-off professionals journaling about their feelings for five days found new jobs at a much higher rate: 68% vs. 27%

Buhrfeind & Pennebaker, 1994

- 49 college students, two minutes journaling on two consecutive days → improved mood and wellbeing.

University of Missouri, 2009

Key Points



- Self-Awareness:
EI foundational domain
- Emotions essential for decision-making
- Pay attention to the body
- Shift view from existential (I am) to physiological (I experience)



Motivation



© Search Inside Yourself
Leadership Institute



Alignment



Self-Awareness

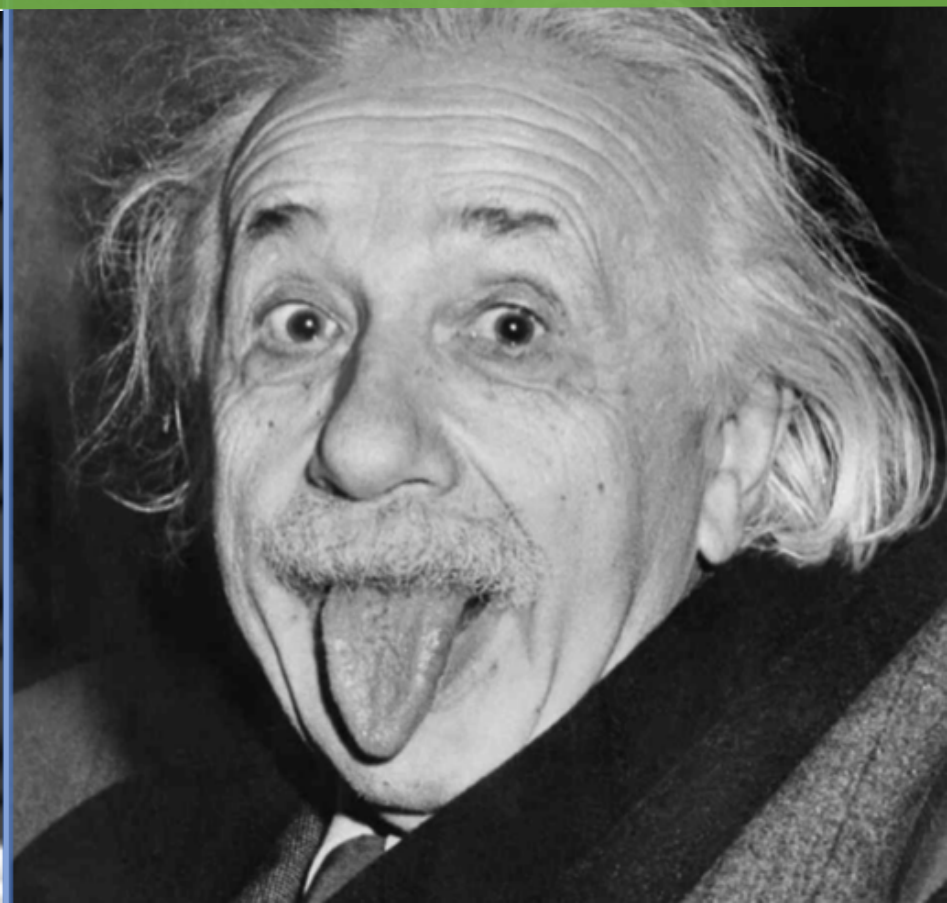
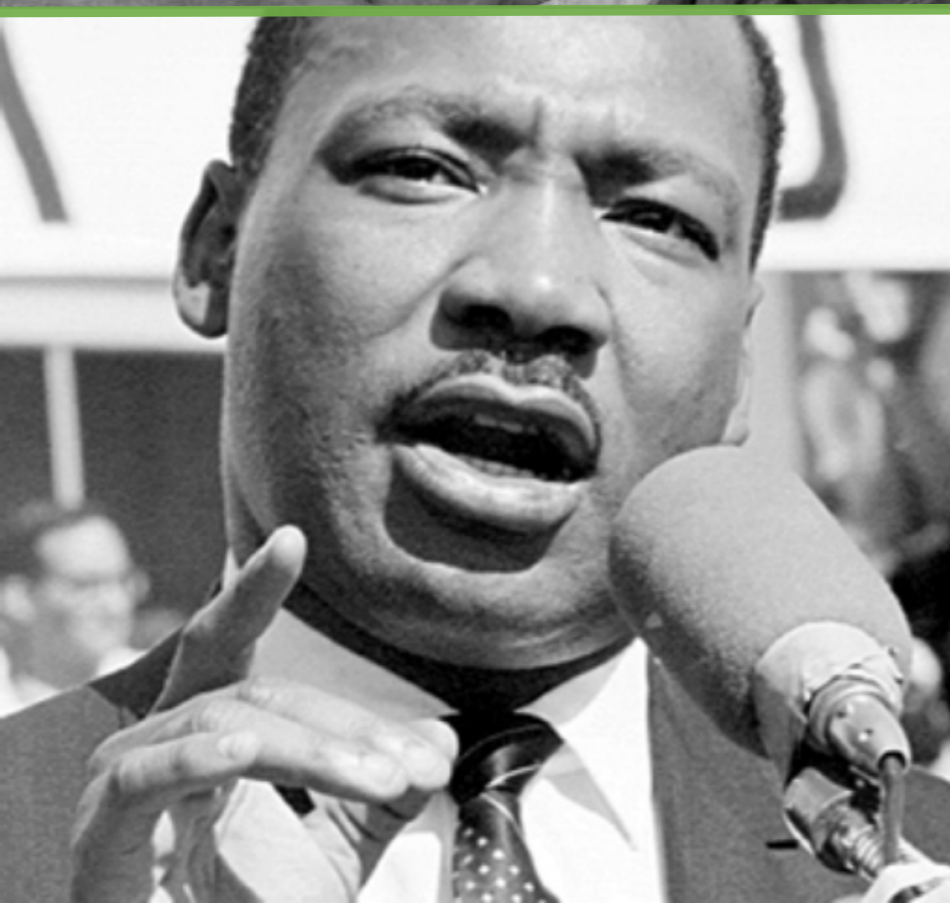


Mindfulness



© Search Inside Yourself
Leadership Institute

Values



Journaling



© Search Inside Yourself
Leadership Institute

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

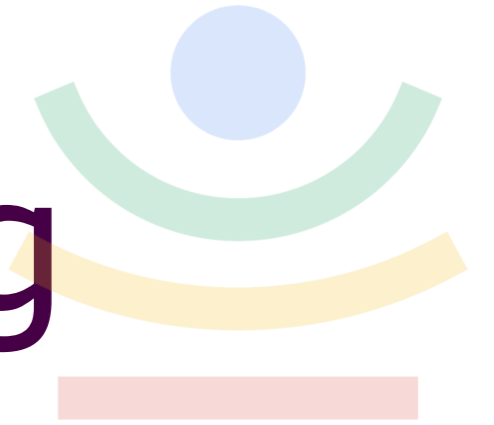
Journaling

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



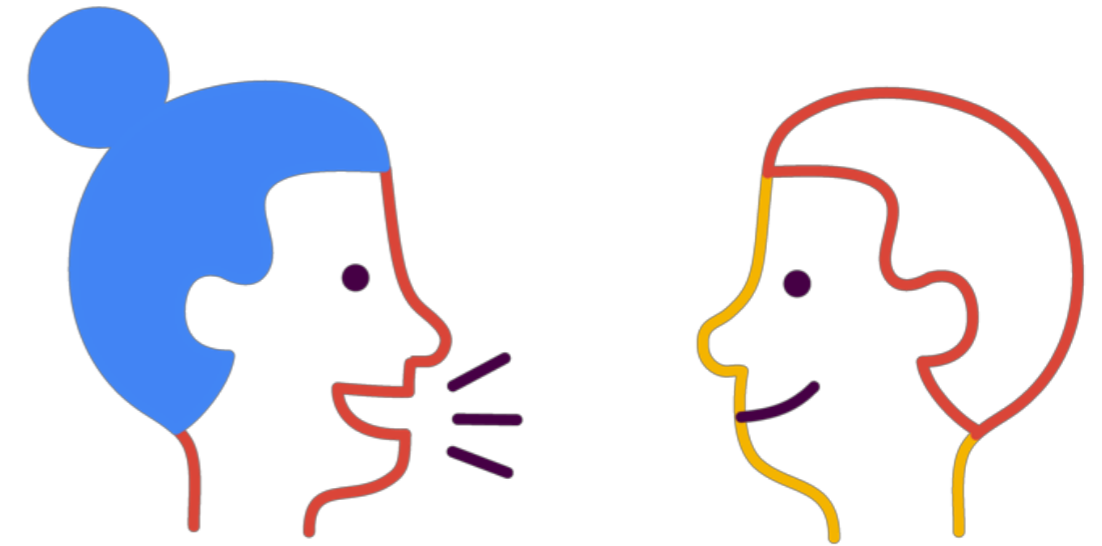
© Search Inside Yourself
Leadership Institute

