

A LEADER'S MINDFUL DAY: PART ONE




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OUR INTENTIONS FOR THE DAY

- Investigate the research around social emotional learning and its implications on leadership
- Discover strategies to lower stress as administrators and improve organizational climate
- Practice simple mindful leadership strategies that can be implemented in your organization
- Develop steps to implement mindful leadership in our own organizations


find your intention

THE LANDSCAPE FOR LEADERS

- Administrative Directives
- Red Tape
- Regulations
- Staff Stress/Attrition

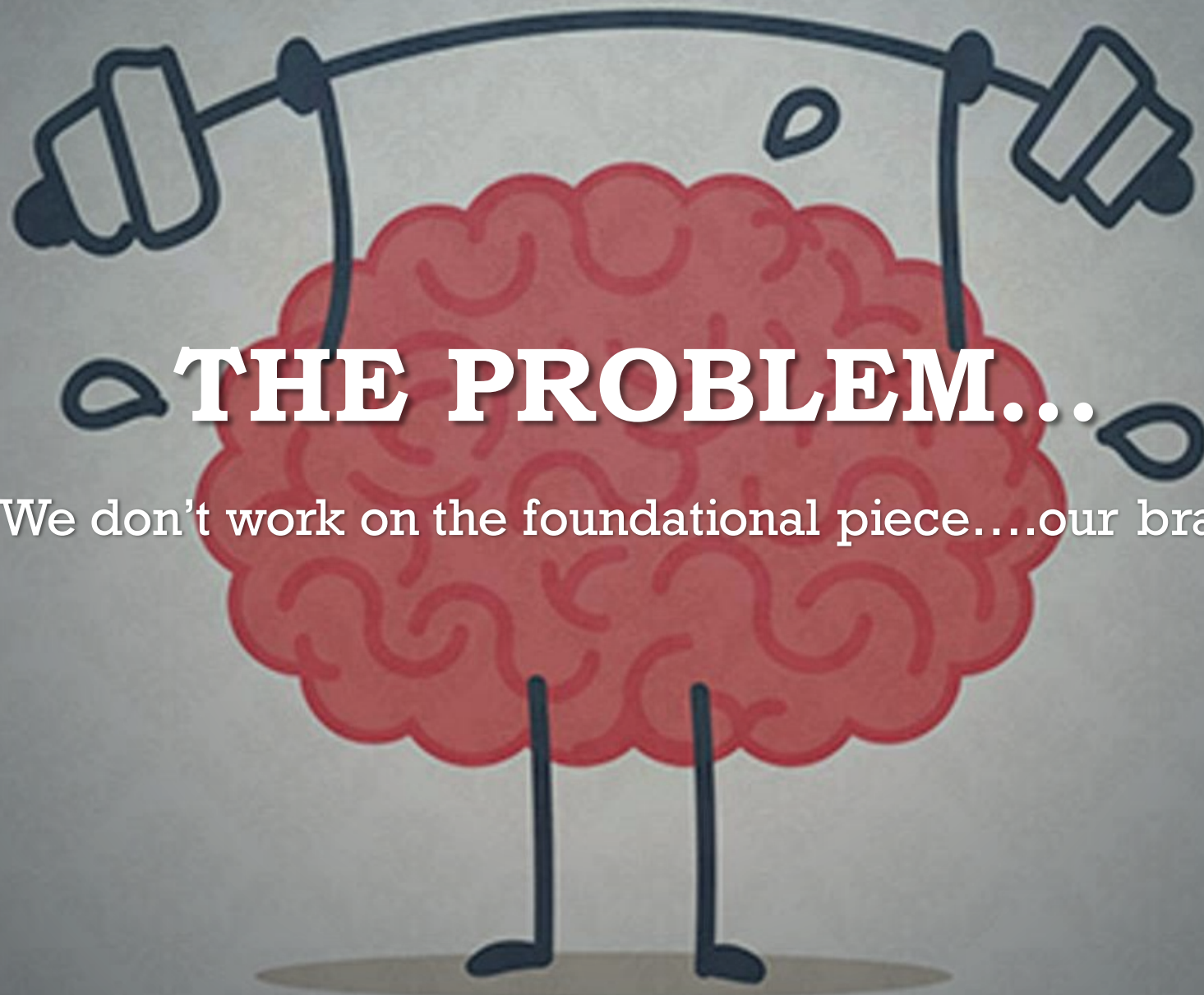




WHAT'S HAPPENING WITH LEADERSHIP?

