



Search Inside Yourself
Leadership Institute



Search Inside Yourself

Mindfulness-Based Emotional Intelligence for Leaders

Day 2



In Pairs – Free Flow

- One insight you took away from Day 1
- How did the homework go?
What did you notice?



Roadmap



Motivation





Discover

- A talks and B practices
Generous Listening (bell)
- Switch roles (bell)
- Free-flow conversation

What is your motivation for coming to work each day?



Alignment

Envisioning



Resilience



Alignment

Envisioning

Resilience

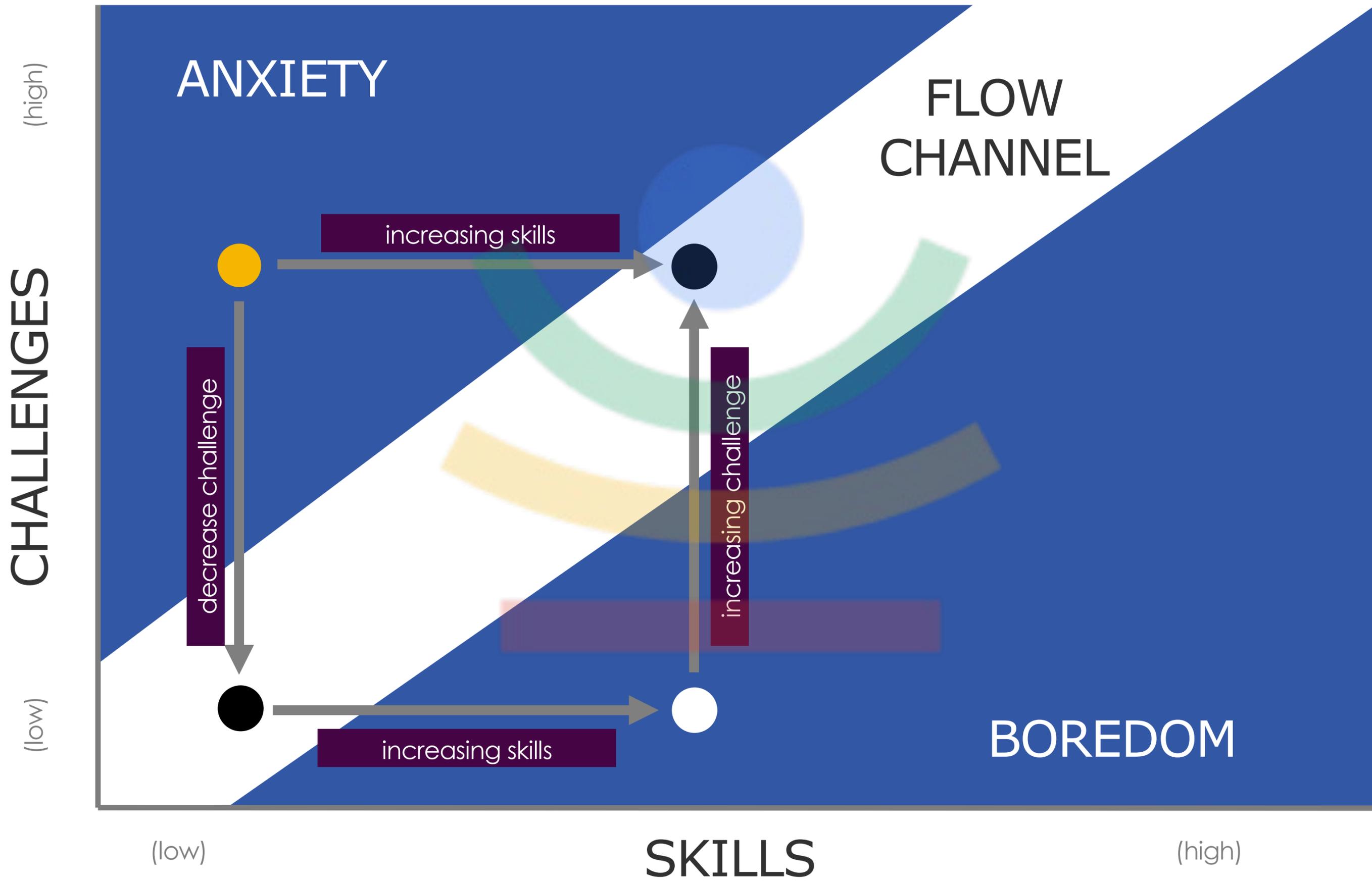
Pleasant life

Life of engagement

Meaningful life

Dr. Martin Seligman

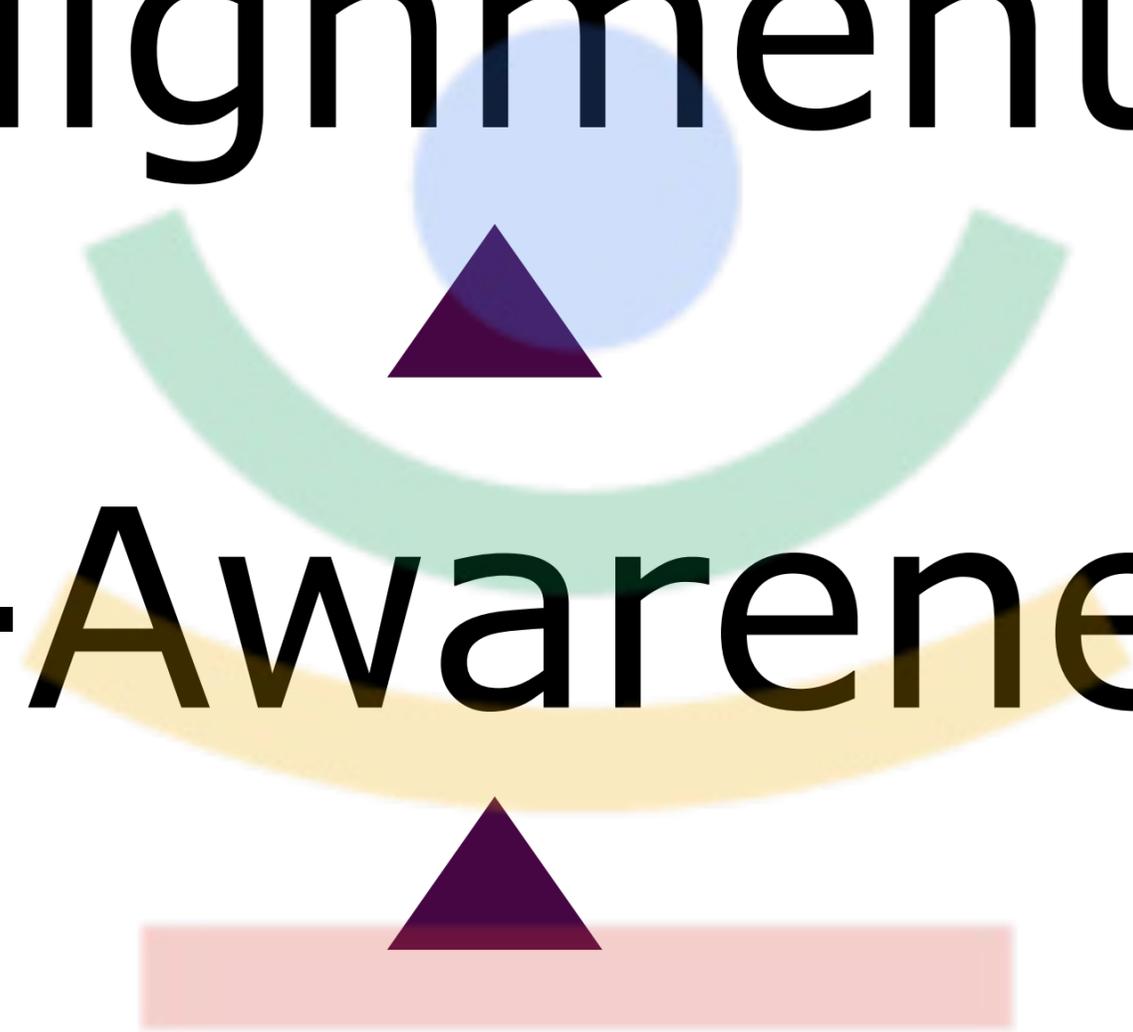




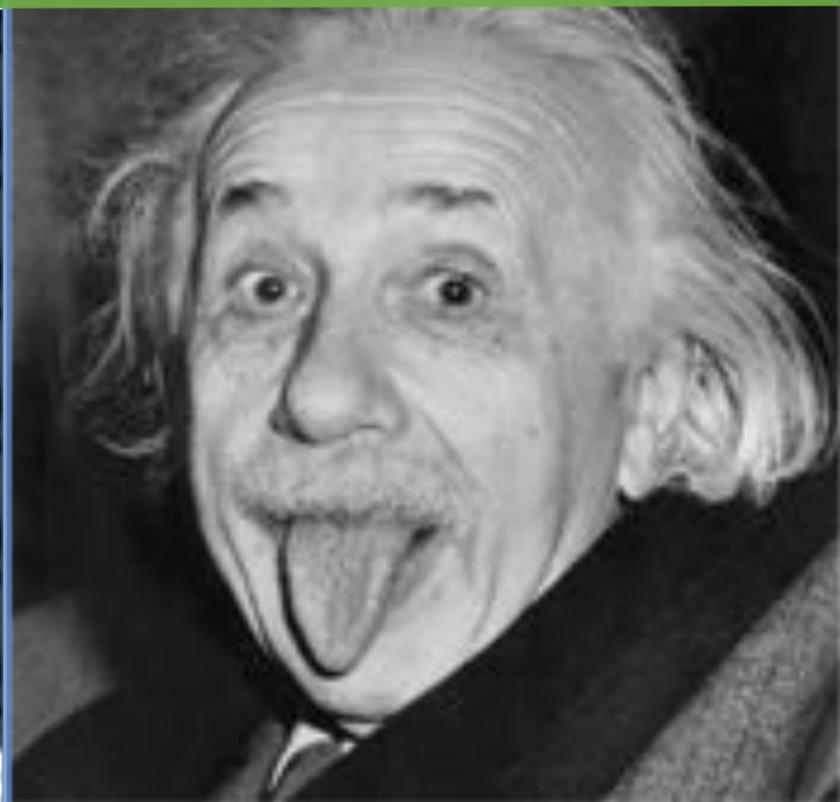
Alignment

Self-Awareness

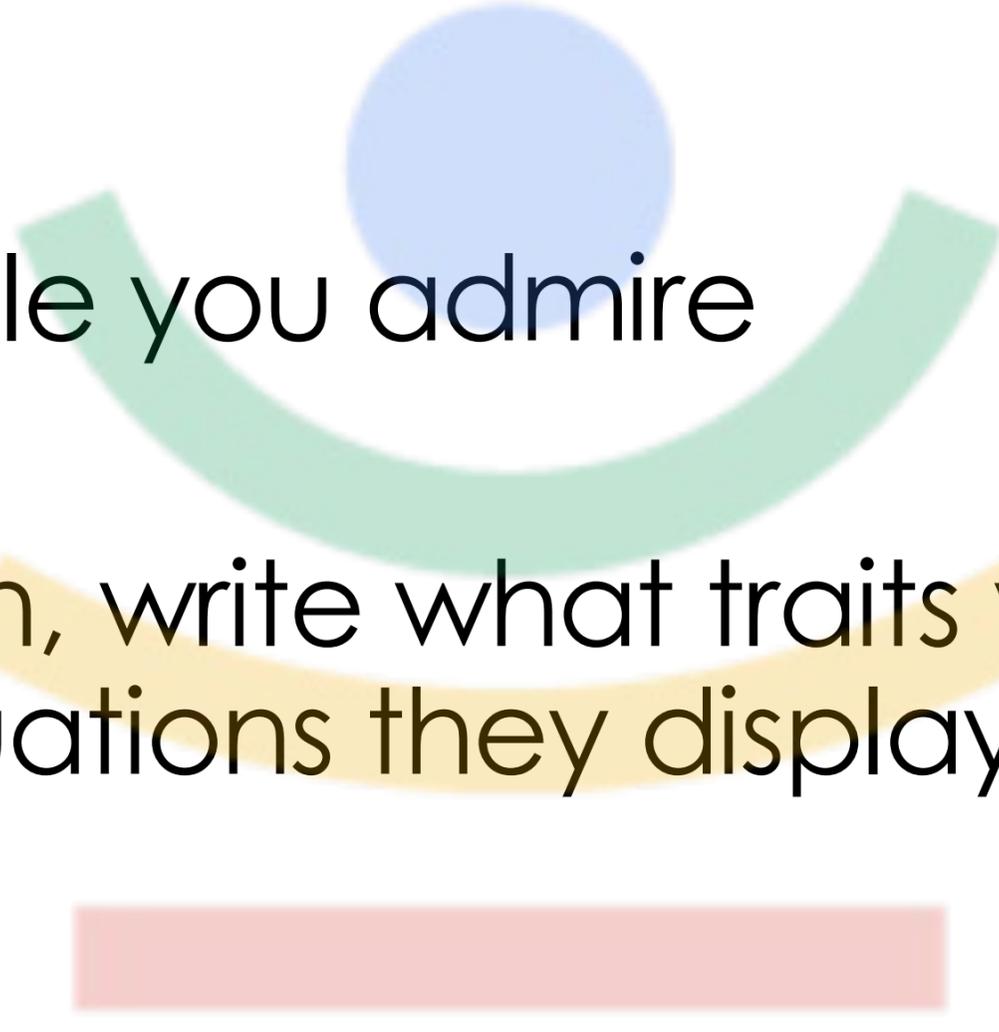
Mindfulness



Values