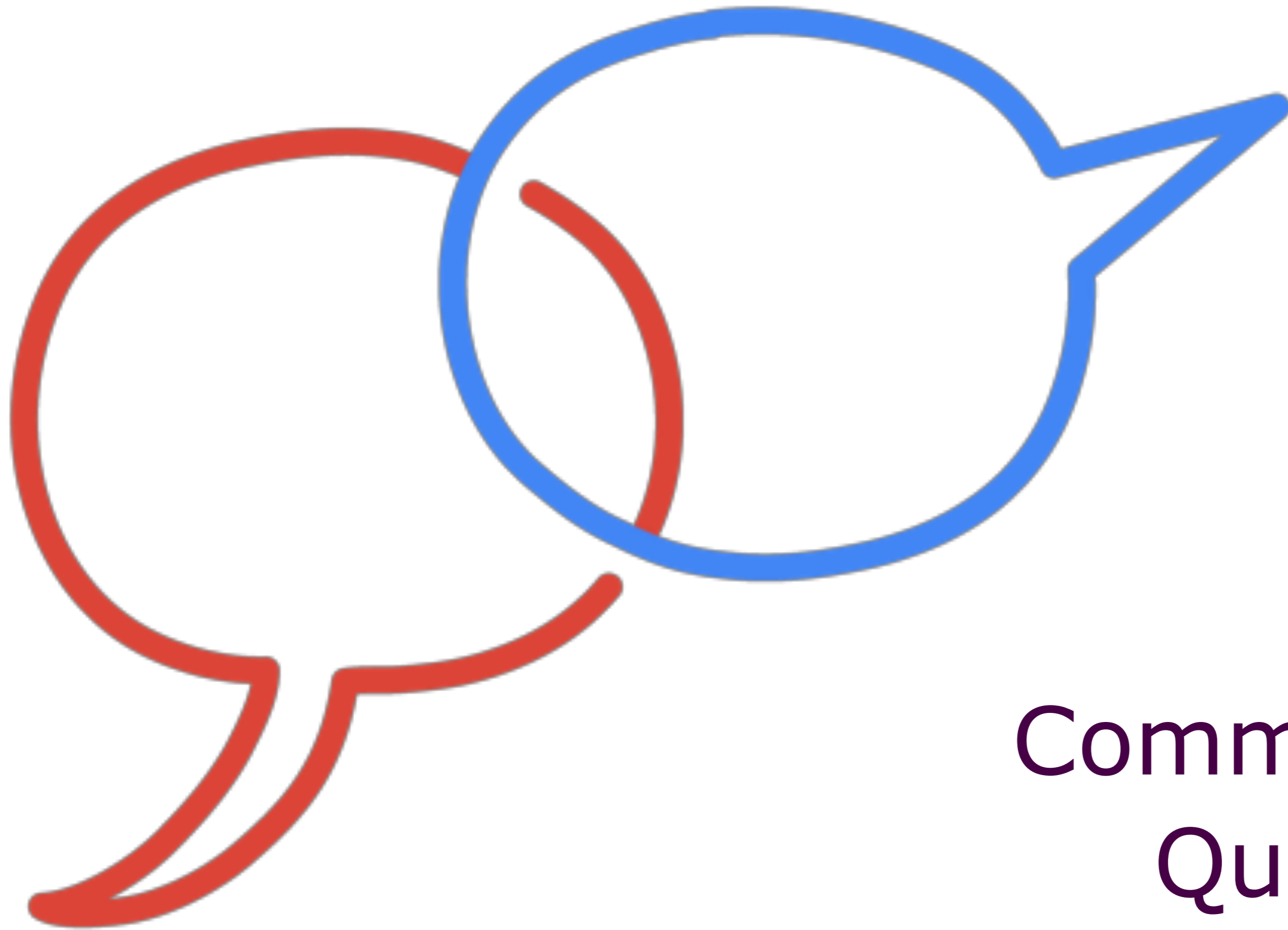
In Pairs – Generous Listening



© Search Inside Yourself
Leadership Institute

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

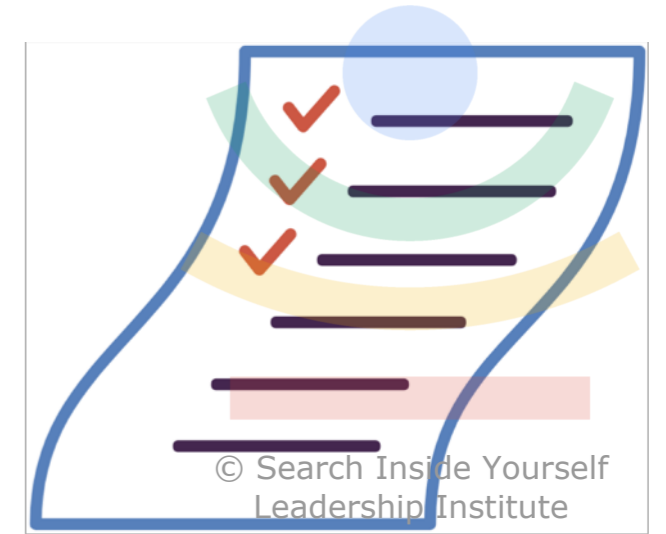




© Search Inside Yourself
Leadership Institute

Comments & Questions

Micropractice



Hands on Chair

1. Touch chair fabric
2. Remember highest intention



© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute

Self-Management



© Search Inside Yourself
Leadership Institute

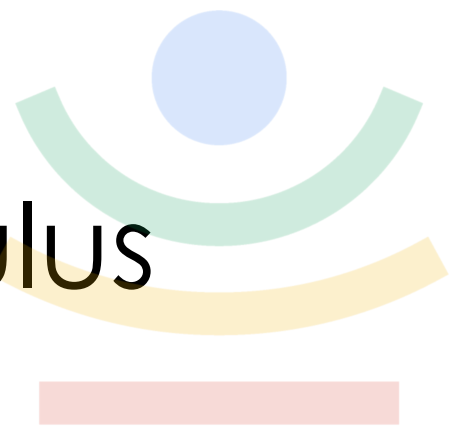
Compulsion



Choice



© Search Inside Yourself
Leadership Institute



“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.”

© Search Inside Yourself
Leadership Institute

Viktor Frankl's teachings,
summarized by Steven Covey.

Self-Management



© Search Inside Yourself
Leadership Institute

The process of managing one's internal states, impulses, and resources.

It's not...

- Avoiding
- Suppressing
- Denying

It is...

- Reducing harm to ourselves and others
- Navigating challenges more skillfully



© Search Inside Yourself
Leadership Institute

How to respond to triggers?



© Search Inside Yourself
Leadership Institute



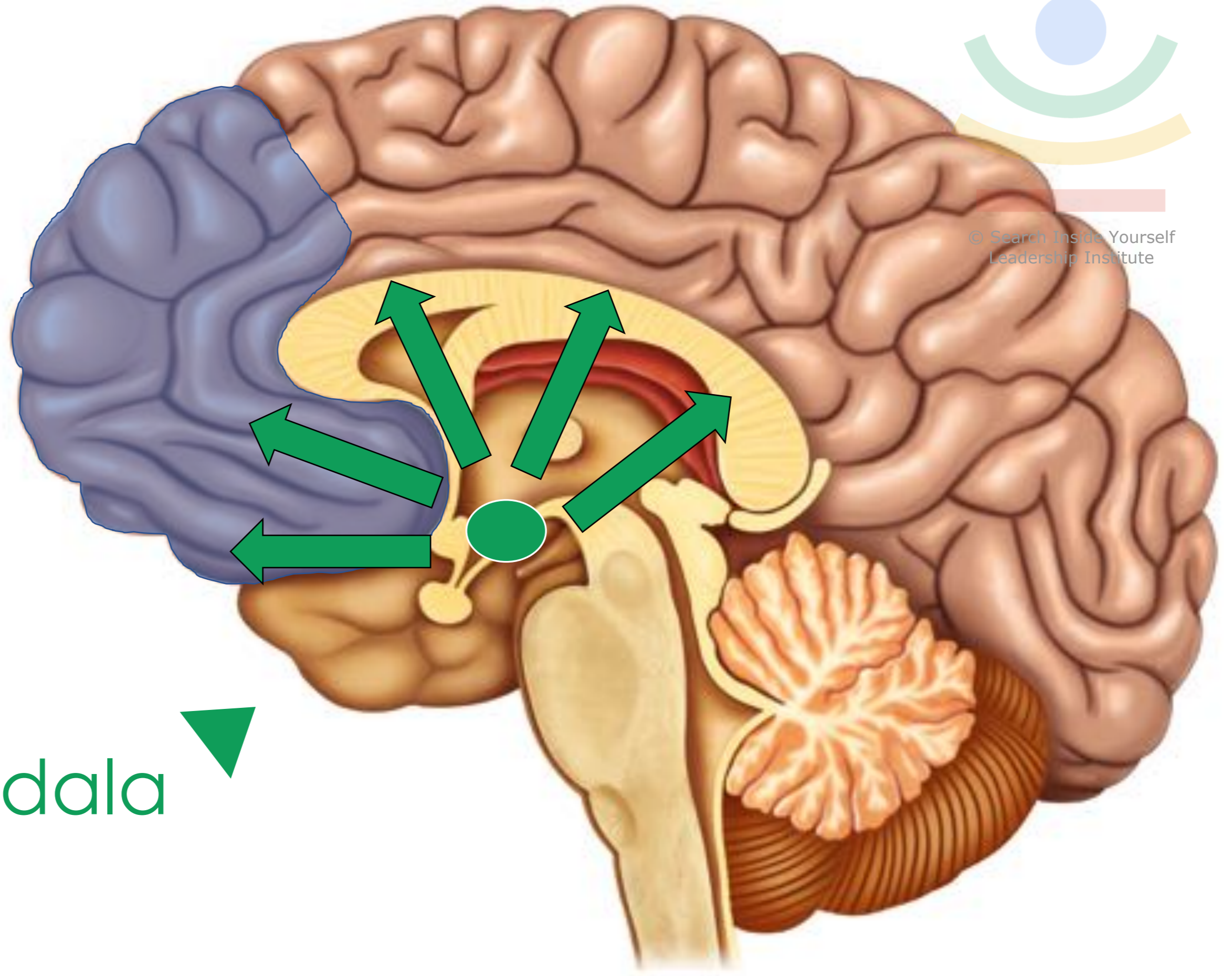
© Search Inside Yourself
Leadership Institute