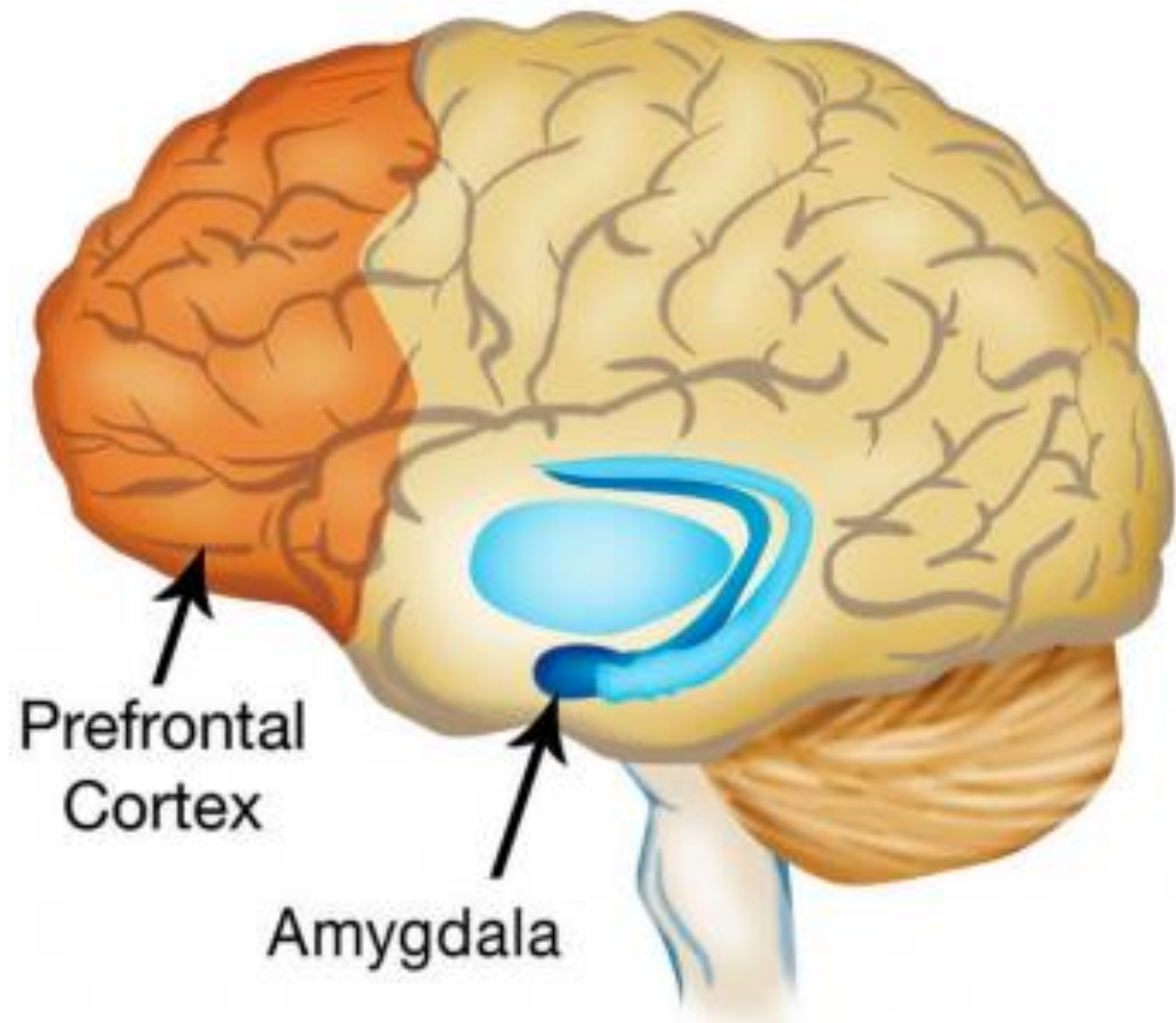
- 52,000 managers- 86 percent rated themselves as inspiring and good role models
- Yet only 13 percent of their workforce reported being engaged and 24 percent were actively disengaged

* McKinsey & Company, 2016



THE PROBLEM...