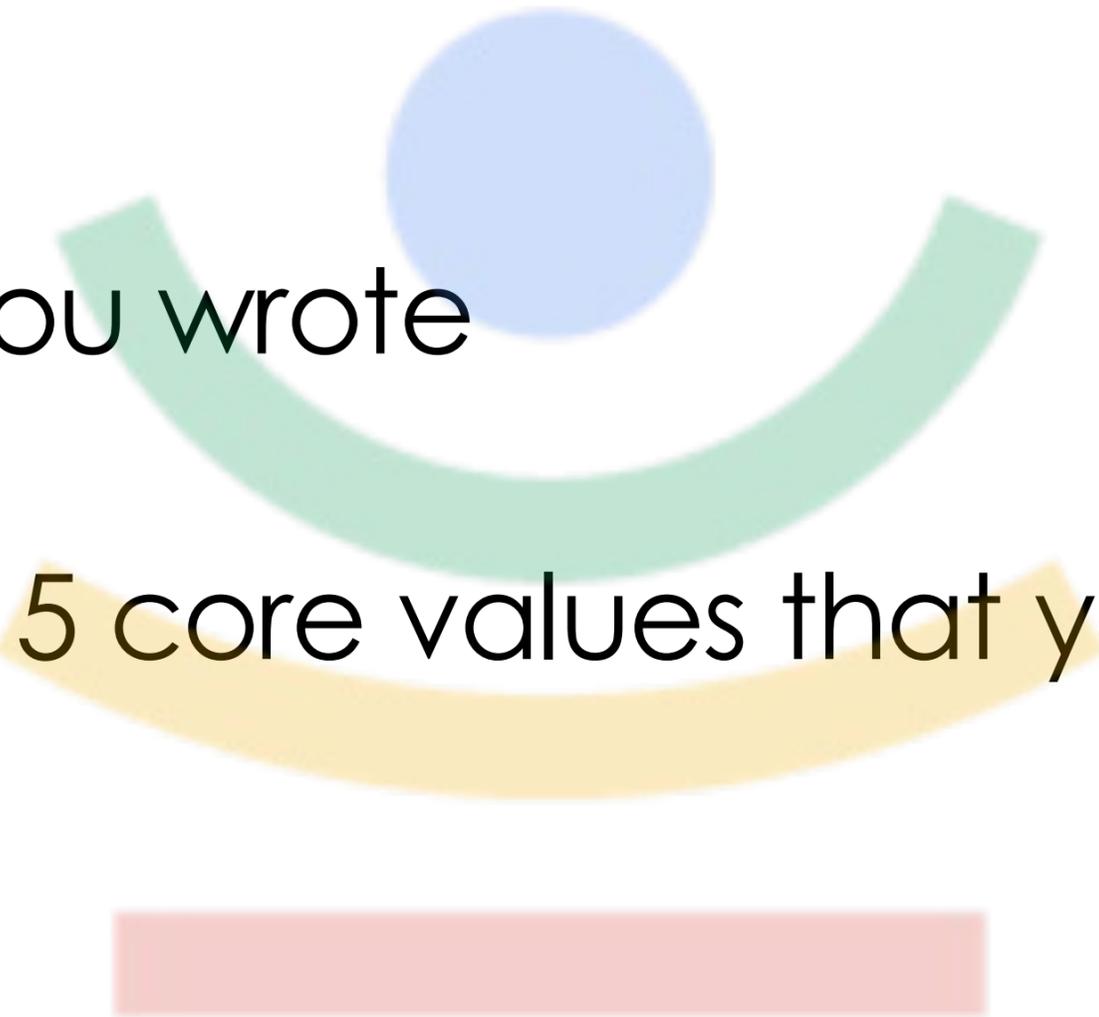
Journaling



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

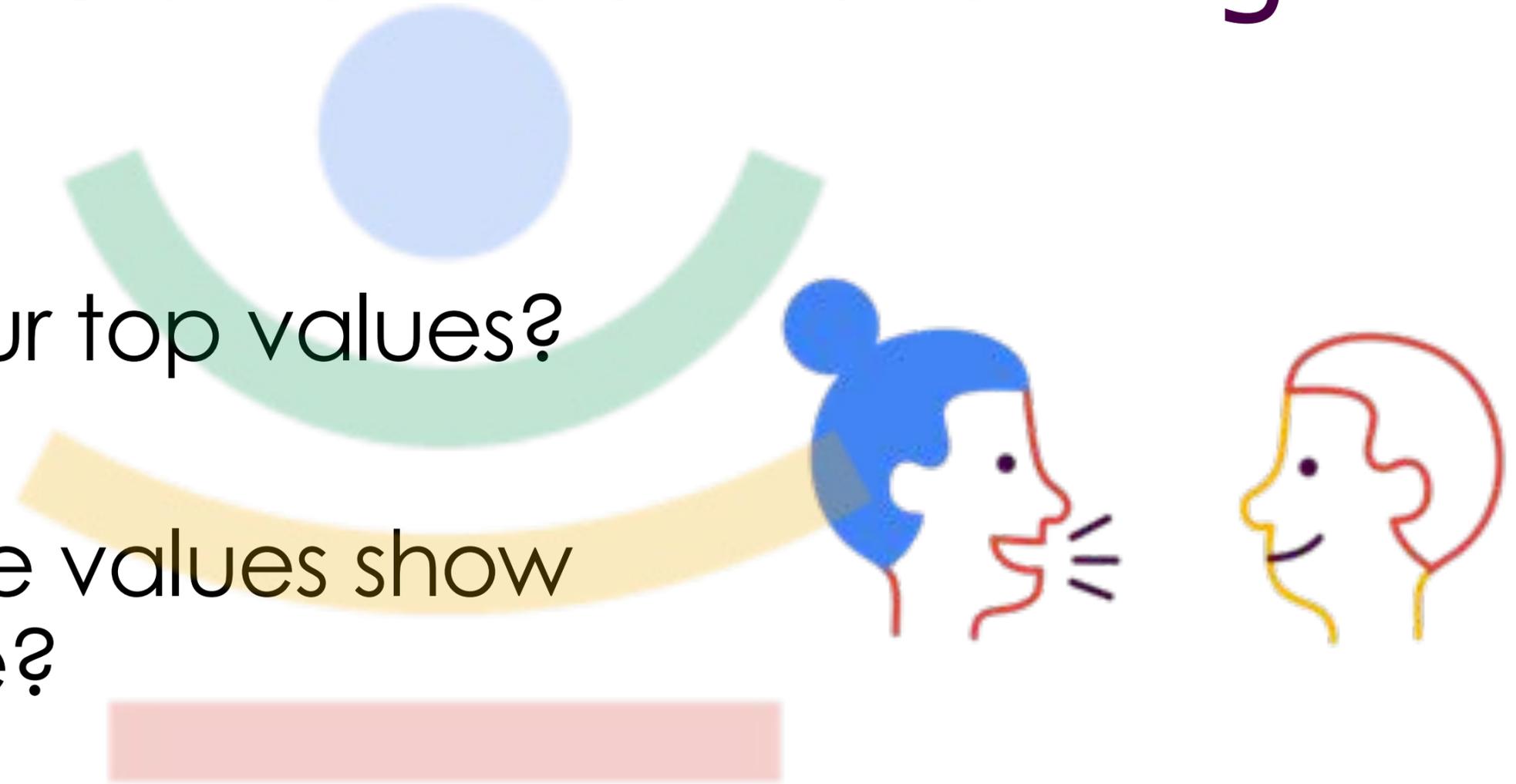
Journaling

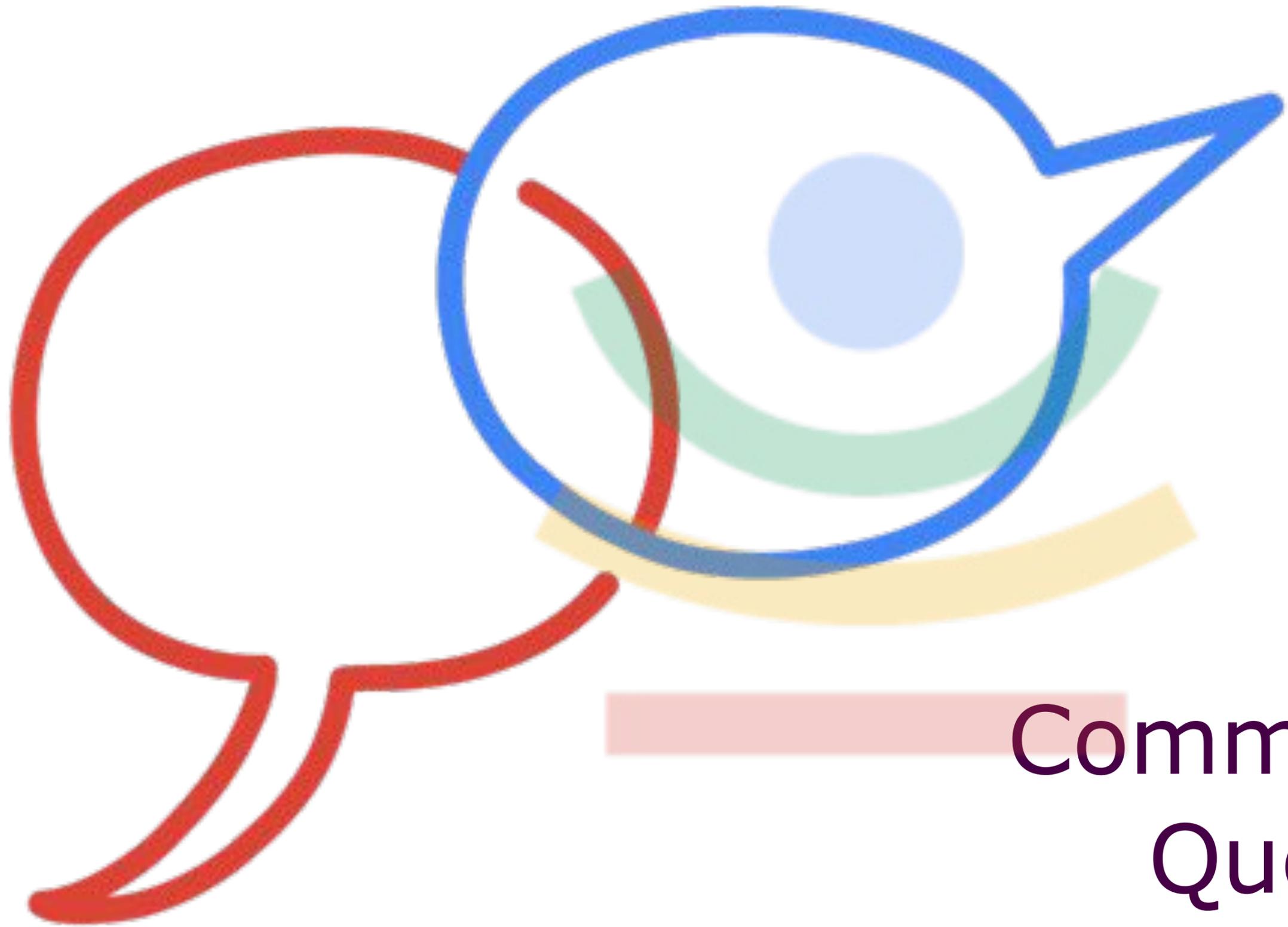
- Review what you wrote
- Create a list of 5 core values that you hold



In Pairs – Generous Listening

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





Comments &
Questions

Alignment

Envisioning

Resilience

“In a sense, we learn from the past what to predict for the future and then live the future we expect.”



Journaling

What's your best possible future?

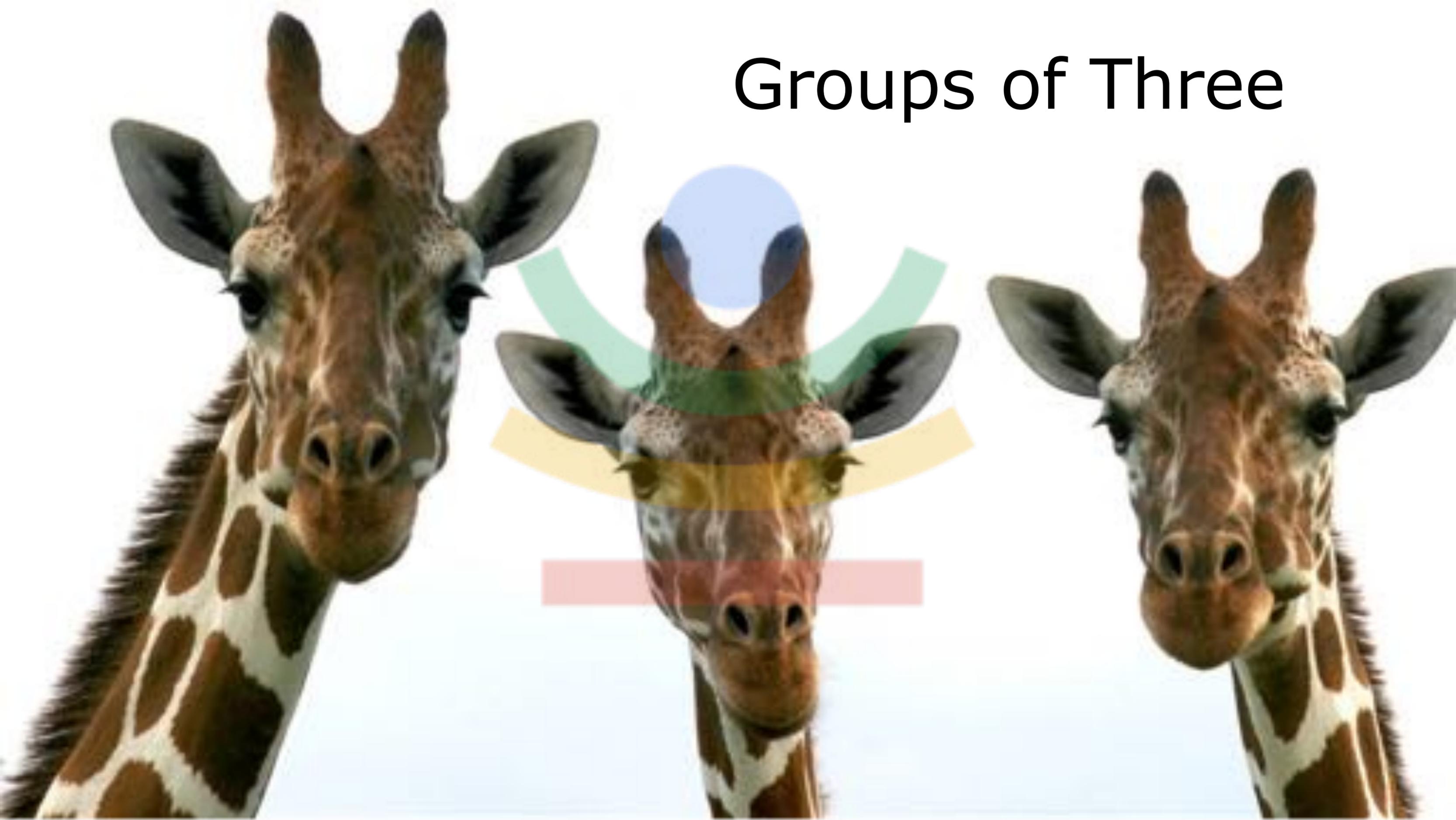


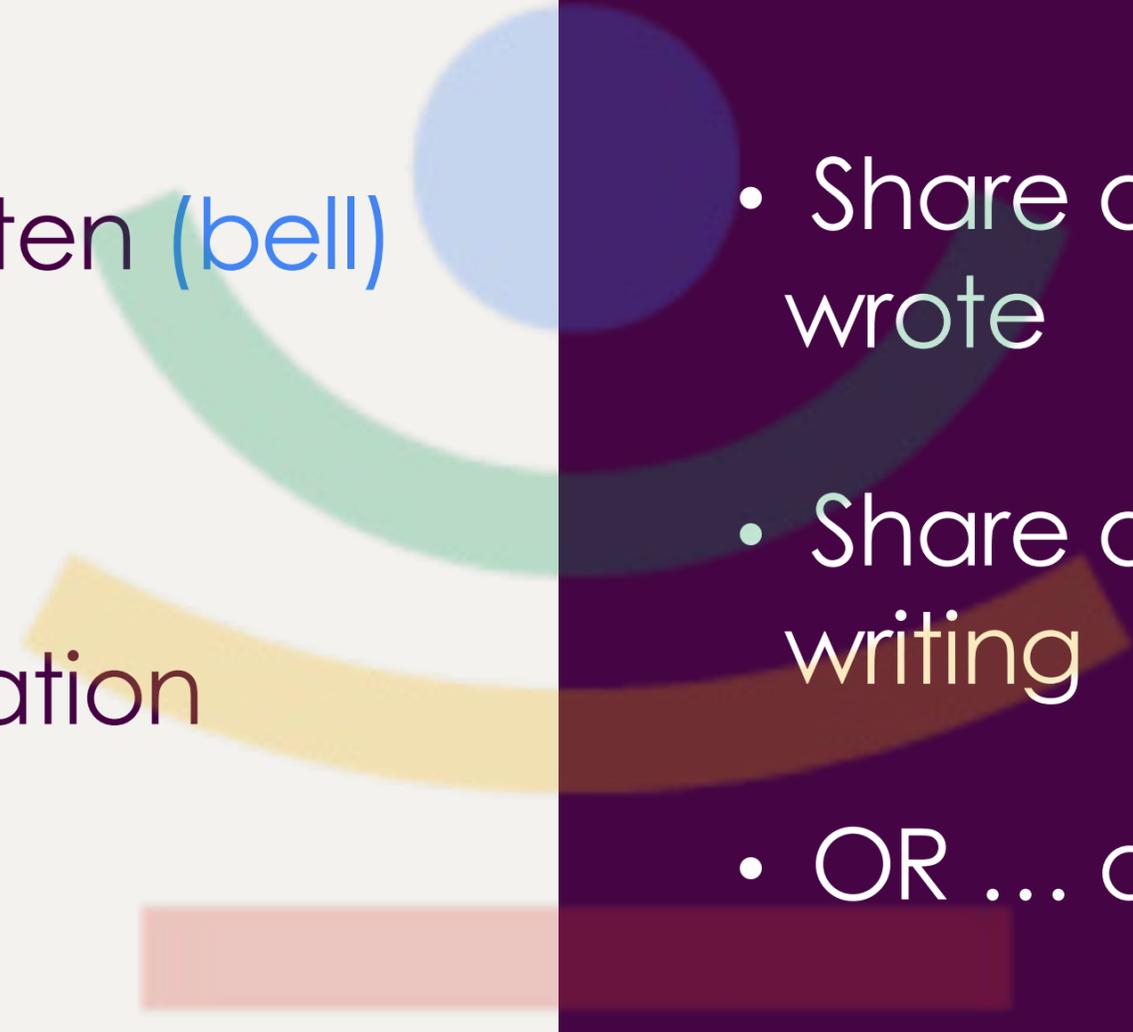
Discovering an Ideal Future

If everything in my life, starting today, meets or exceeds my most optimistic expectations, what will my life be like in 5 years?