Hijack

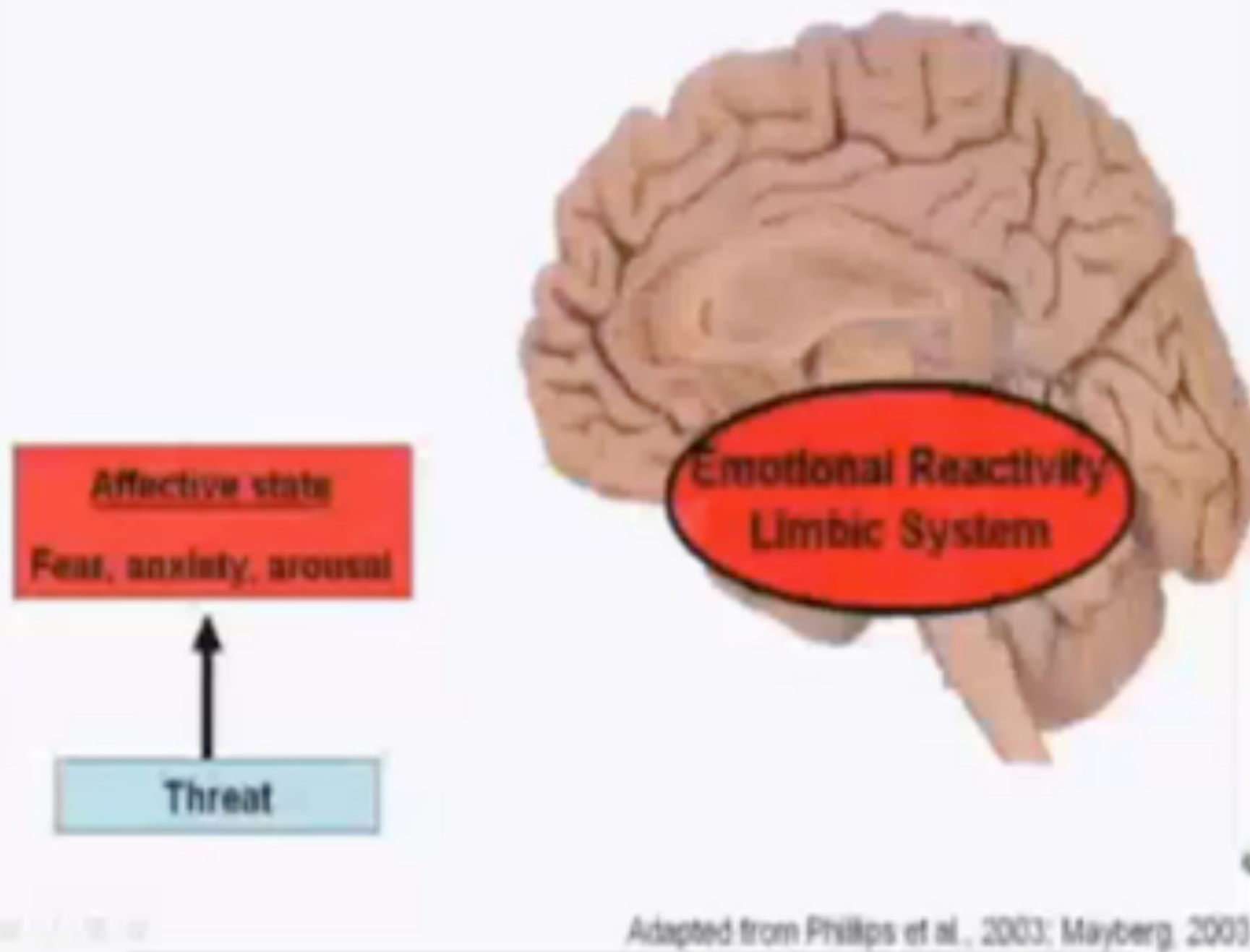
Prefrontal
Cortex



Amygdala



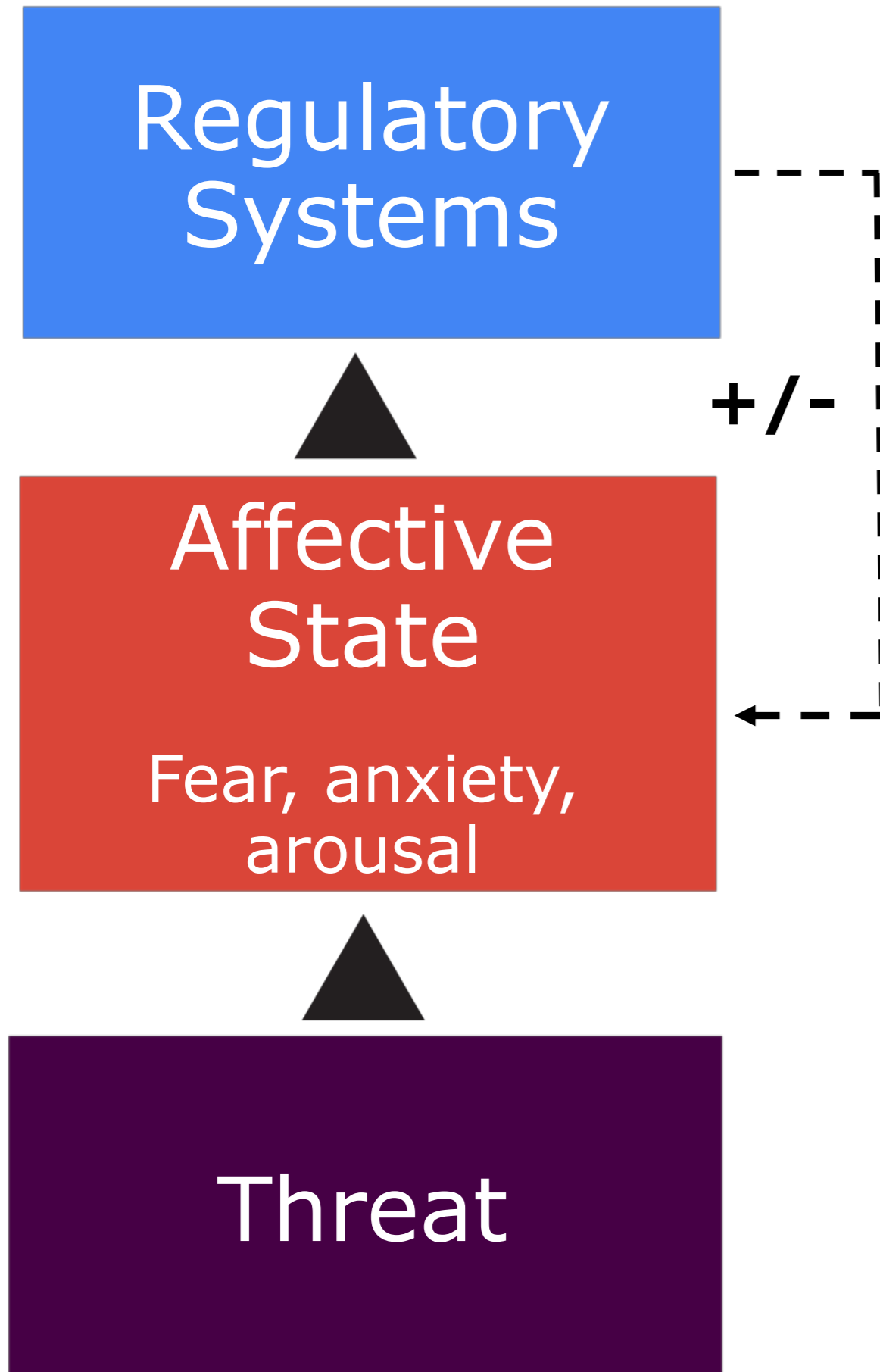
Neuroanatomical Model of Emotional Reactivity and Regulation



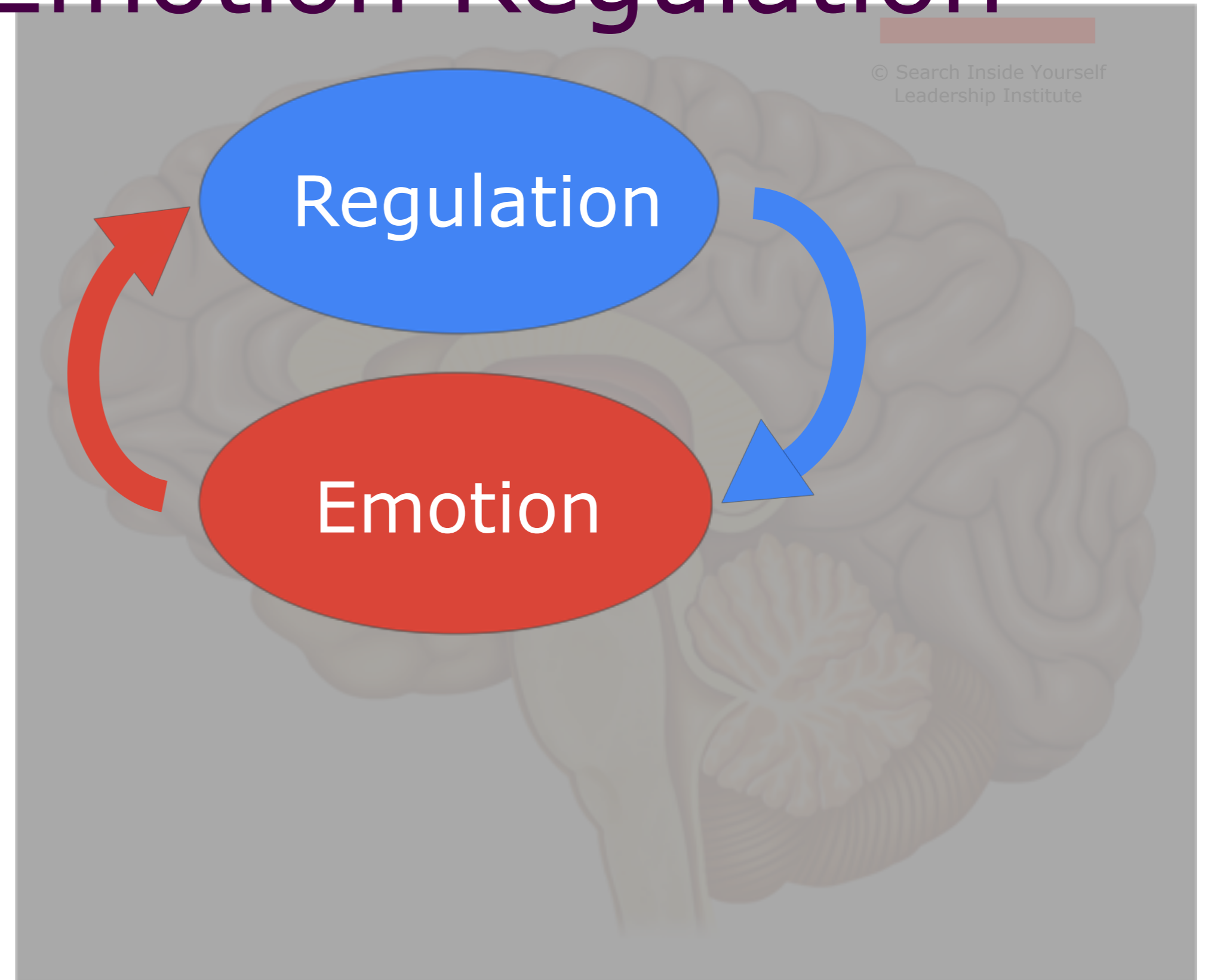
© Search Inside Yourself
Leadership Institute