We don't work on the foundational piece....our brain!



Prefrontal
Cortex

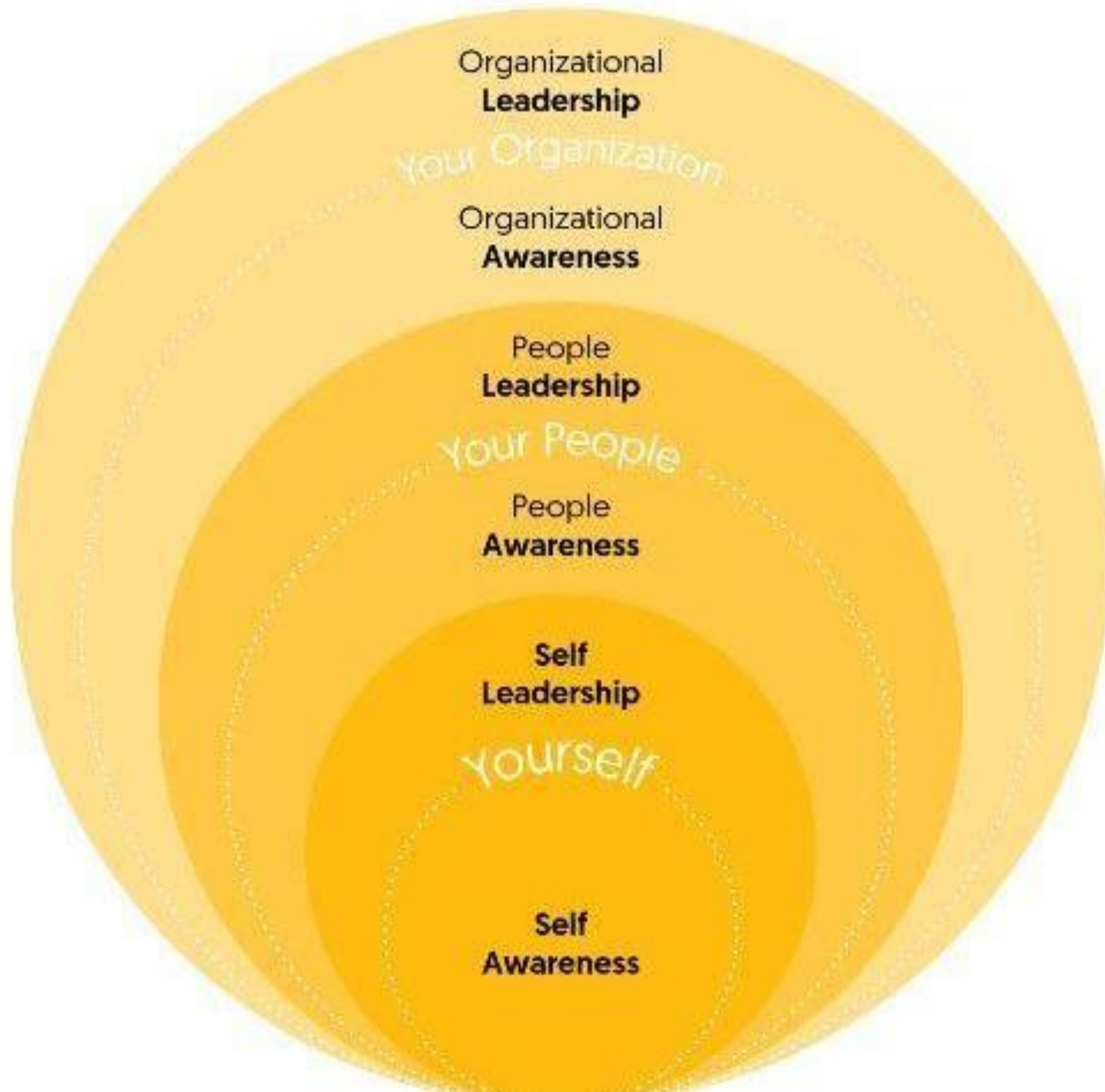
Amygdala

WALKING THE TALK

“Leadership today is about unlearning management and relearning being human.”