- Who are you and what are you doing?
- How do you feel?
- How are your relationships with others?

Groups of Three





- A talks, B and C listen (bell)

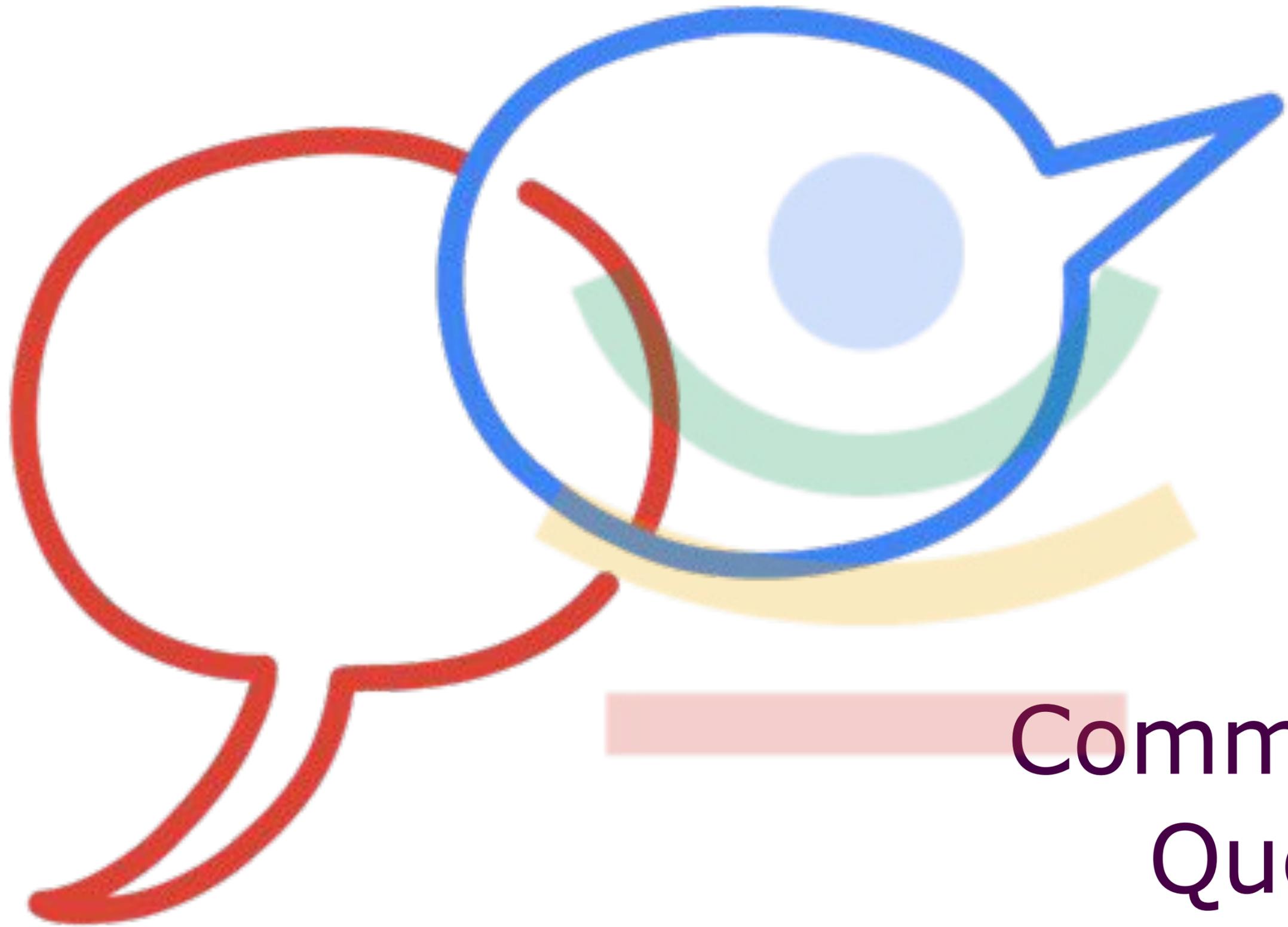
- Switch roles 2x

- Free-flow conversation

- Share about what you wrote

- Share about the process of writing

- OR ... anything else



Comments &
Questions

Micropractice



Hands on Chair

1. Touch chair fabric
2. Remember highest intention

Alignment

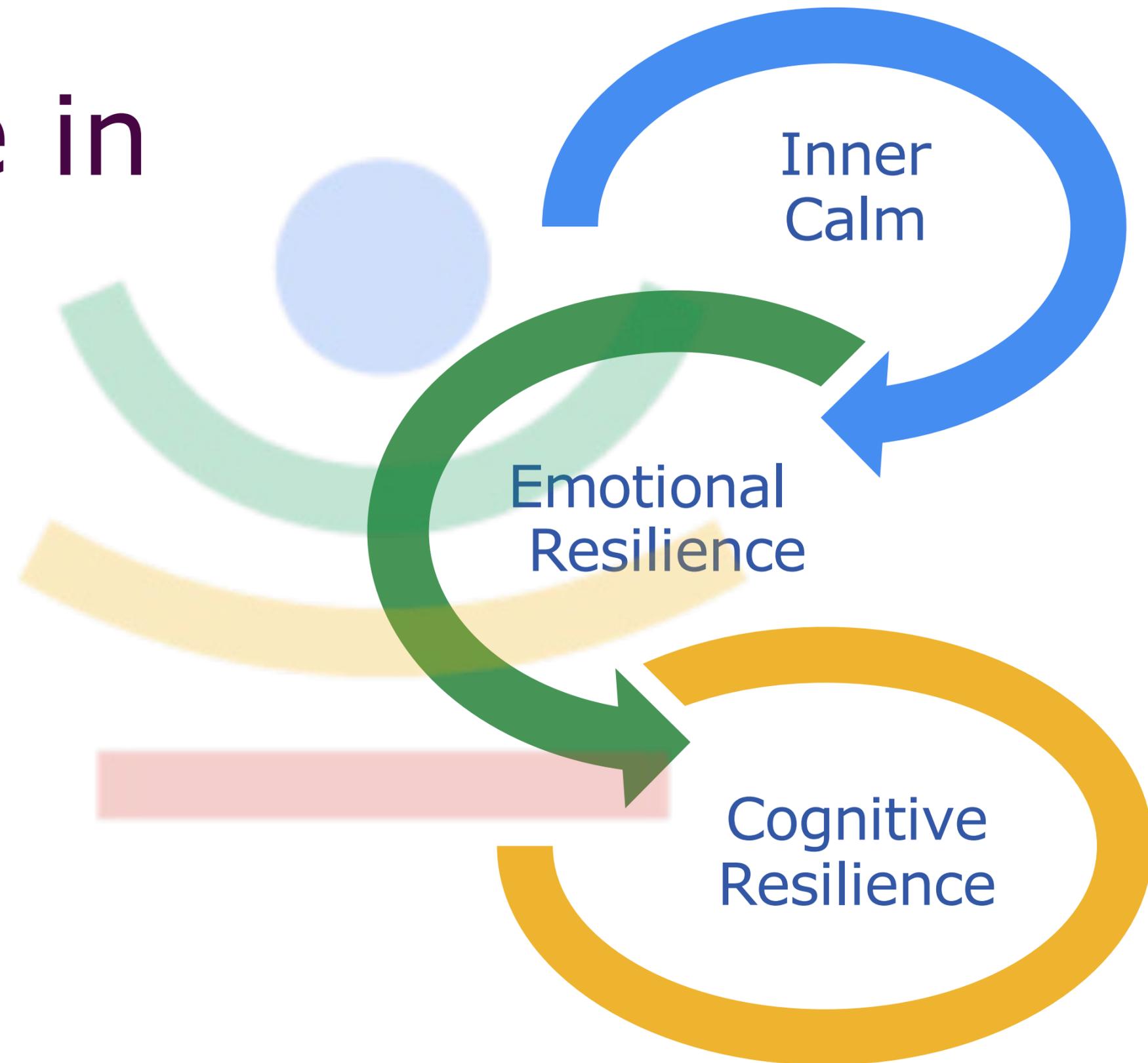
Envisioning

Resilience

A stylized smiley face graphic composed of a blue circle at the top, a dark blue curved line for the upper mouth, a brown curved line for the lower mouth, and a dark red horizontal bar for the chin.

“An ability to recover from or adjust easily to misfortune or change.”

Resilience in 3 Steps



Explanatory Style

Interpretation of setbacks

Pessimist

Optimist

- **Personalization:** personal, indicating that I *am* a failure
- **Permanence:** permanent
- **Pervasiveness:** apply to all areas of one's life

- **Personalization:** not personal, based on causes and conditions
- **Permanence:** temporary
- **Pervasiveness:** apply to certain circumstances, not all

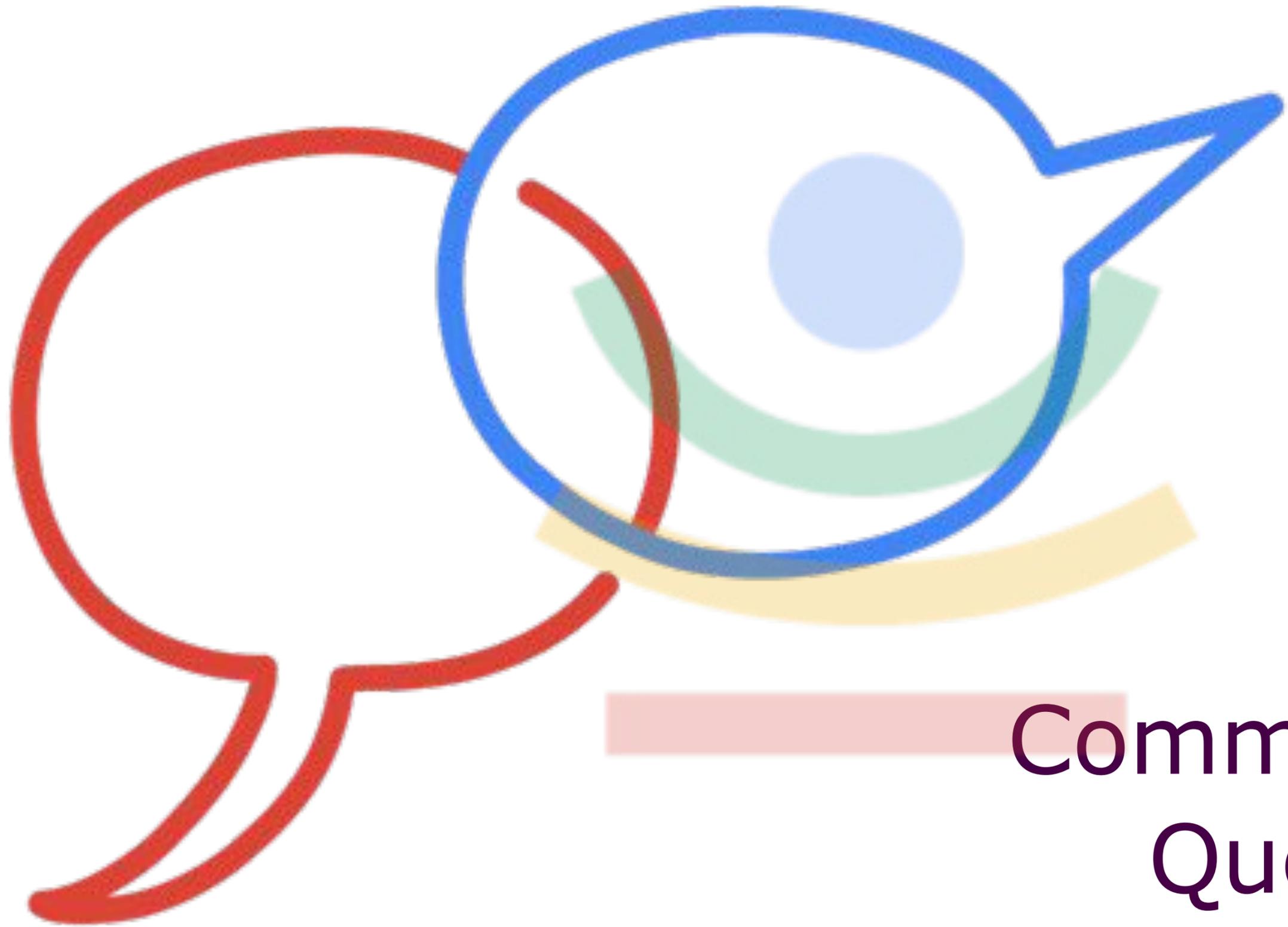
Cultivating Optimism



1. Become aware of negativity bias
2. Mindfulness
3. Transformation

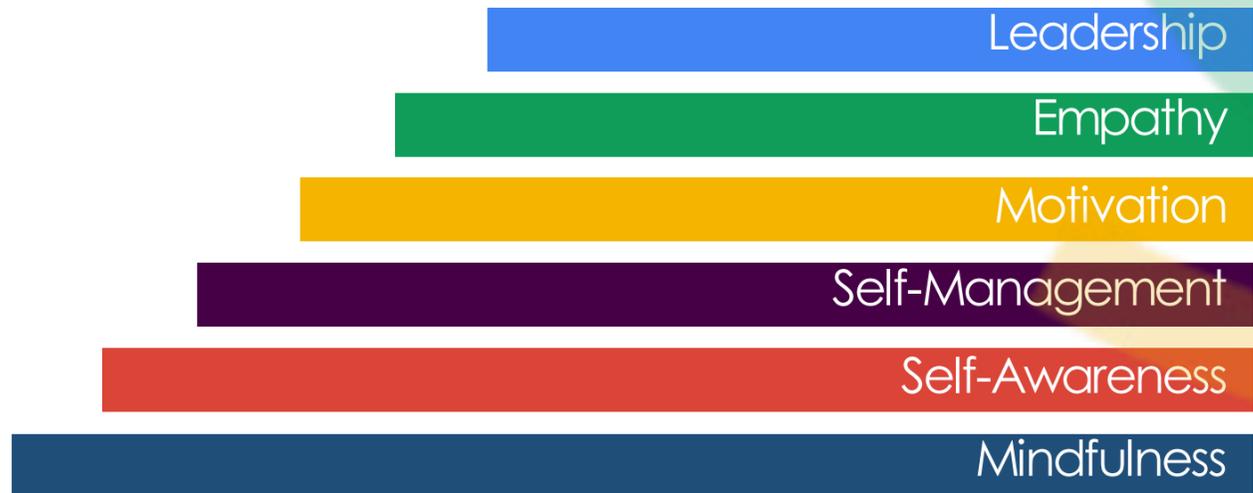
Resilience





Comments &
Questions

Key Points



- Let your values motivate you
- Intrinsic Motivators:
 - Pleasant life
 - Life of engagement
 - Meaningful life
- Expectations predict outcomes
- Resilience from inner calm, emotional resilience, and cognitive resilience