In the context of a threat, real or imagined, this can rapidly shift our

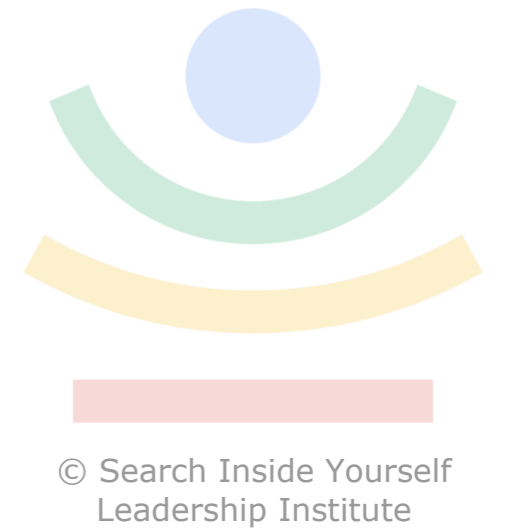


Neural Model of Emotion Regulation





- Stop
- Breathe
- Notice
- Reflect
- Respond



SBNRR



© Search Inside Yourself
Leadership Institute

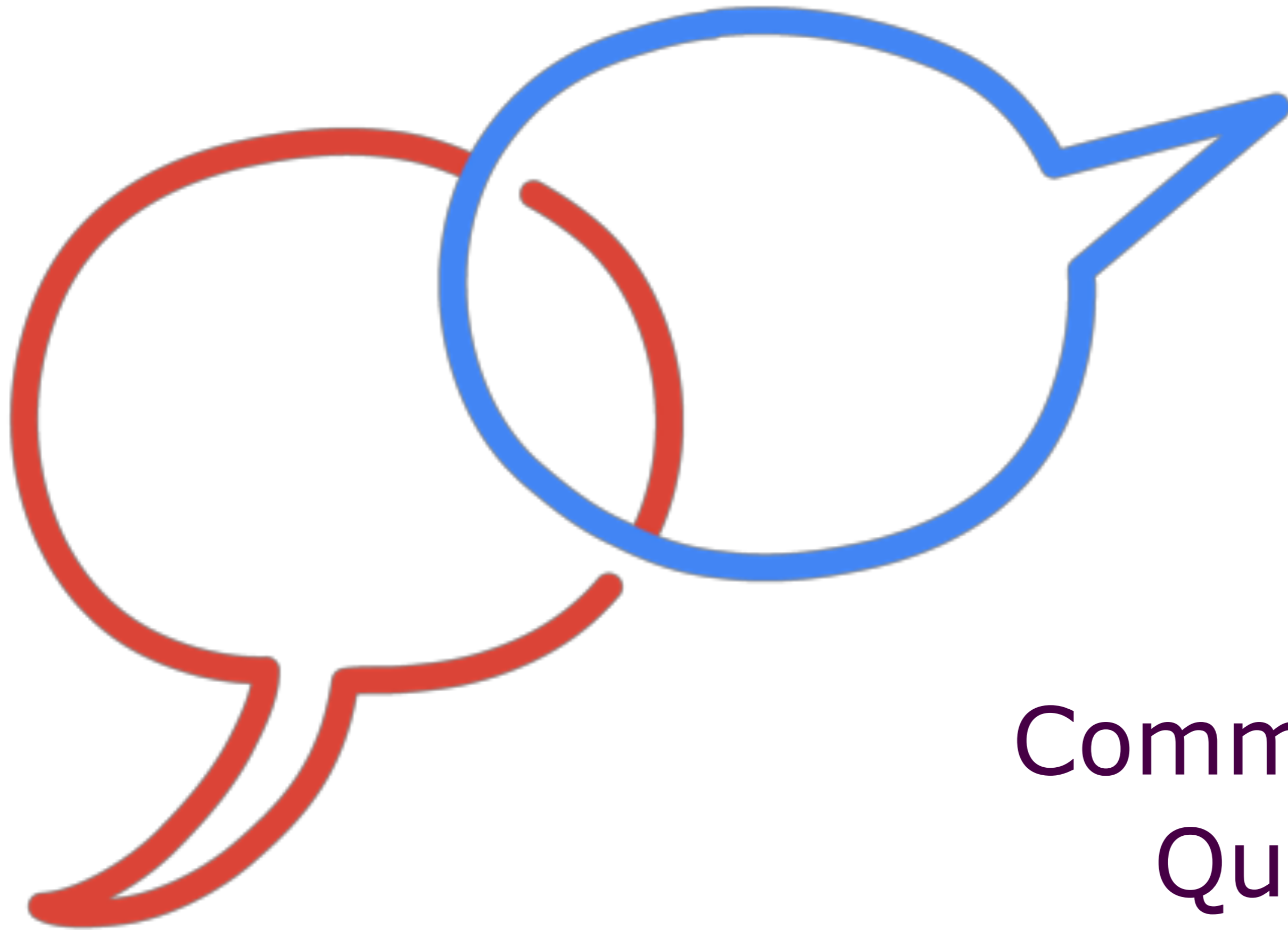
Mindful Listening



- A talks and B listens (bell)
- Switch roles
- Free-flow conversation



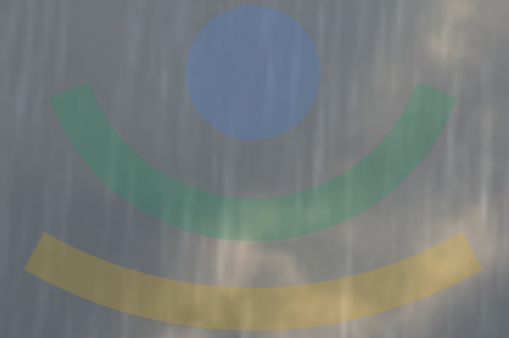
- How are you feeling right now?
- What did you experience during the exercise?
- OR ... anything else



© Search Inside Yourself
Leadership Institute

Comments & Questions

Empathy



© Search Inside Yourself
Leadership Institute



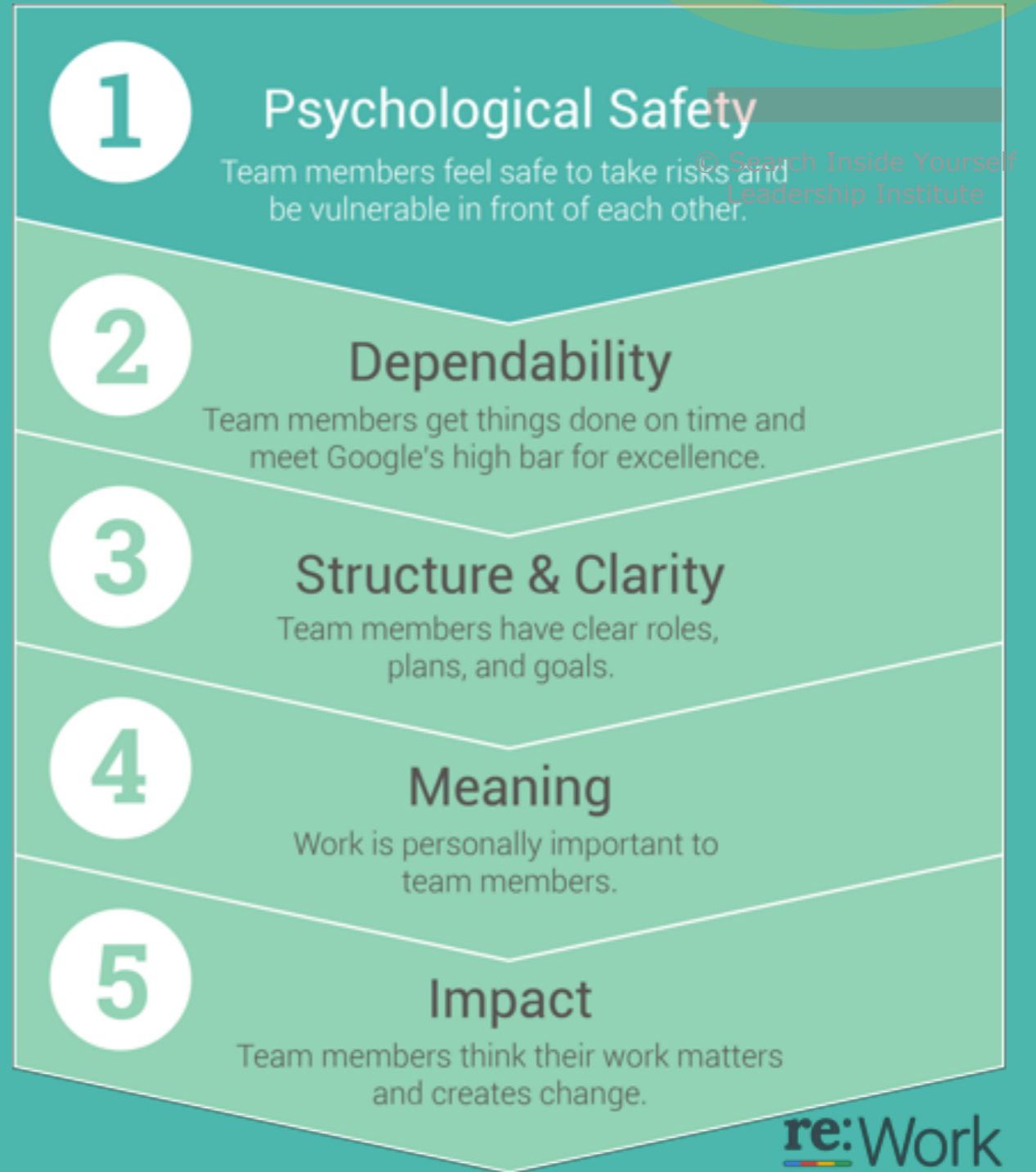


© Search Inside Yourself
Leadership Institute



wor

What Google Learned From Its Quest to Build The Perfect Team.