~Javier Pladavell



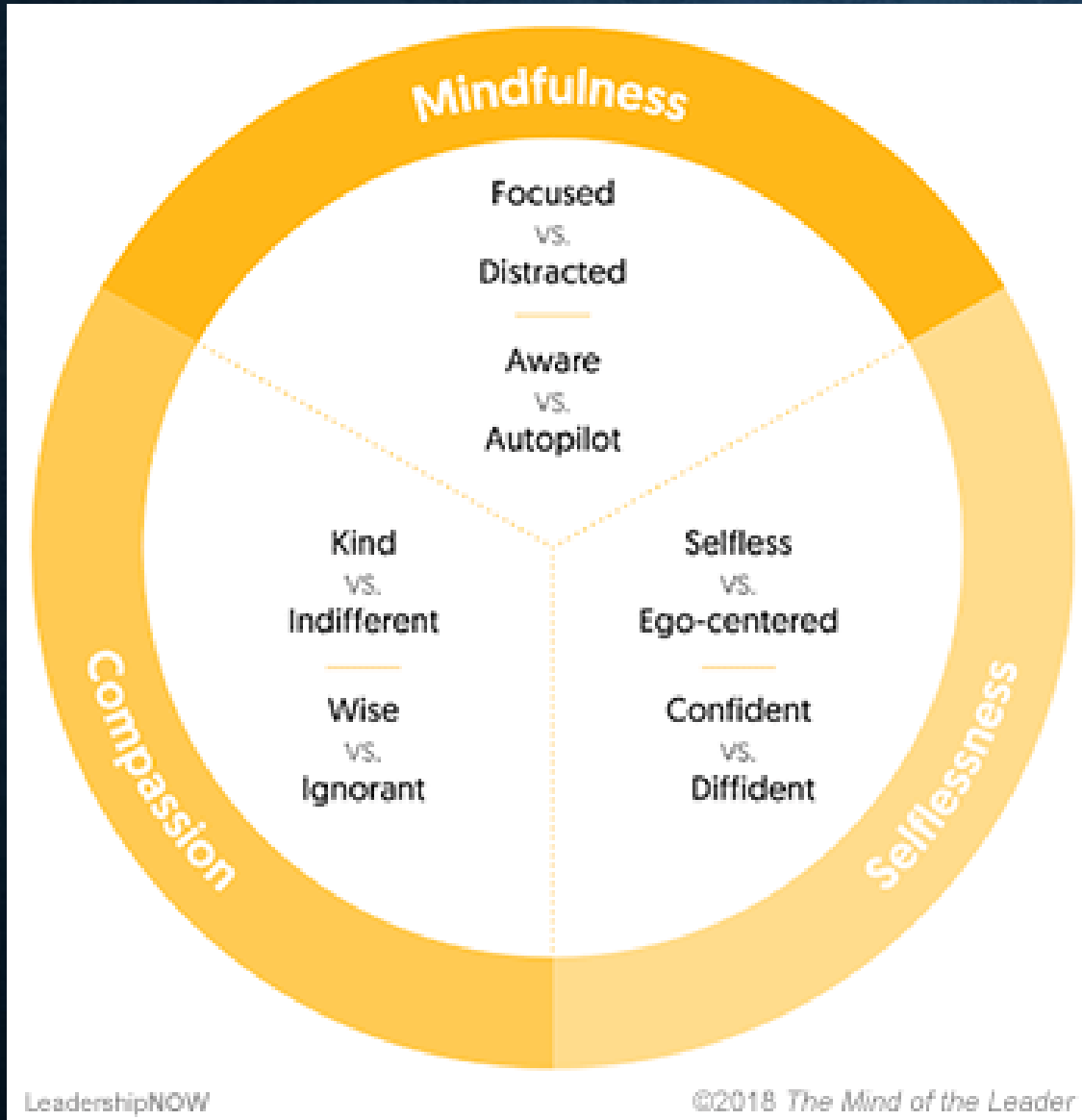


THREE LEVELS OF LEADERSHIP

Understand and Lead...