Roadmap



Empathy





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



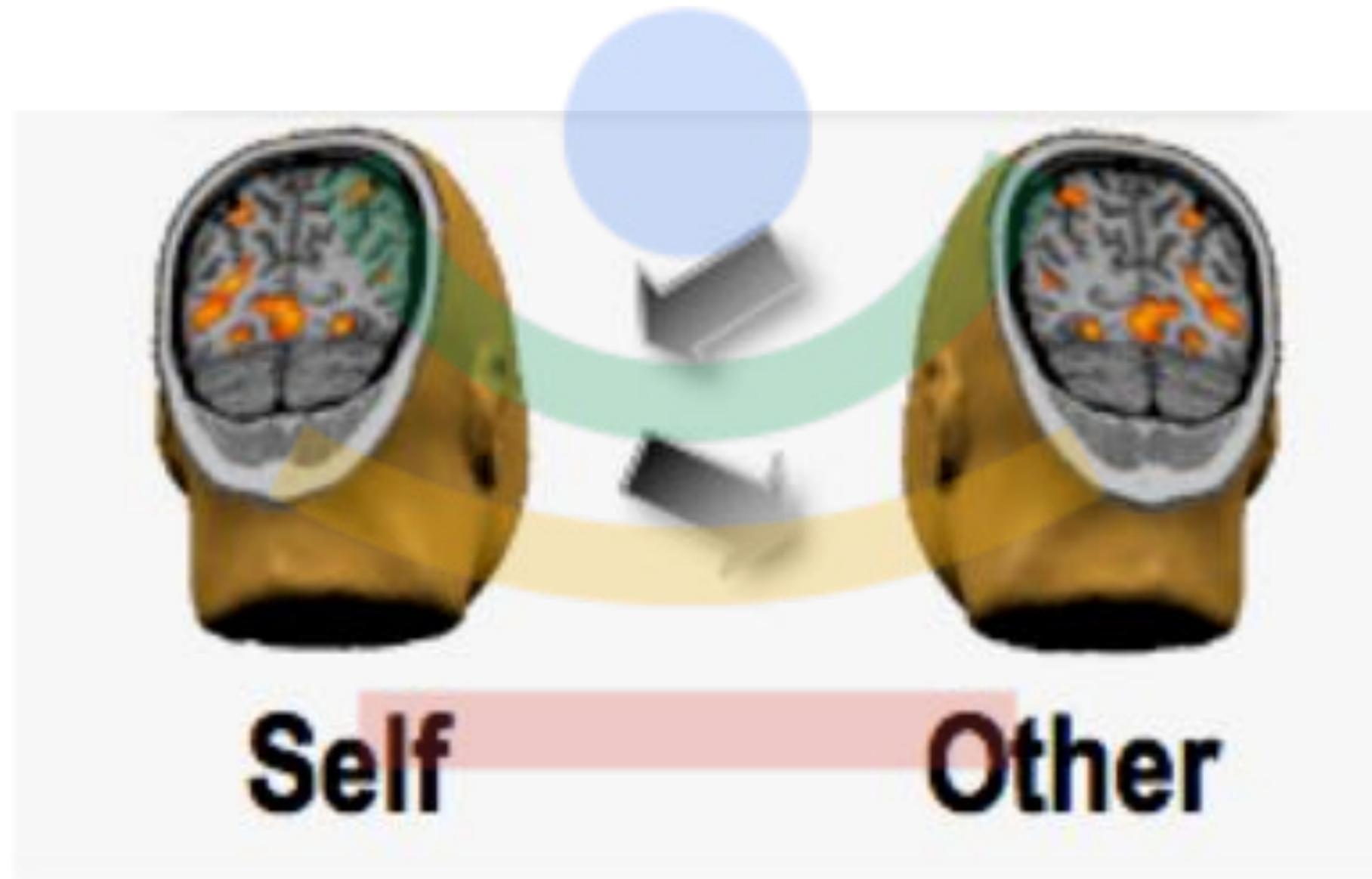
Empathy

- (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

- Psychologizing
- Agreeing with people

Self-awareness → Empathy



Empathy affected by:

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





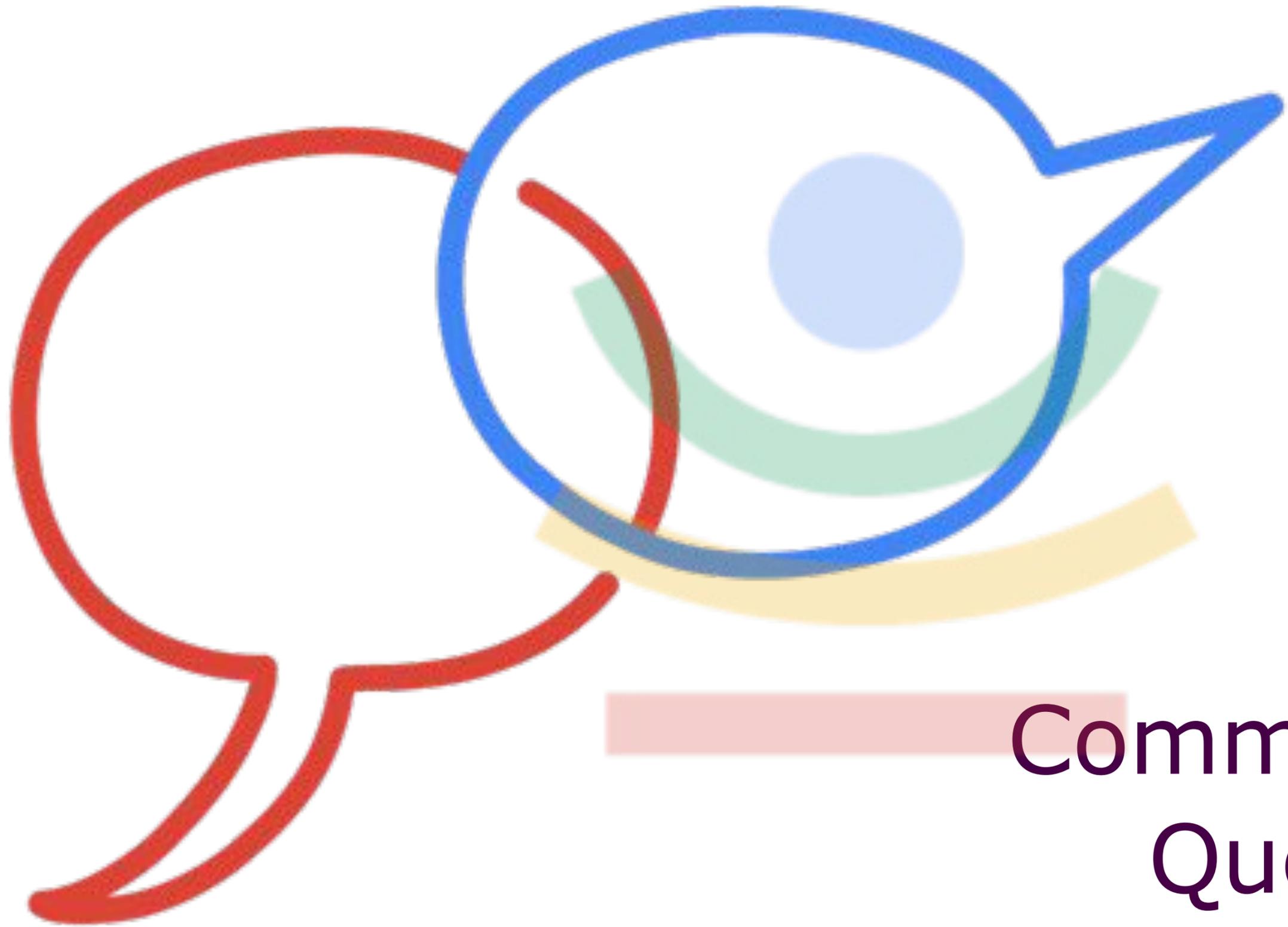
Foundational Empathy Practices

- Seeing similarities
- Offering kindness



A collage of autumn-themed elements including several leaves in various stages of color change (green, yellow, orange, and brown), a solid blue circle, and several thick, curved lines in light green, yellow, and pink. The background is a soft, light-colored gradient.

Just Like Me & Kindness



Comments &
Questions

Micropractice



Shift to Connection

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



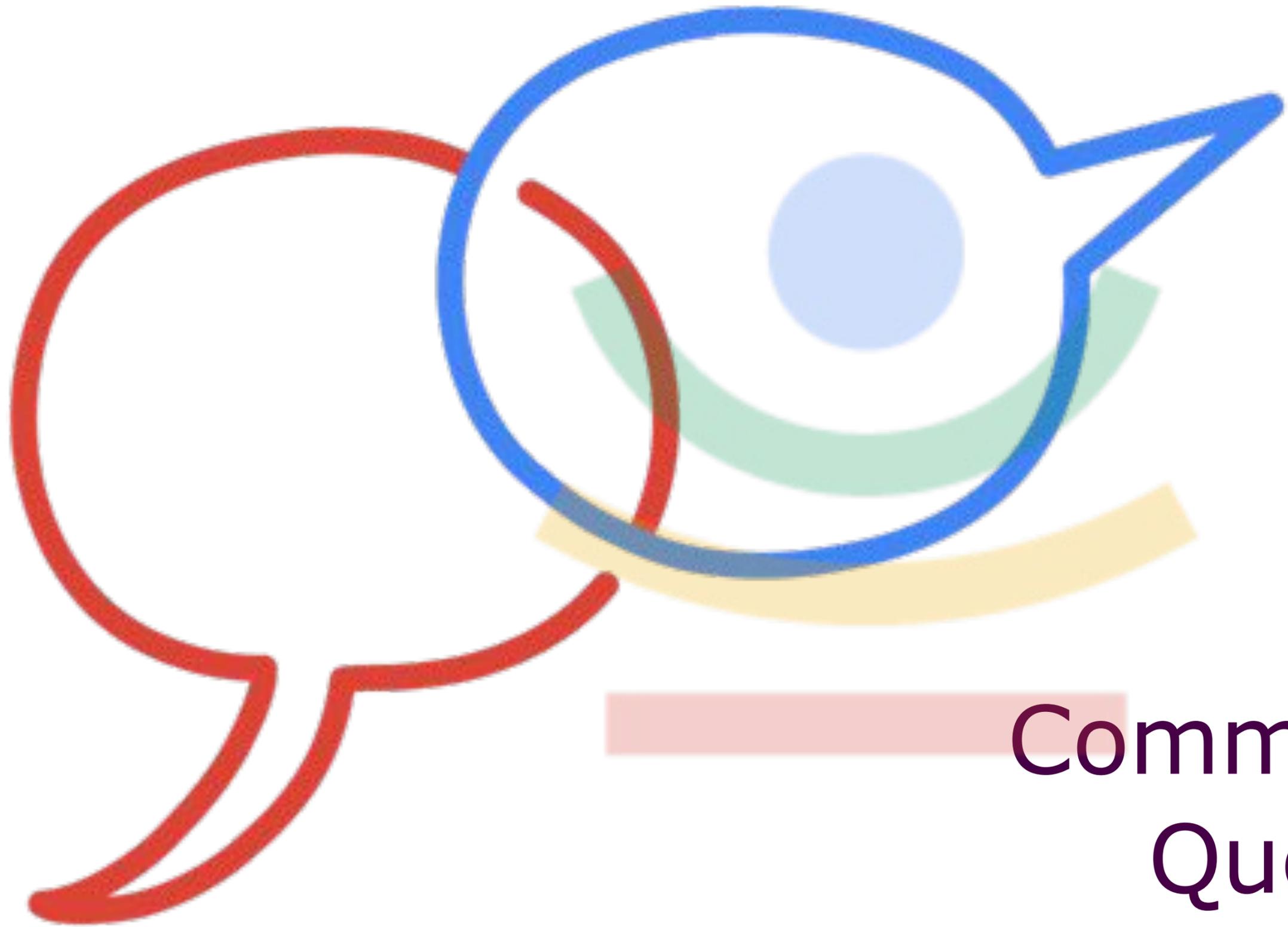
LUNCH



**Empathetic
Listening**

- A talks and B listens (bell)
- B says “What I heard you *feel* is ...” then A gives feedback and B responds until A is satisfied (bell)
- Switch roles
- Free-flow conversation

- Talk about a time when you overcame a challenge.
- Talk about someone in your life who you particularly appreciate and why.
- Anything you want to talk about that feels meaningful to you in some way.