Empathy



© Search Inside Yourself
Leadership Institute

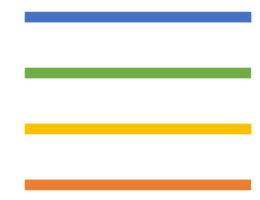
- (a) The ability to experience and understand what others feel
- (b) while maintaining a clear discernment about your own and the other person's feelings and perspectives.

What Empathy is NOT



© Search Inside Yourself
Leadership Institute

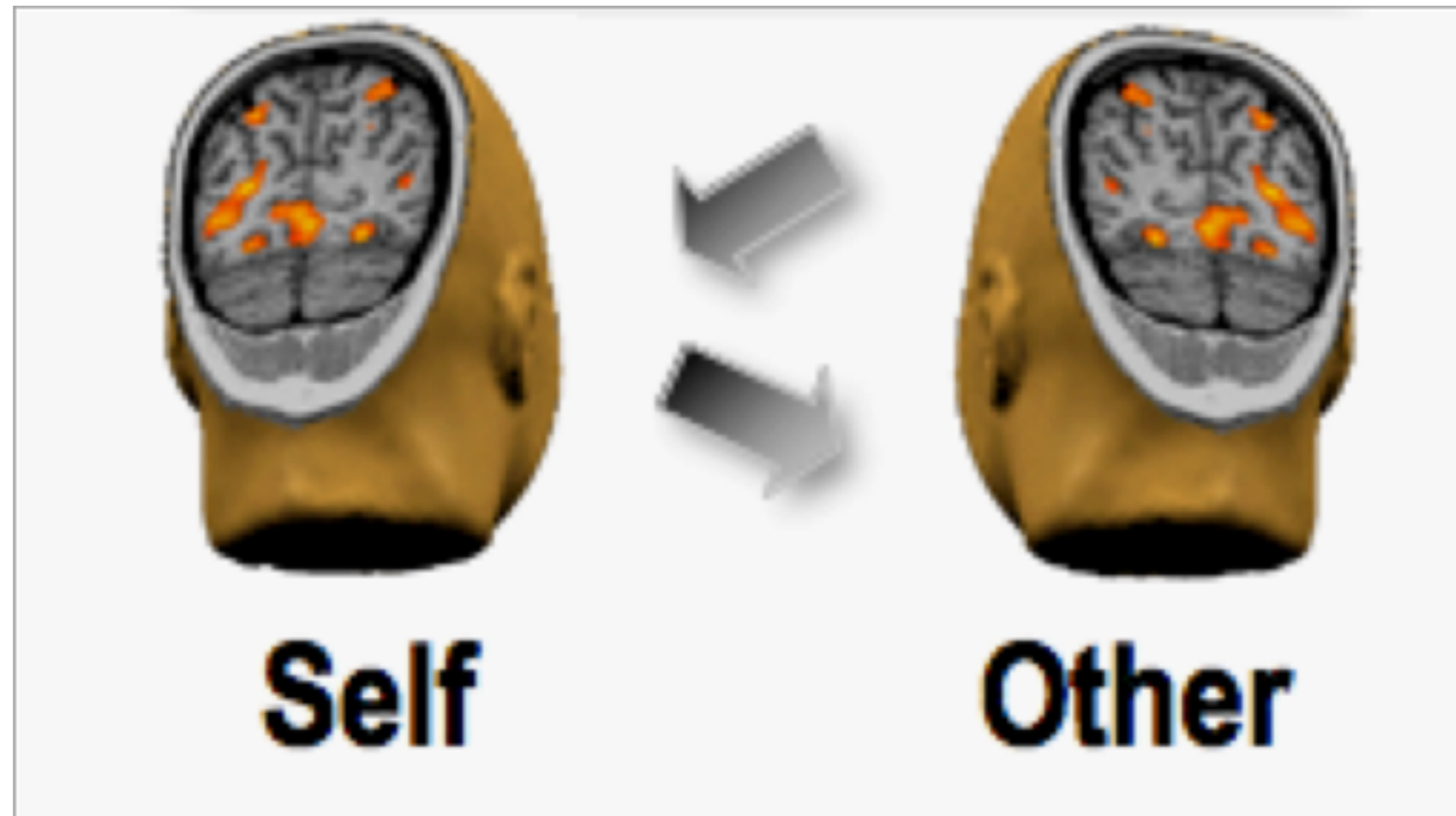
- Psychologizing
- Agreeing with people



Self-awareness → Empathy



© Search Inside Yourself
Leadership Institute



Empathy affected by:



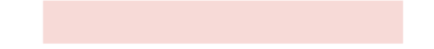
© Search Inside Yourself
Leadership Institute

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



© Search Inside Yourself
Leadership Institute

Foundational Empathy Practices



© Search Inside Yourself
Leadership Institute

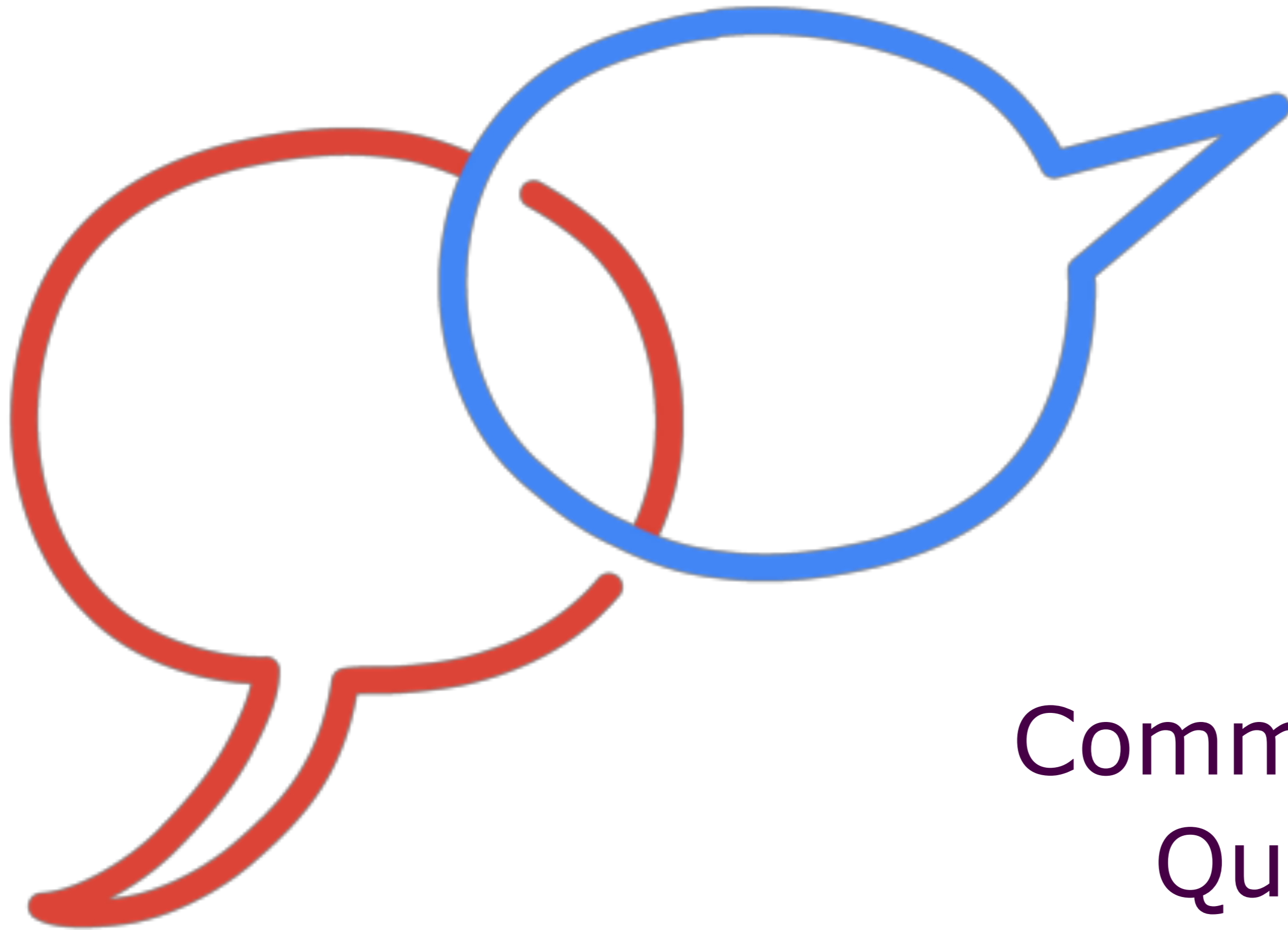
- Seeing similarities
- Offering kindness



© Search Inside Yourself
Leadership Institute

Just Like Me & Kindness

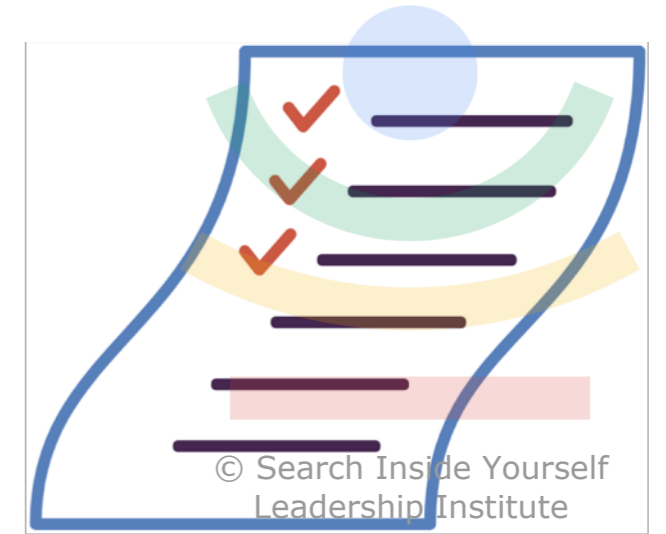




© Search Inside Yourself
Leadership Institute

Comments & Questions

Micropractice



Shift to Connection

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



© Search Inside Yourself
Leadership Institute



Leadership & Integration

Communicating with Insight

Leading with Compassion



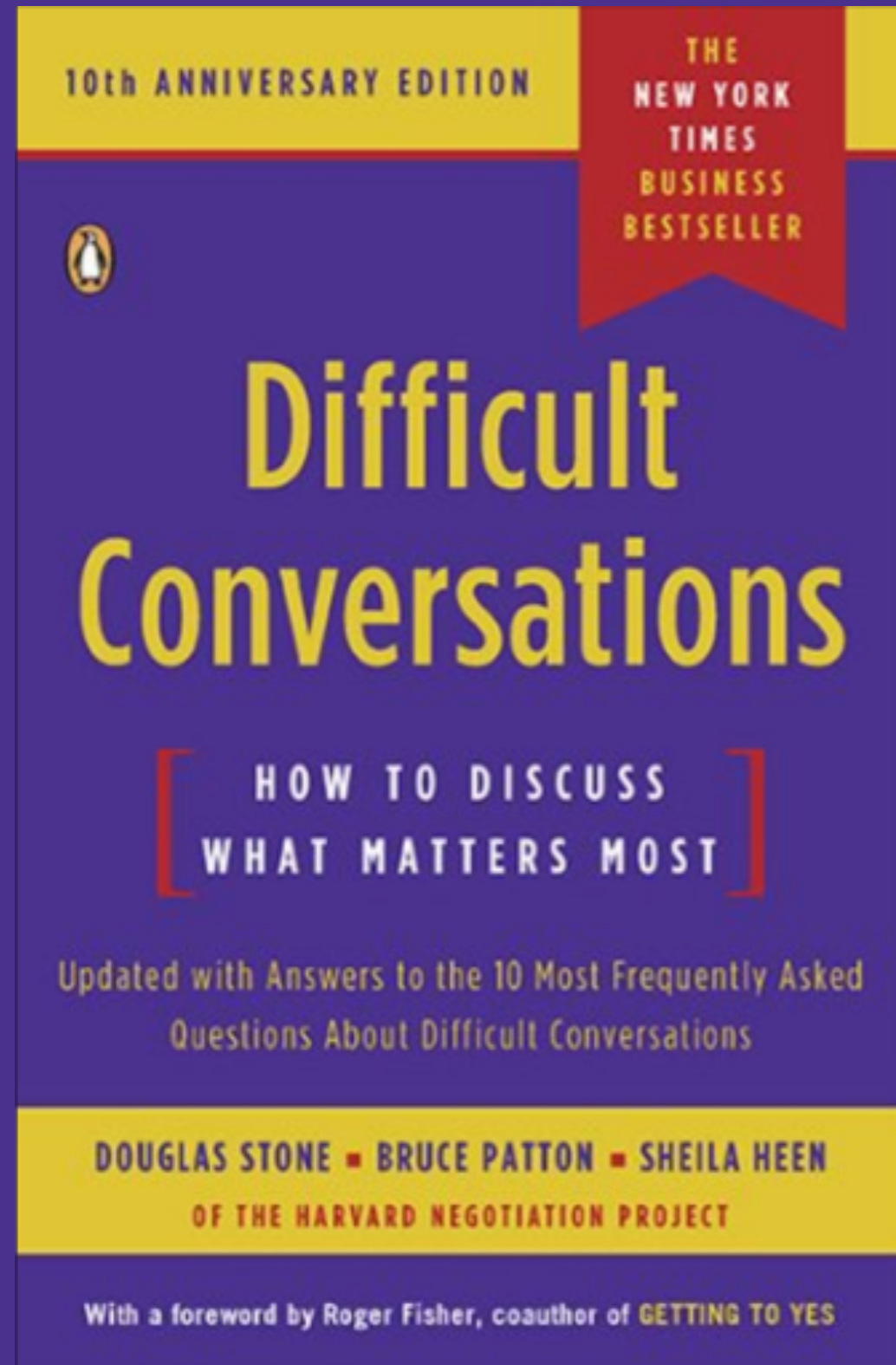
© Search Inside Yourself
Leadership Institute

Communicating with Insight



© Search Inside Yourself
Leadership Institute

Leading with
Compassion



© Search Inside Yourself
Leadership Institute

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

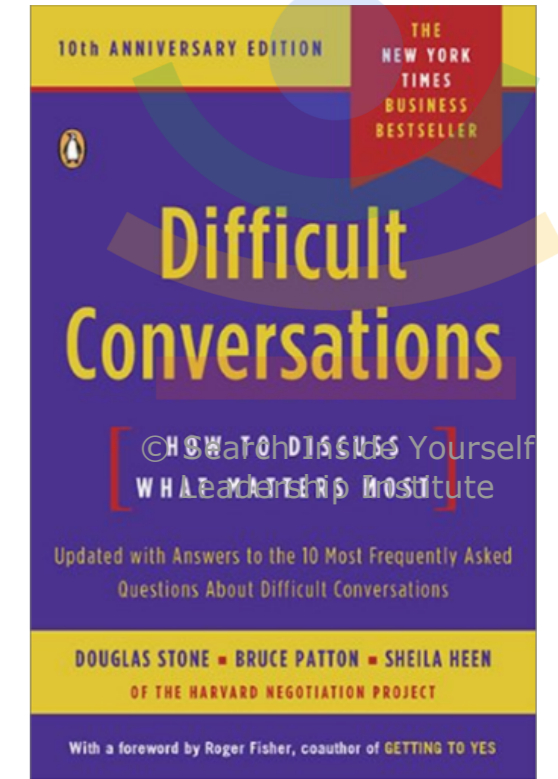
Three Levels

1. CONTENT

2. FEELINGS

3. IDENTITY ►

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



Difficult Conversations


© Search Inside Yourself
Leadership Institute



PRACTICE

PERSON A

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

- 
- Content (What happened?)
 - Feelings (How did I feel?)
 - 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


- Content
(What happened from their perspective?)
- Feelings
(How do I think they felt?)
- 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

- 
- Content (What happened?)
 - Feelings (How did I feel?)
 - Identity (What's at stake?)
 - 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 THE
OTHER PARTY’S point
of view

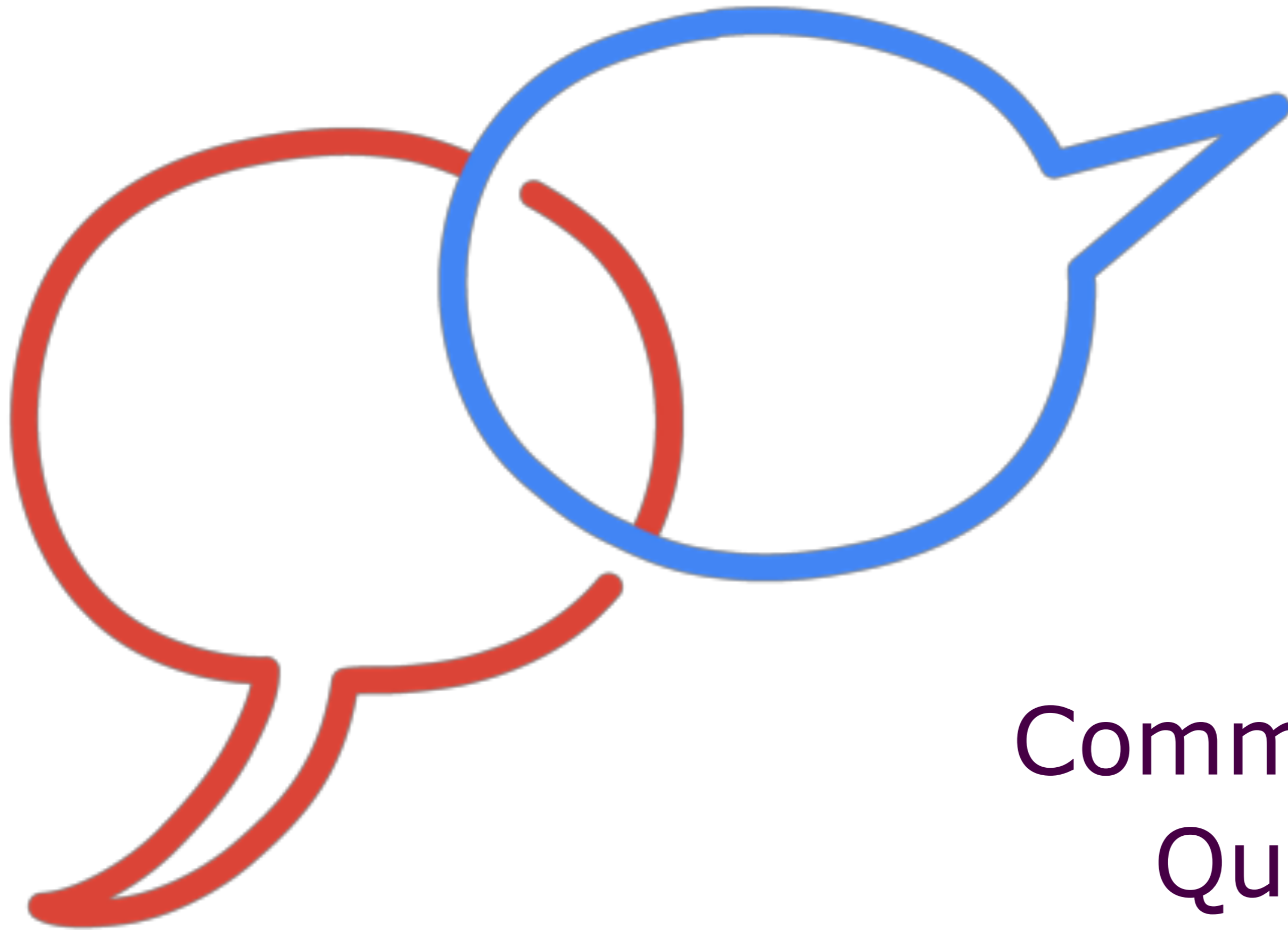
- Content
(What happened from their perspective?)
- Feelings
(How do I think they felt?)
- Identity
(What might have been at stake for them?)
 - Am I competent?
 - Am I a good person?
 - Am I worthy of love and respect?



Discuss how it felt to have this conversation with your partner.