Comments &
Questions

Key Points



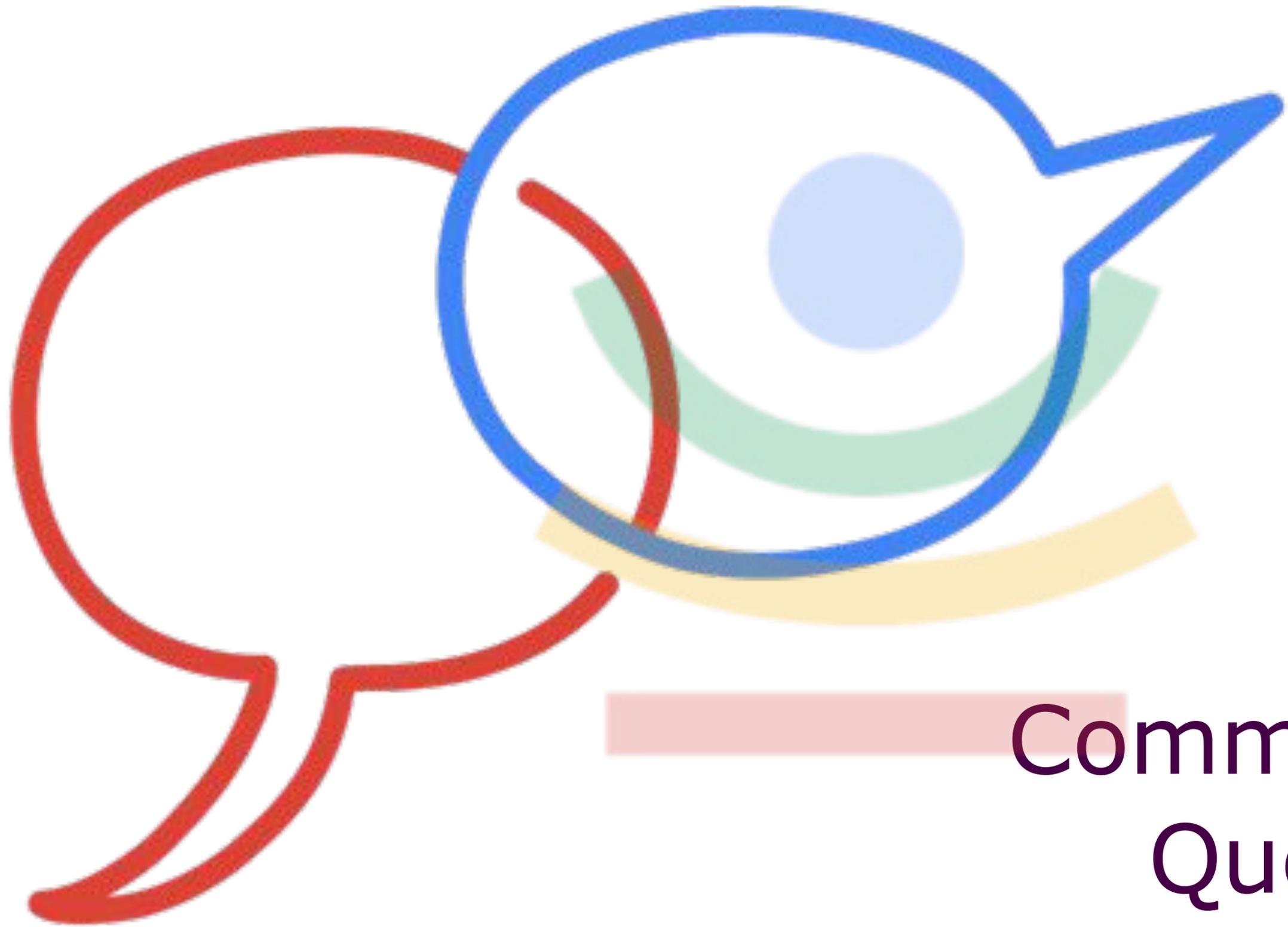
• Self-Awareness ➡ Empathy

• Empathy is not psychologizing or agreeing

• Empathy is trainable



Mindful Walking



Comments &
Questions

Roadmap





Leadership & Integration



Communicating
with Insight



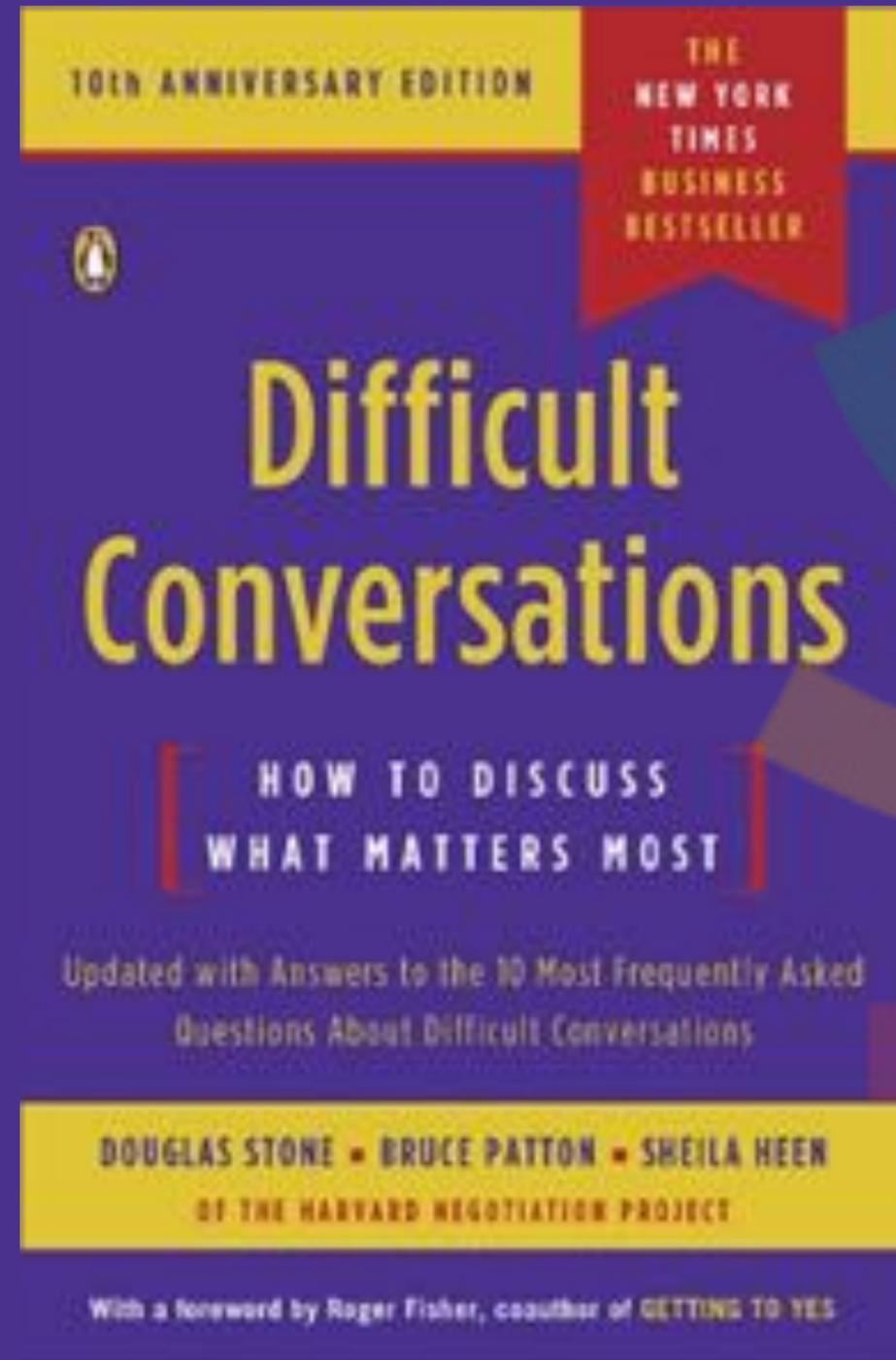
Leading with
Compassion



Communicating
with Insight



Leading with
Compassion



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

Three Levels

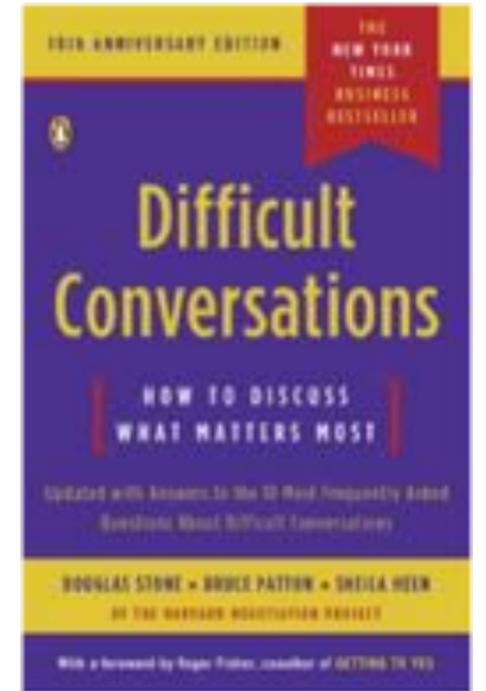
1. CONTENT

2. FEELINGS

3. IDENTITY



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



Difficult Conversations



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

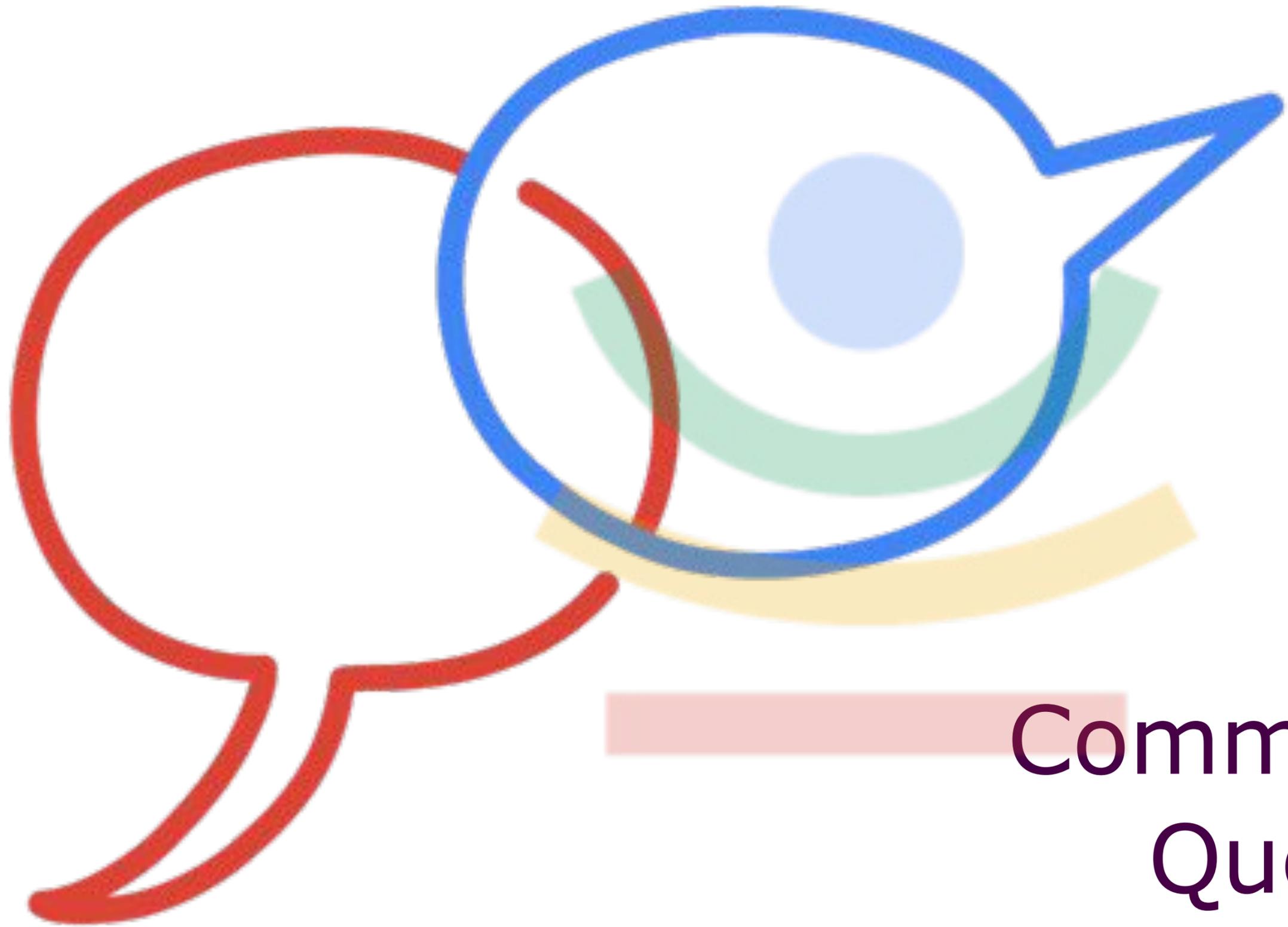
PERSON B

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.





Comments &
Questions

Difficult Conversations

-
- 1** Verbalize the “three levels of the conversation”
 - Content
 - Feelings
 - Identity
 - Am I competent?
 - Am I a good person?
 - Am I worthy of love?
 - 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”



Communicating
with Insight



Leading with
Compassion







Comments

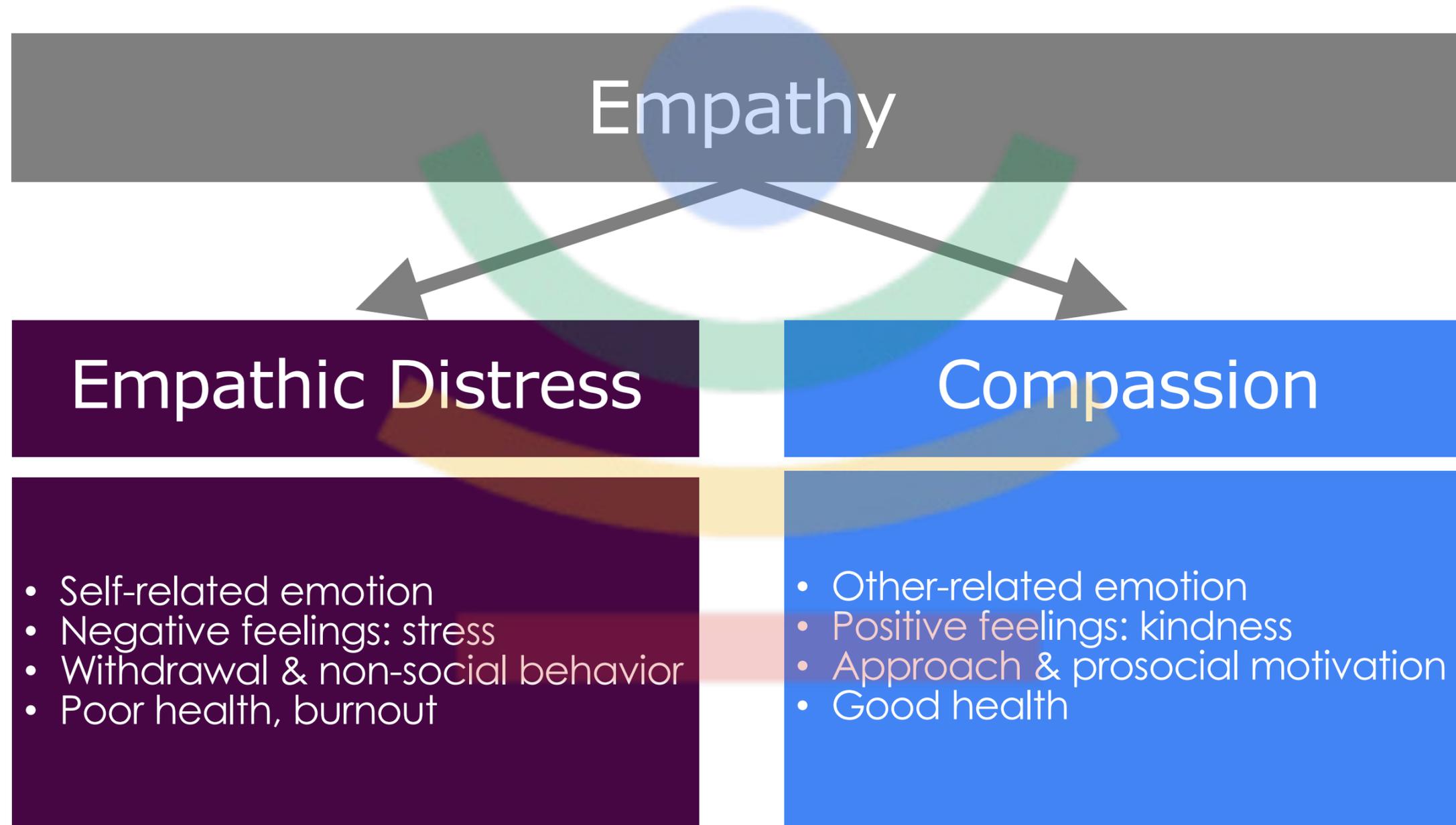
When encountering someone in a challenging situation:

- What are some ways you feel?
- What are some ways you react?