© Search Inside Yourself Leadership Institute



© Search Inside Yourself
Leadership Institute

Comments & Questions

Difficult Conversations



© Search Inside Yourself
Leadership Institute

1 Verbalize the “three levels of the conversation”

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

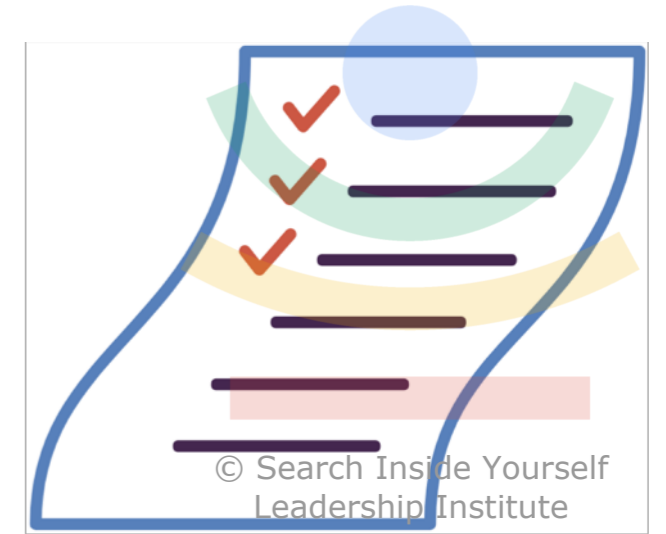
2 Check your intention & decide whether to raise the issue

3 Start from the “third story”

4 Explore their story & yours

5 Problem-solve

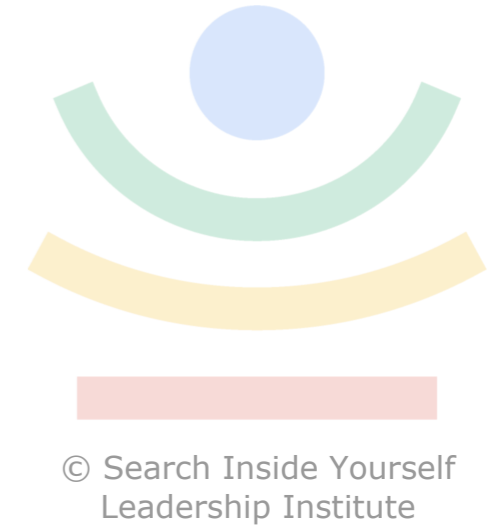
Micropractice



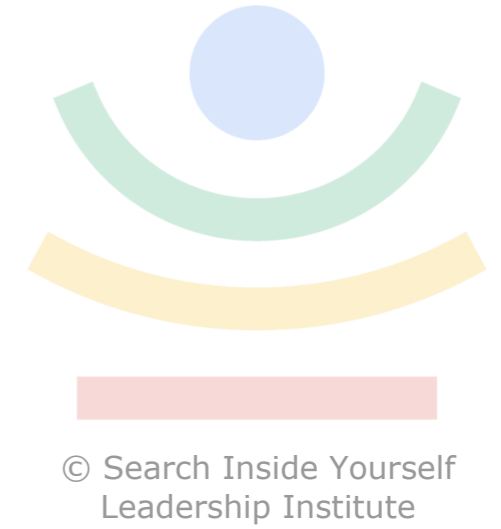
“Impact is not intention”

Morning

- Emotional skills are trainable
- Mindfulness develops self-awareness that enables other EI domains
- Self-Awareness: pay attention to the body. From existential to experiential
- Motivation: Alignment of values



Afternoon



- Self-Management: From compulsion to choice
- Empathy: Seeing similarities, Offering Kindness
- Communicating with Insight



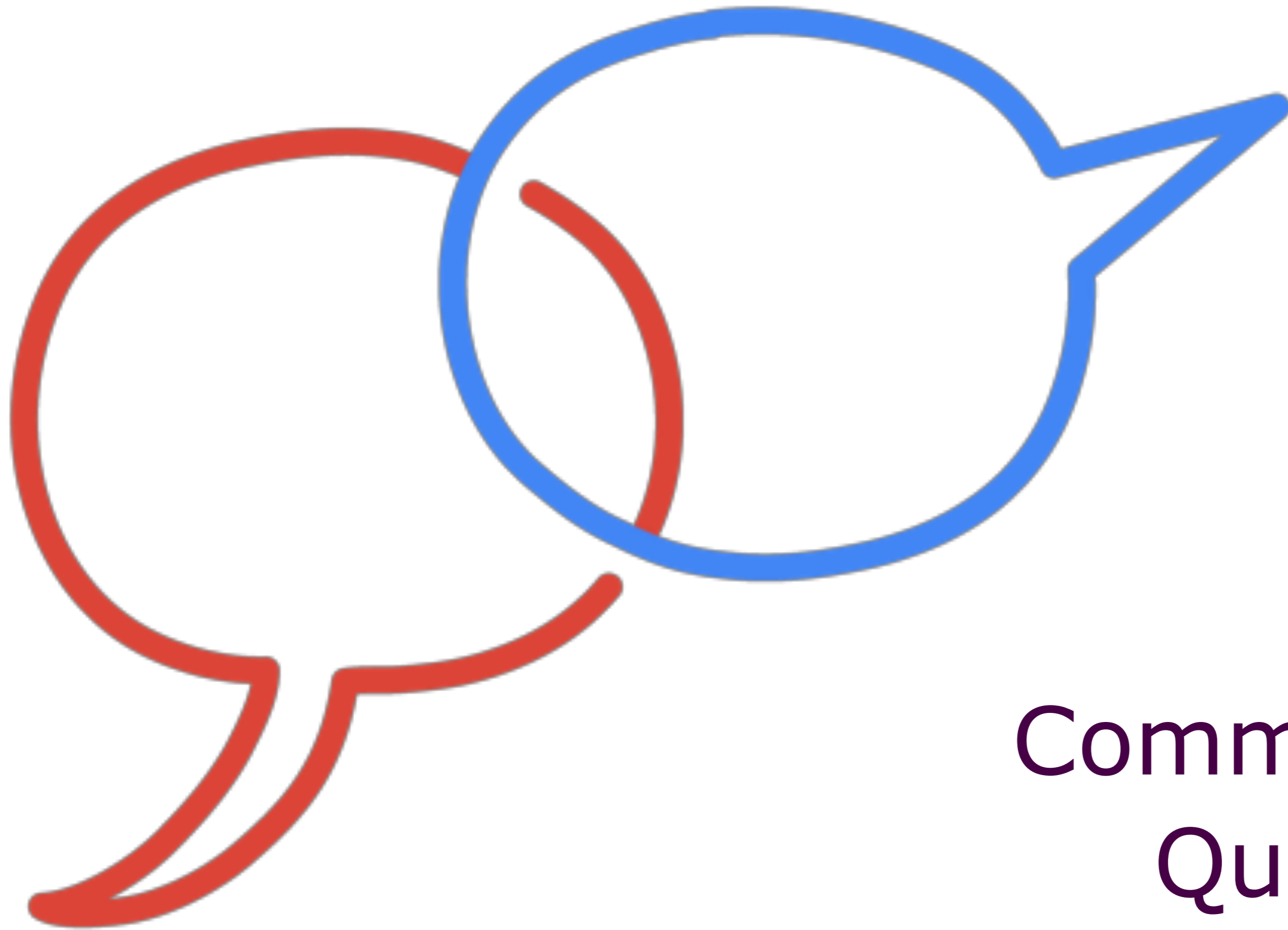
© Search Inside Yourself
Leadership Institute

Practices Summary



© Search Inside Yourself
Leadership Institute

- Mindful Listening
- Three Breaths
- Focused Attention
- Minute to Arrive
- Body Scan
- Head, Body, Heart check-in
- Journaling/Journaling:
Values, Envisioning
- Hands on Chair
- SBNRR
- Just Like Me & Kindness
- Shift to Connection
- Difficult Conversations
preparation
- Impact is not Intention



© Search Inside Yourself
Leadership Institute

Comments & Questions

Next Steps

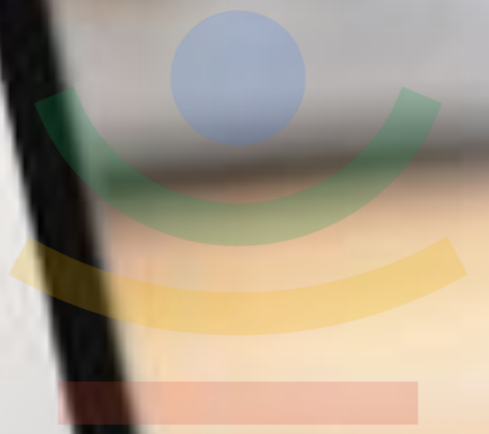
Search Inside Yourself
Leadership Institute



Bring out the
best in yourself.

The best leadership comes from within. We help you find it.

Join the program



© Search Inside Yourself
Leadership Institute





© Search Inside Yourself
Leadership Institute



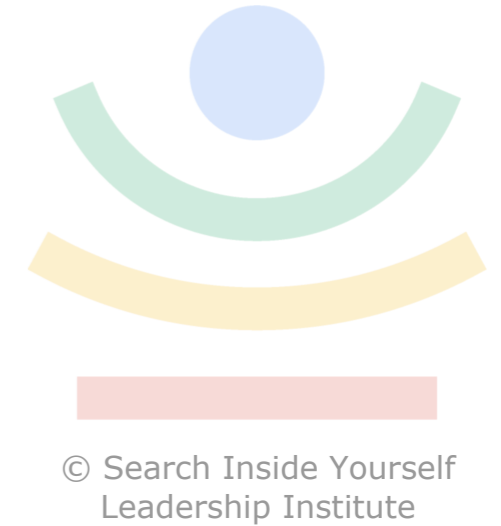
© Search Inside Yourself
Leadership Institute

Buddies



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)
- End with 1-minute of mindful breathing (1 min)

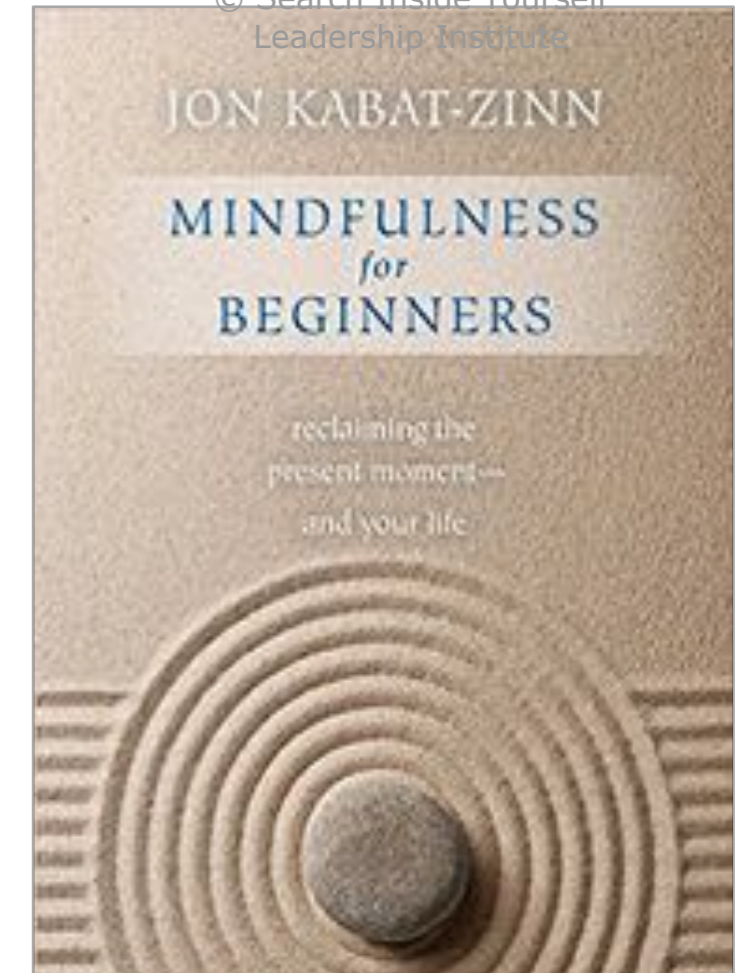
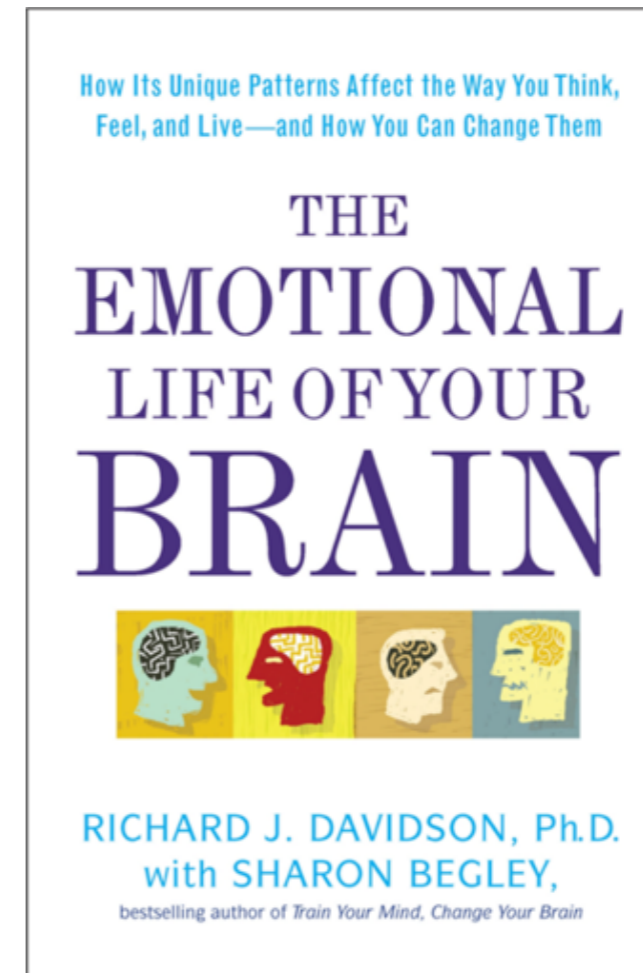
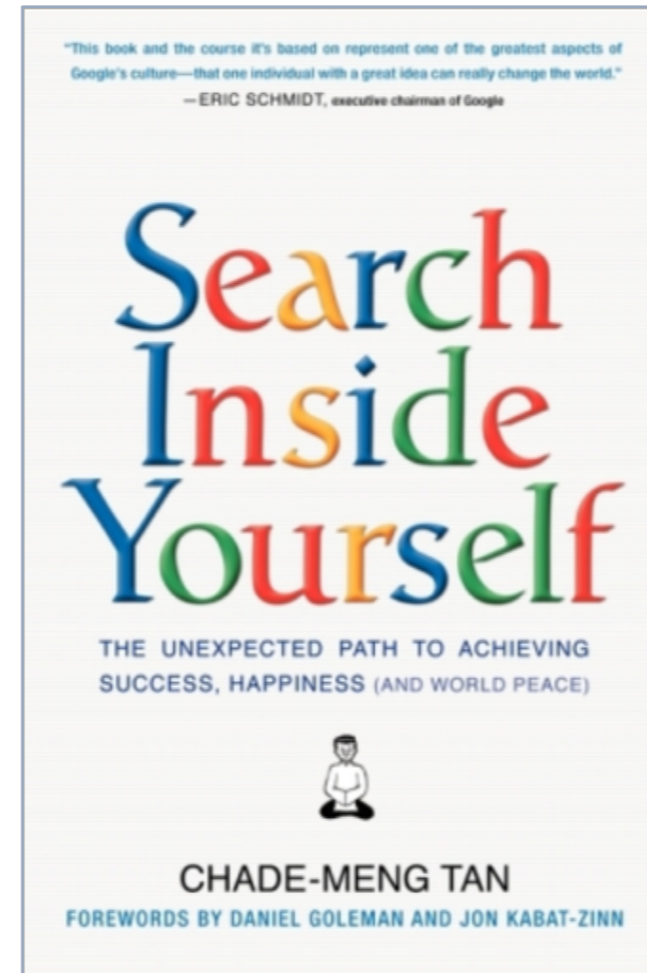
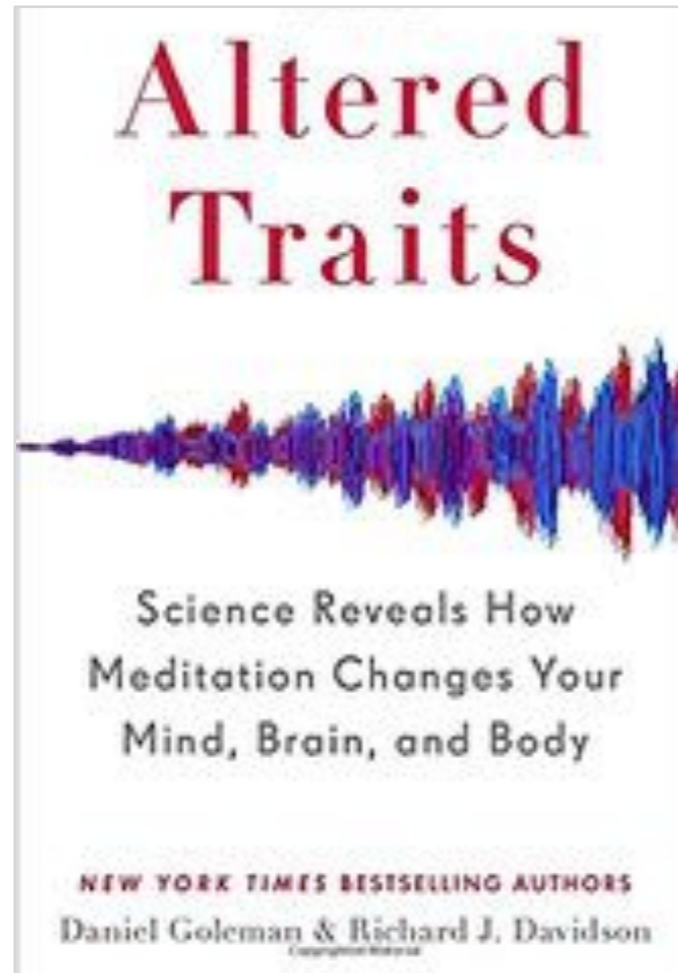
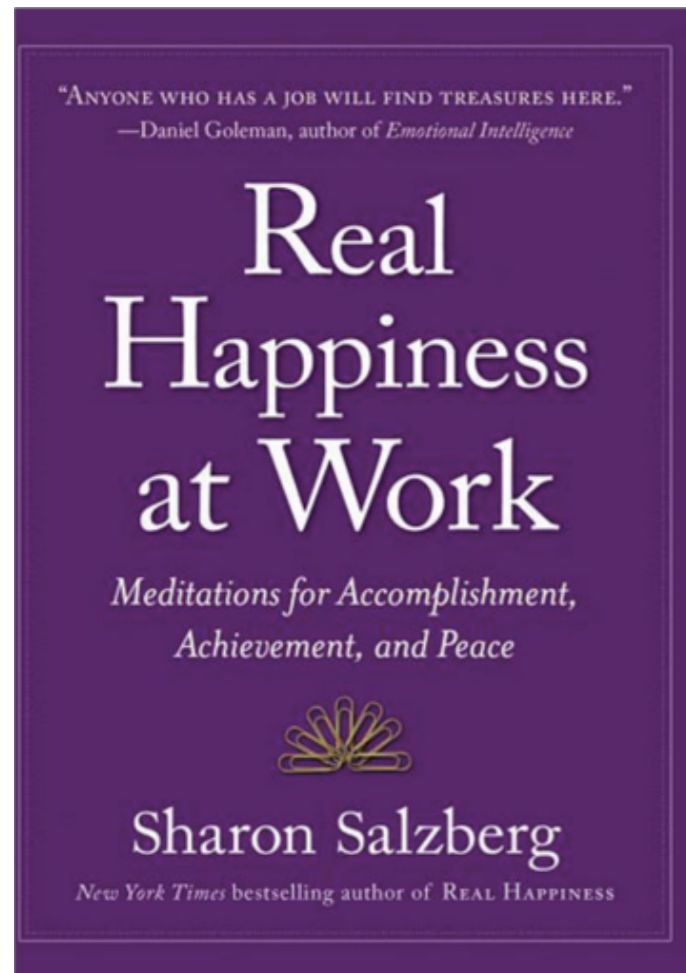
Everything shared is held confidentially.

Now:

- Share intentions.
- Set first meeting.

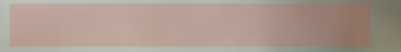


© Search Inside Yourself
Leadership Institute





© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute



© Search Inside Yourself
Leadership Institute

What do I take home from SIY?