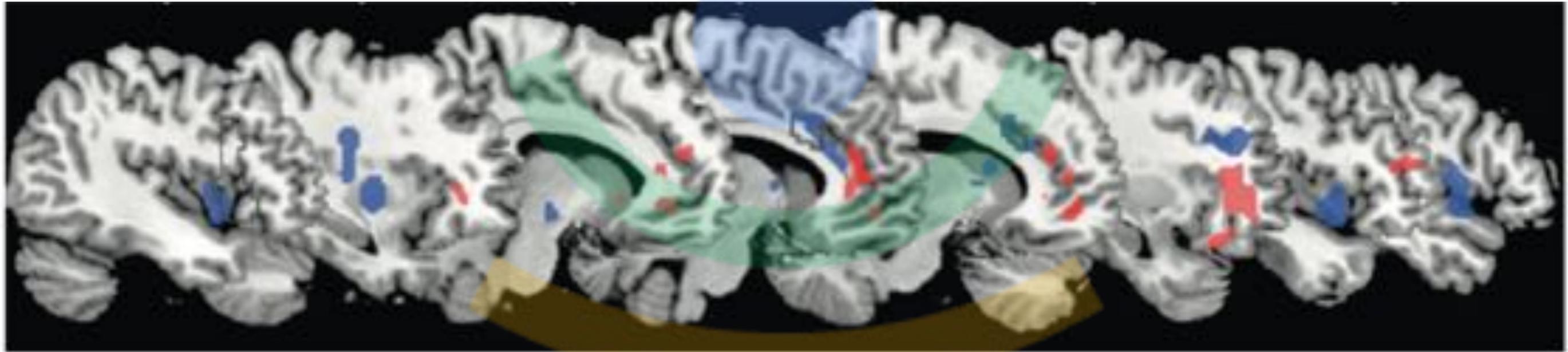


“Compassion may be defined as the capacity to be attentive to the experience of others, to wish the best for others, and to sense what will truly serve others.”

Connecting with others



- Compassion:
- Interpersonal benefits



Greater activation in pro-social brain regions (red) vs. empathy for pain regions (blue).

Compassion Makes Courage

“Having compassion for others frees us from fearing ... it turns our attention outward, expanding our perspective, making our own problems ... part of something bigger than us that we are all in together.”

Thupten Jinpa

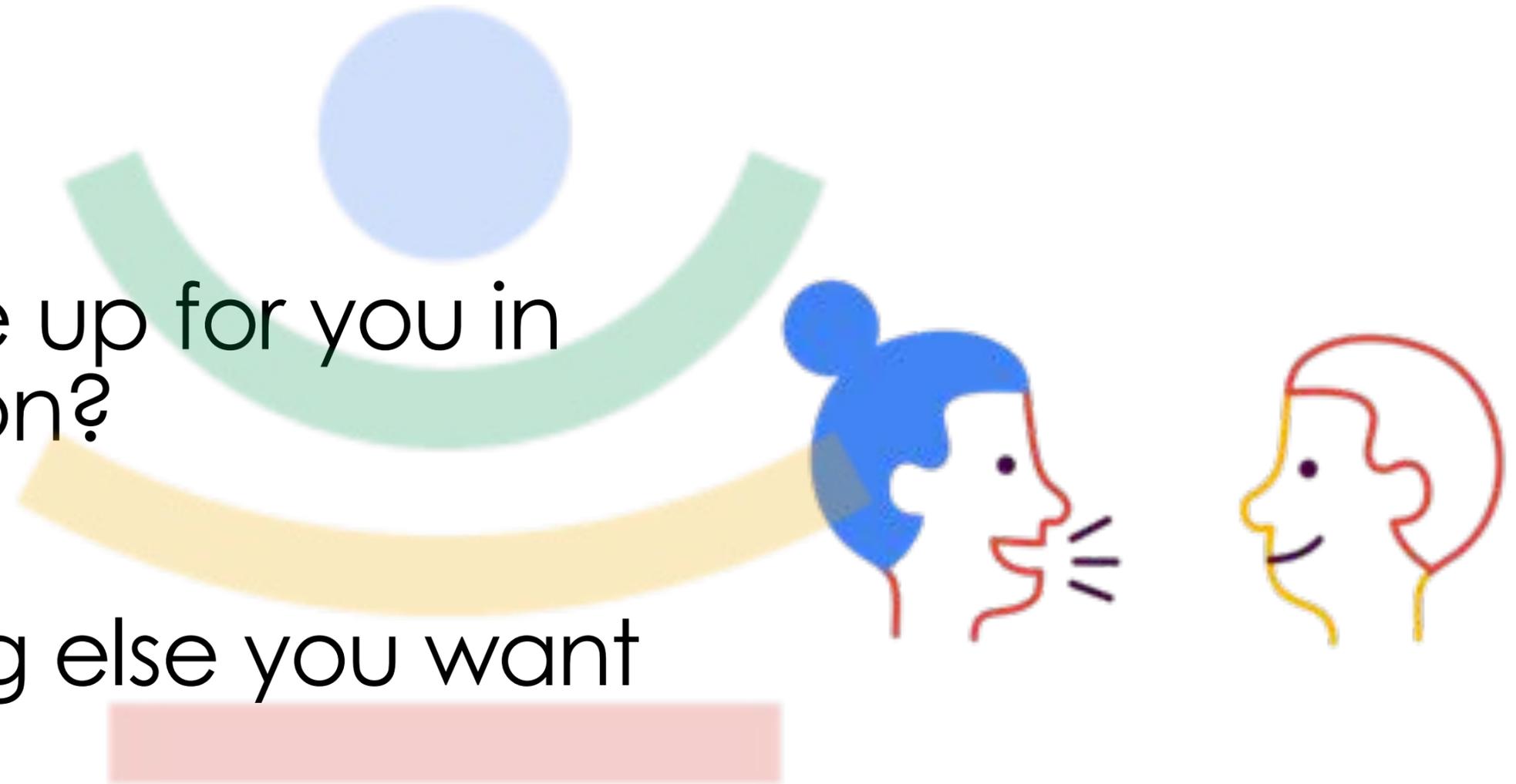


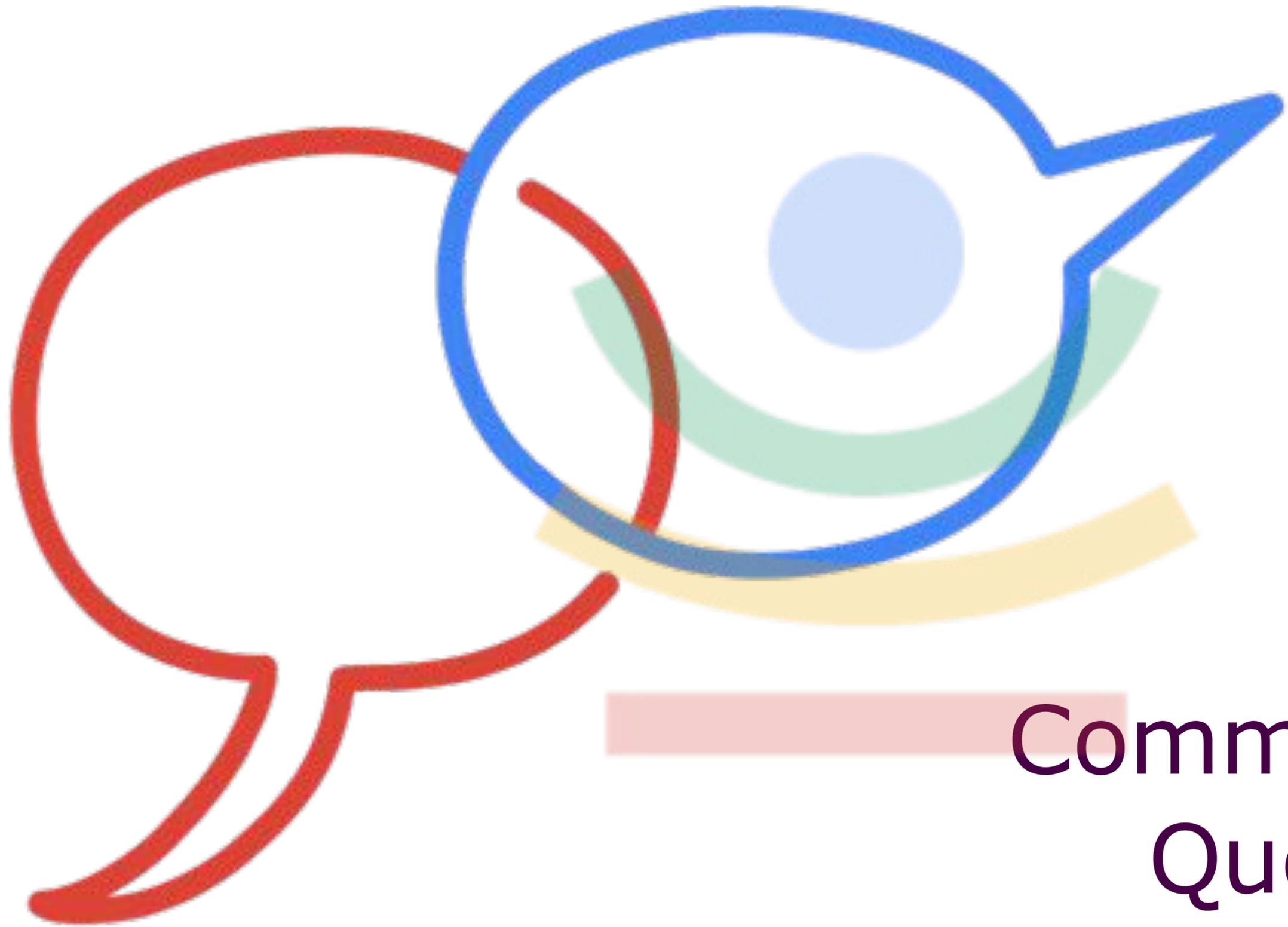
Compassion



In Pairs

- What came up for you in this reflection?
- Or, anything else you want to share





Comments &
Questions

Micropractice



Ask “What would be of service?”

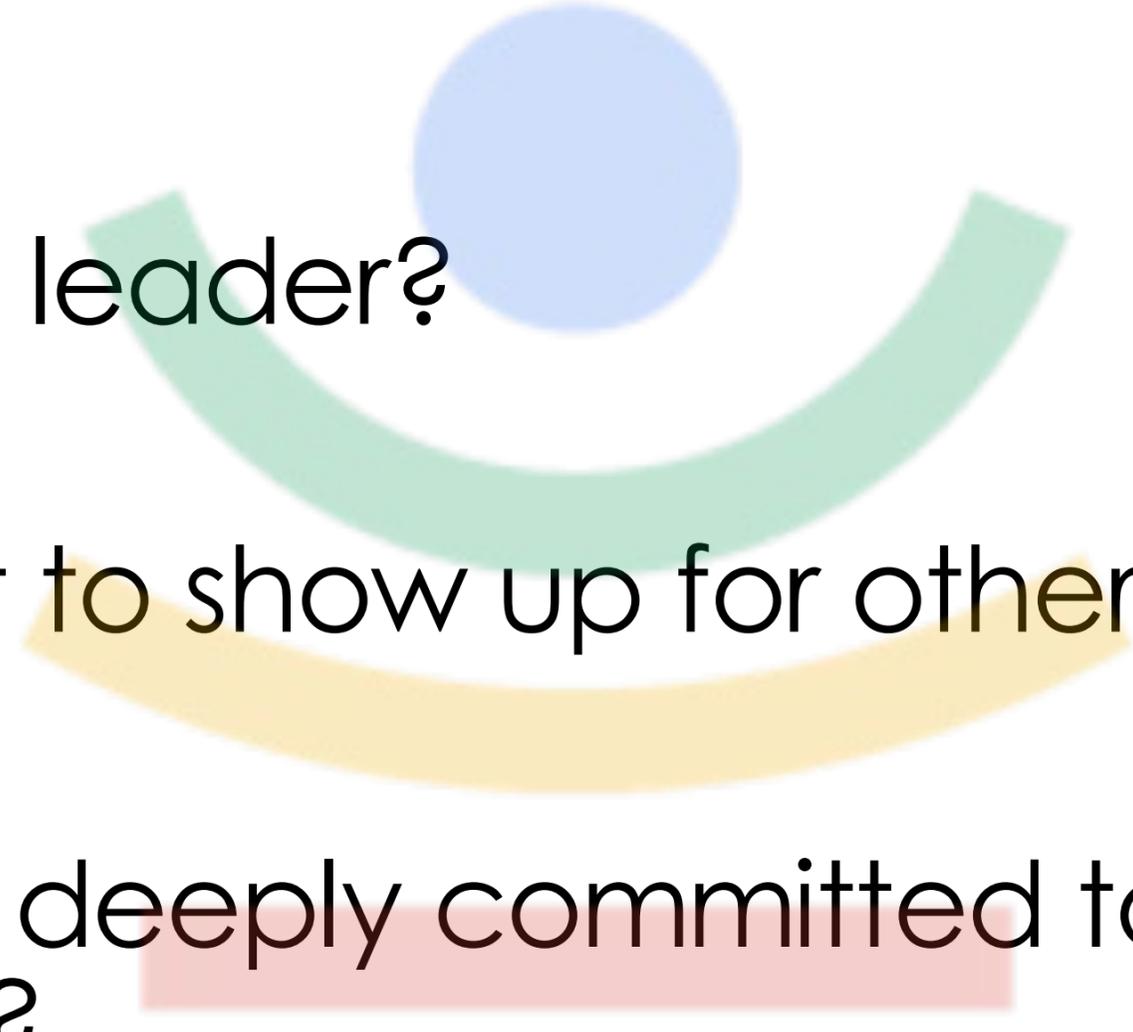






Journaling

Journaling

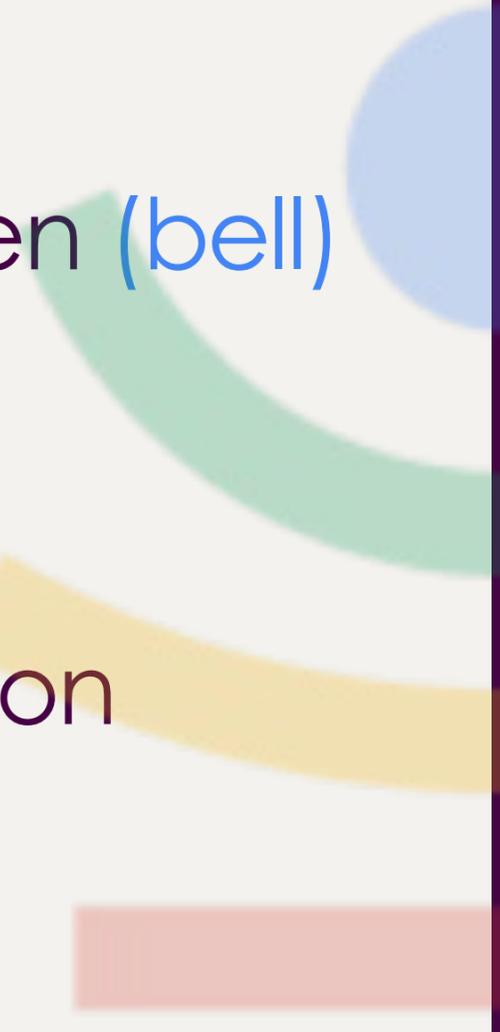


- Who am I as a leader?
- How do I want to show up for others?
- What do I feel deeply committed to and what can I let go of?



Group
of 4





- A talks. B, C, & D listen (bell)

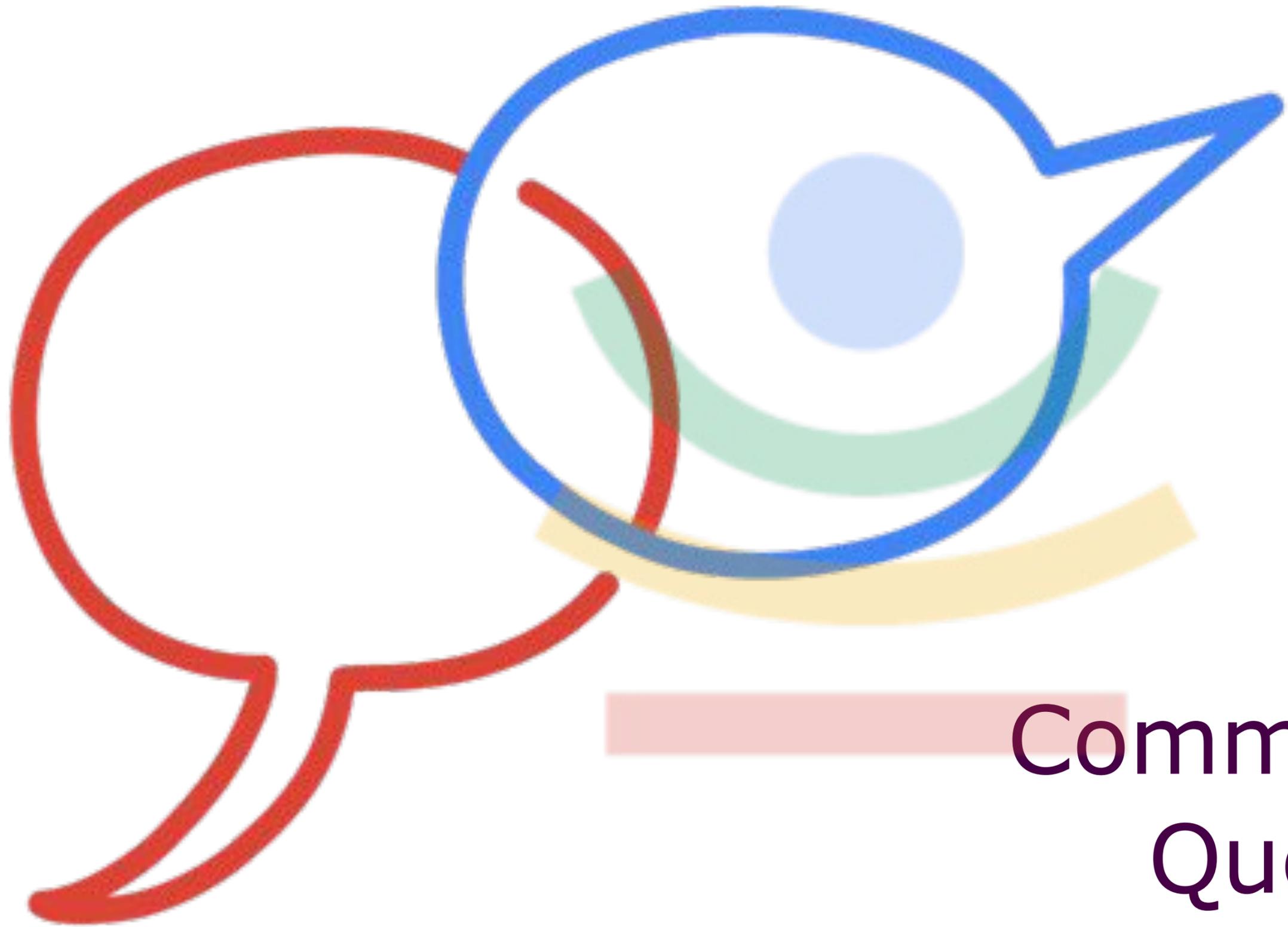
- Switch roles 3x

- Free-flow conversation

- Who am I as a leader?

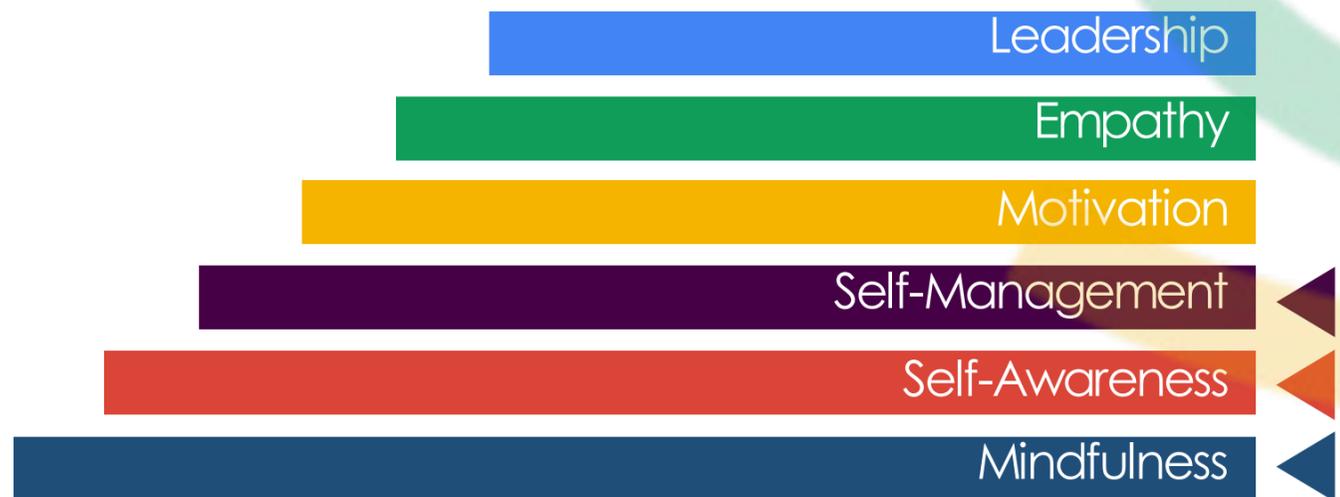
- How do I want to show up for others?

- What do I feel deeply committed to and what can I let go of?



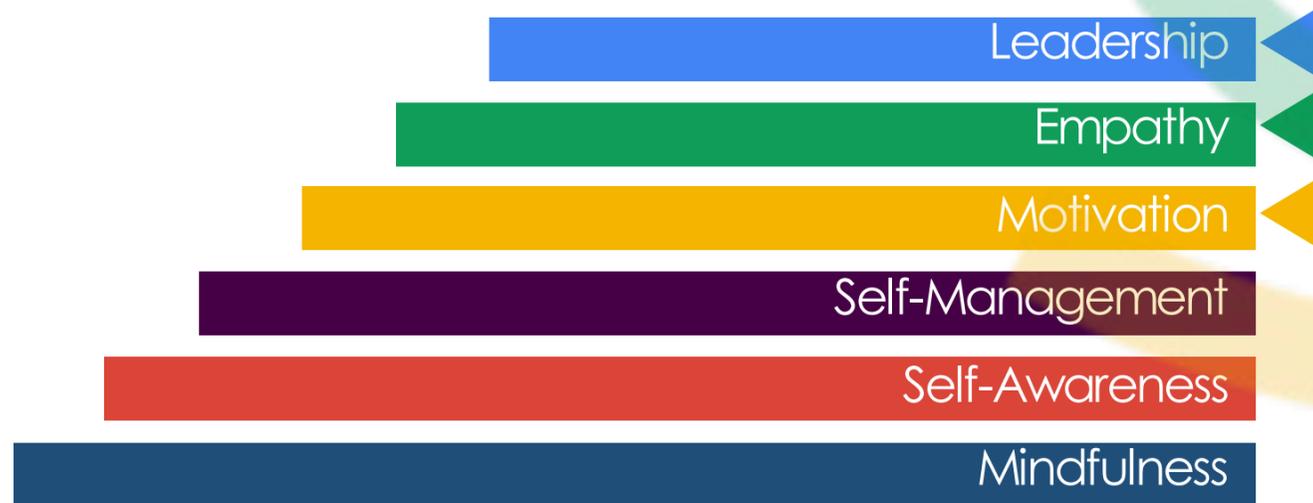
Comments &
Questions

Day 1 Recap



- Emotional skills are trainable
- Mindfulness develops self-awareness that enables other Emotional Intelligence domains
- Self-Awareness: pay attention to the body. From existential to experiential
- Self-Management: from compulsion to choice

Day 2 Recap



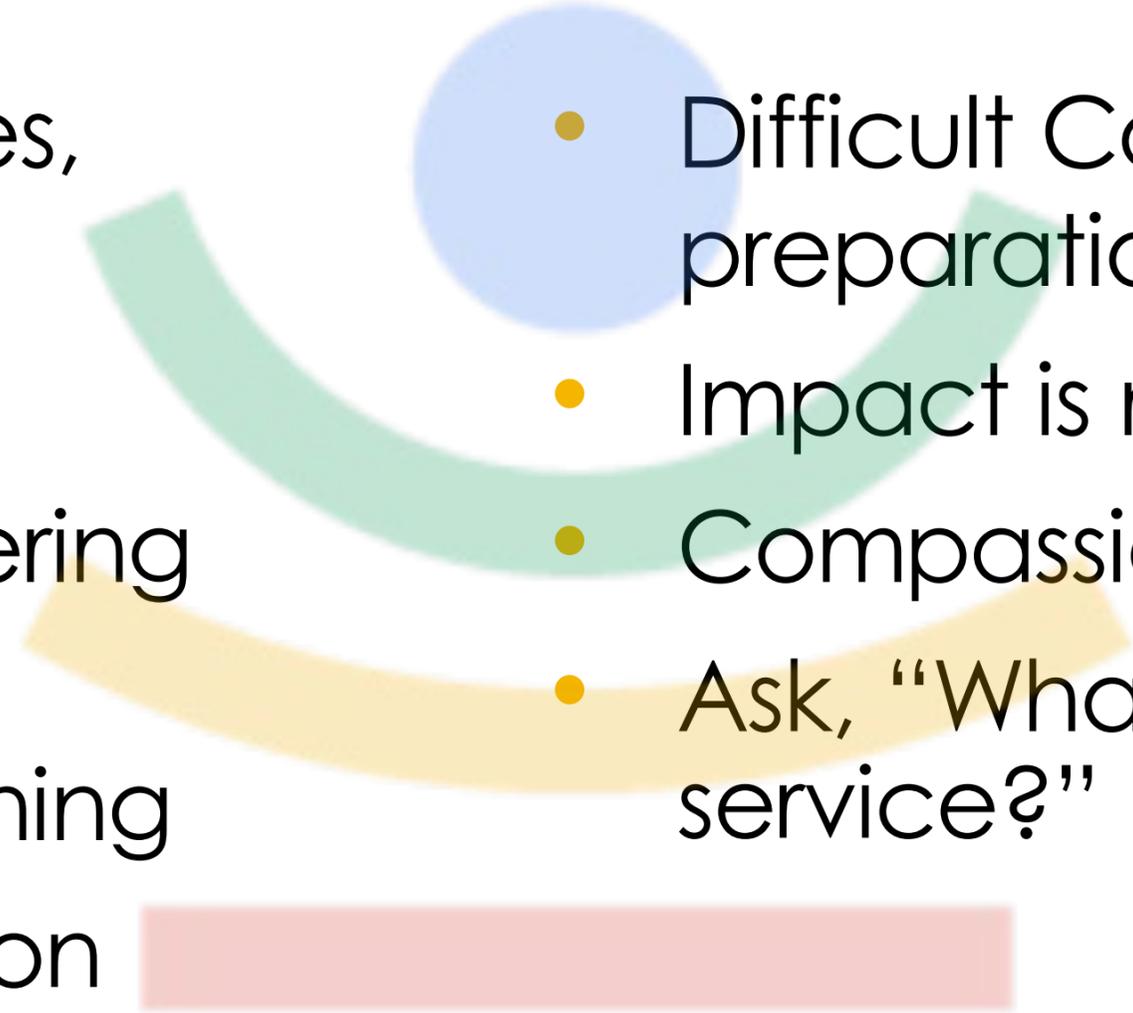
- Motivation is trainable through alignment, envisioning, and resilience
- Becoming more aware of our own emotions supports greater empathy
- Empathy is not psychologizing or agreeing
- Difficult conversations are a great opportunity to develop and apply all of the Emotional Intelligence domains.
- Compassion is being attentive to the experiences of others, wishing the best for others, and sensing what would be of service.

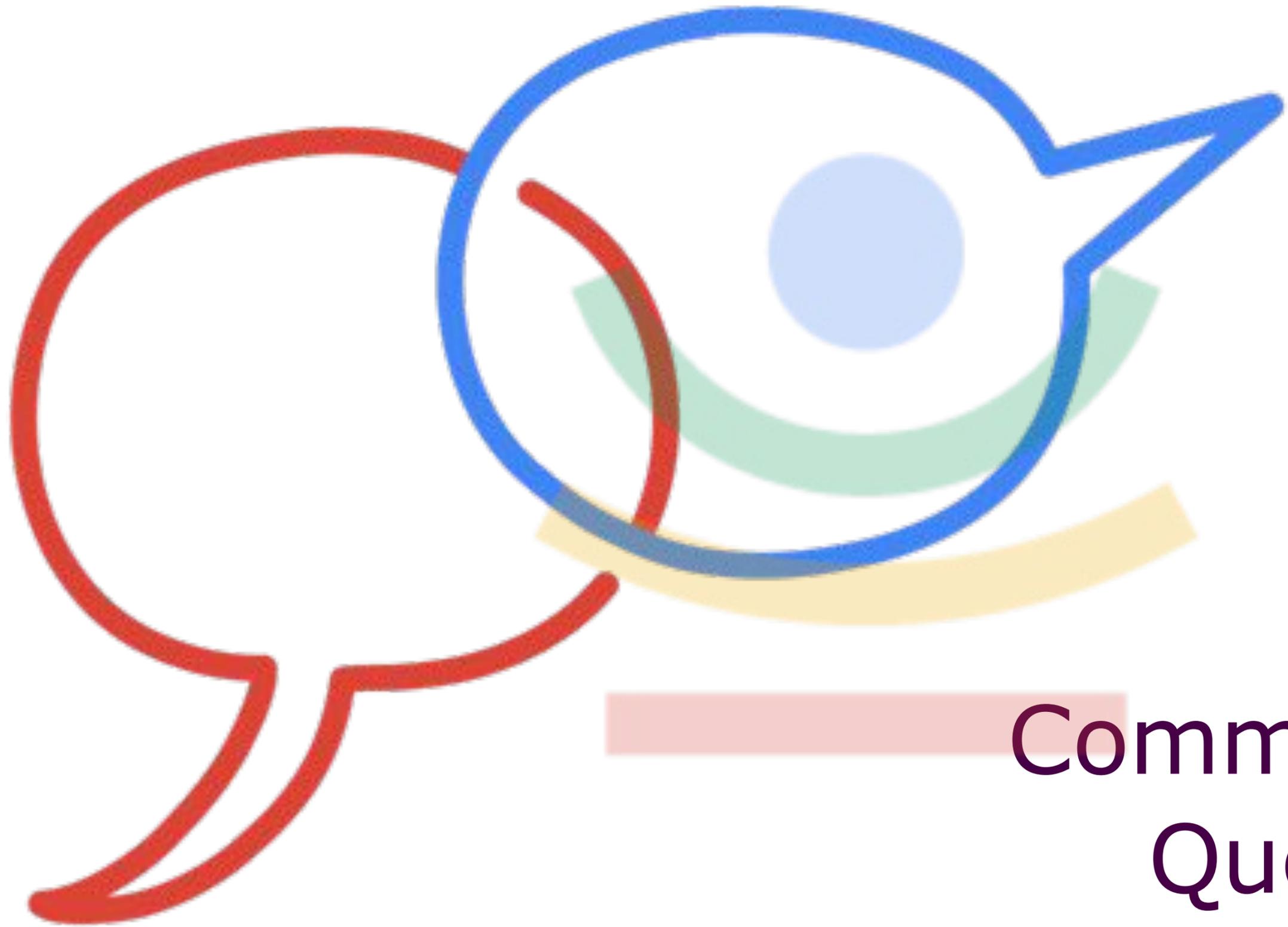


Practices Summary – Day 1

- 
- Mindful Listening
 - Three Breaths
 - Focused Attention
 - Minute to Arrive
 - Open Awareness
 - Noting
 - Body Scan
 - Head, Body, Heart check-in
 - Journaling
 - Mindful Eating
 - SBNRR
 - Mindful Conversation
 - Acceptance

Practices Summary – Day 2

- 
- Journaling: Values, Envisioning
 - Hands on Chair
 - Just Like Me, Offering Kindness
 - Empathetic Listening
 - Shift to Connection
 - Mindful Walking
 - Difficult Conversations preparation
 - Impact is not Intention
 - Compassion
 - Ask, “What would be of service?”



Comments &
Questions

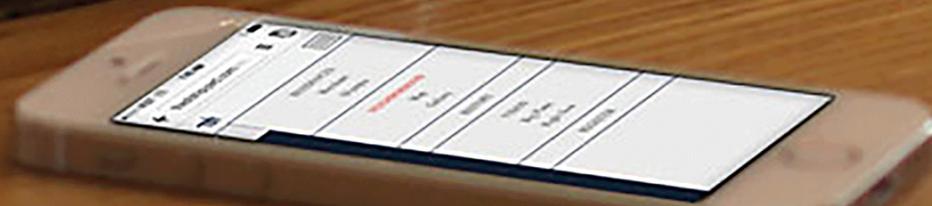
Next Steps



Bring out the
best in yourself.

We teach leaders tools for focus, self-awareness and resilience.

[Attend a Program >](#)



Roadmap: 28-Day Challenge



Live Program



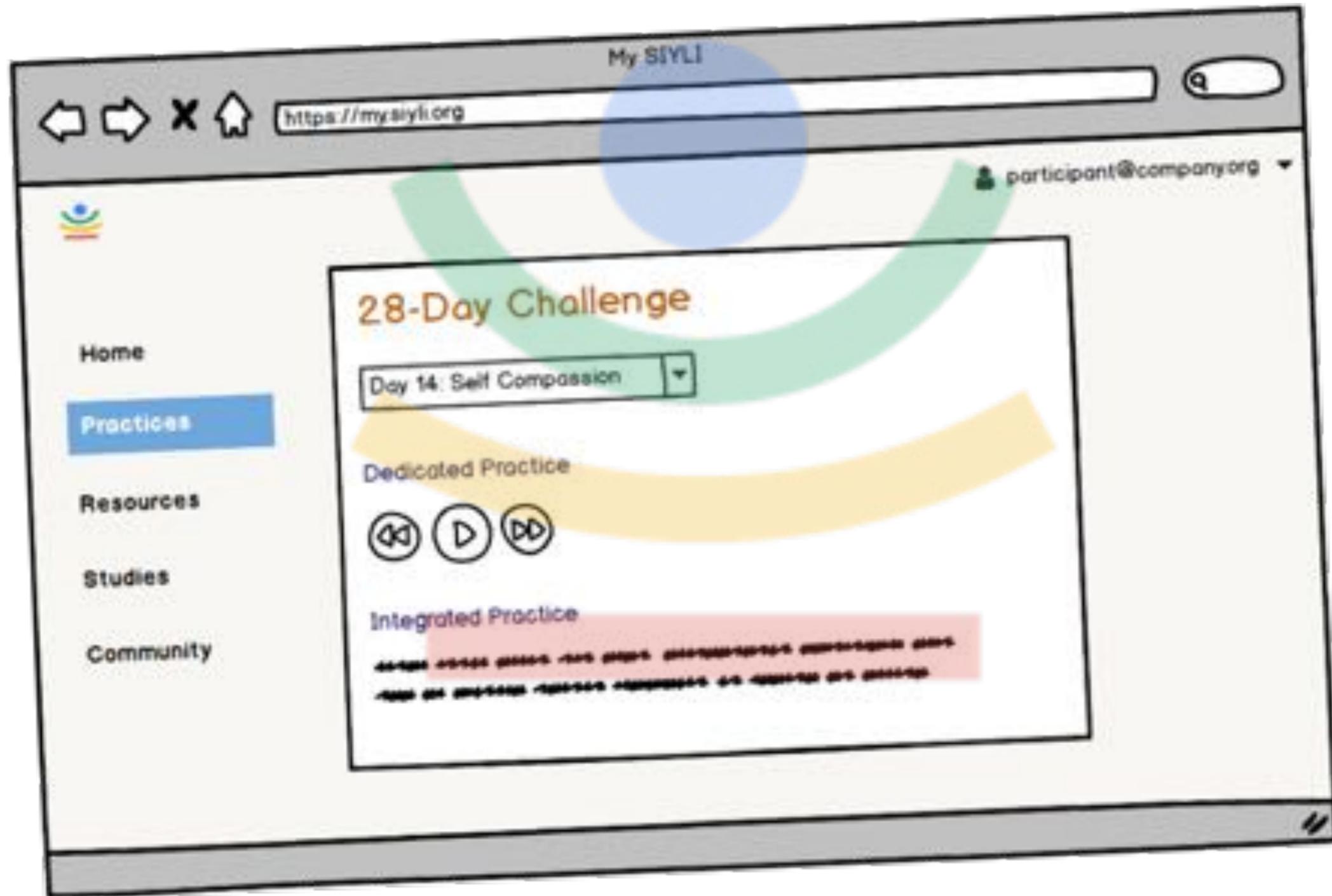
28-Day Challenge

- Daily practices
- Personal goals & leadership commitment
- Buddy meetings



Capstone Webinar & Post-program Assessment

my.siyli.org



Buddies



Buddy Conversations

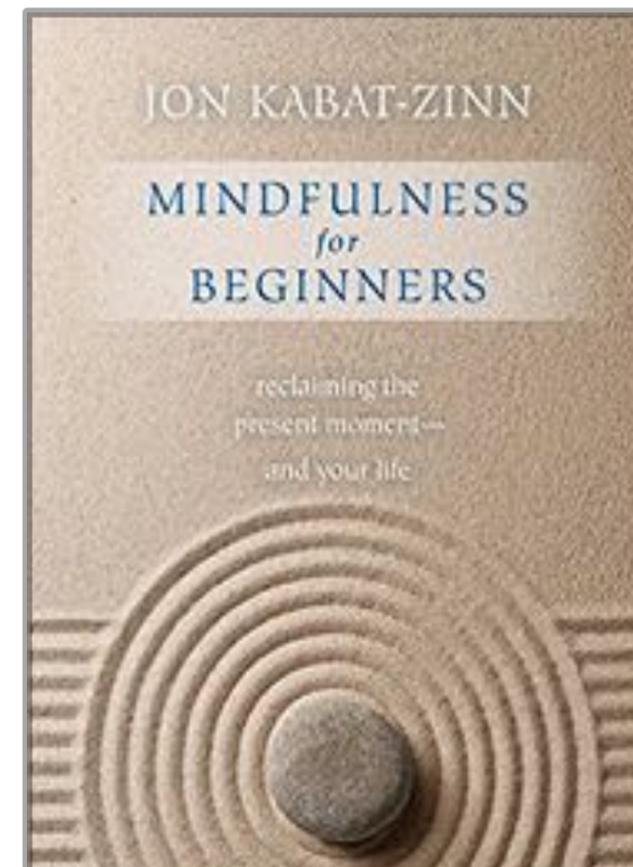
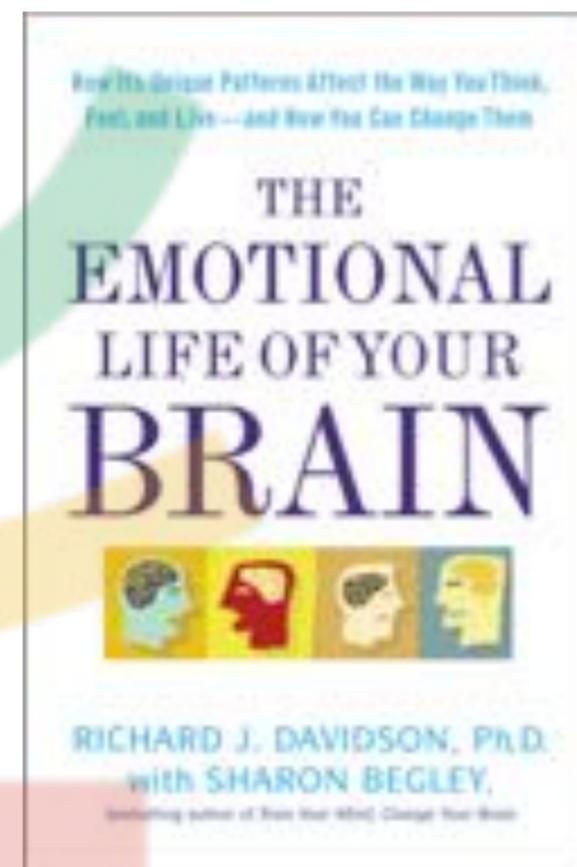
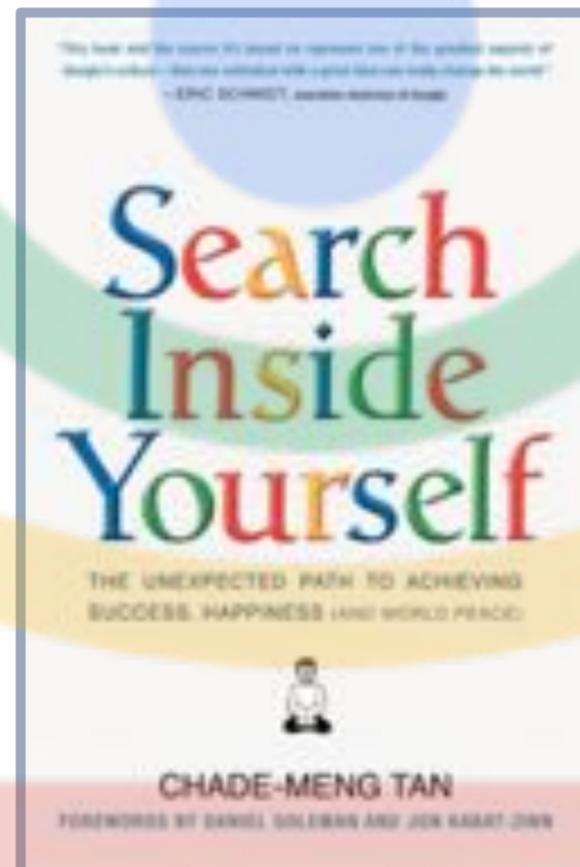
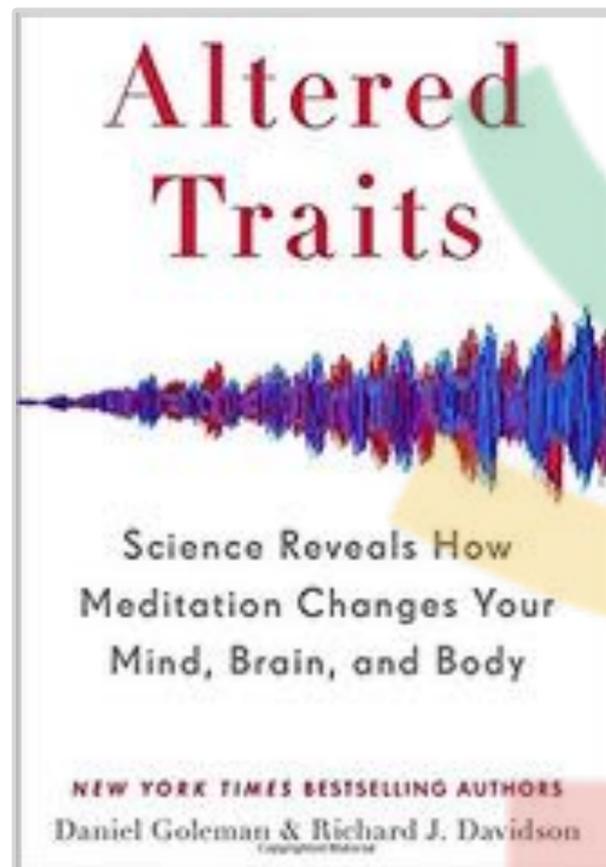
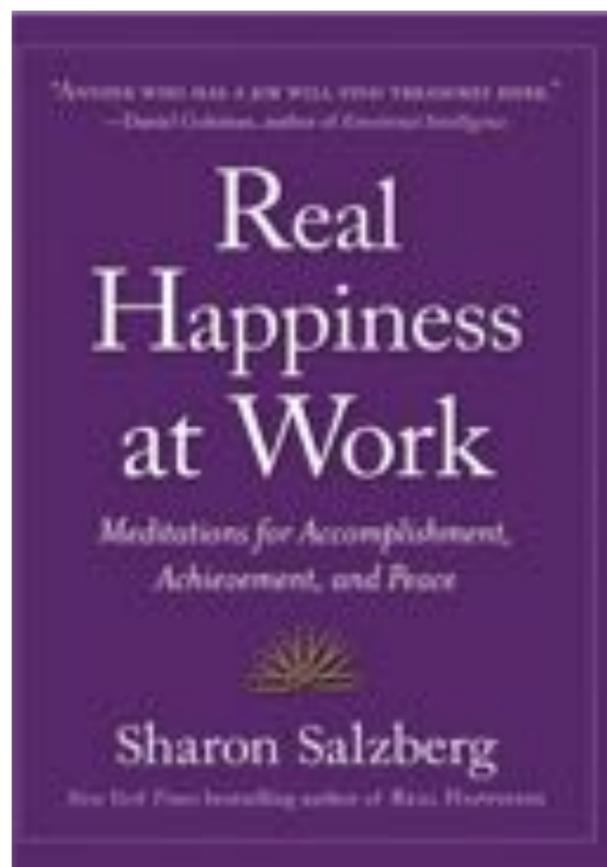
Weekly Call Structure: 15-minutes total

- 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.









What do I take home from SIY?