1. Yourself
2. Your people
3. Your organization

Image from *The Mind of the Leader* (2018) Hougaard & Carter



QUALITIES OF A LEADER WITH THE BRAIN IN MIND (MSC)

- Mindfulness
- Selflessness
- Compassion

WHAT IS MINDFULNESS?

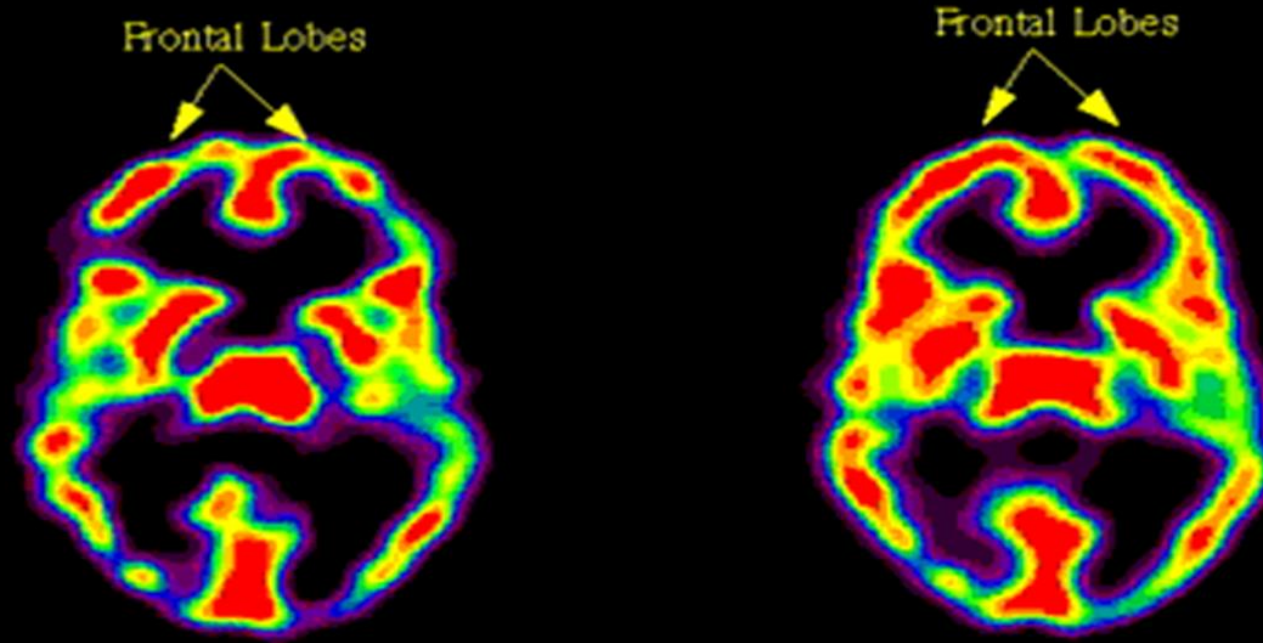
MIND·FUL·NESS /MĪN(D)F(Ə)LNƏS/

“Being mindful is our ability to pay attention and respond to every situation in the healthiest way possible— to accept whatever happens and respond with kindness, compassion and understanding”

~ Kevin Pickhardt, CEO of Pharos

MINDFULNESS CHANGES THE BRAIN

SPECT Images at Baseline and During Meditation



Baseline

Meditation

OUTCOMES/BENEFITS

*NINE STUDIES CITED



ATTENTION- NUMEROUS STUDIES SHOW IMPROVED ATTENTION¹, INCLUDING BETTER PERFORMANCE ON OBJECTIVE TASKS THAT MEASURE ATTENTION²



COMPASSION- PEOPLE RANDOMLY ASSIGNED TO MINDFULNESS TRAINING ARE MORE LIKELY TO HELP SOMEONE IN NEED⁶ AND HAVE GREATER SELF-COMPASSION⁷

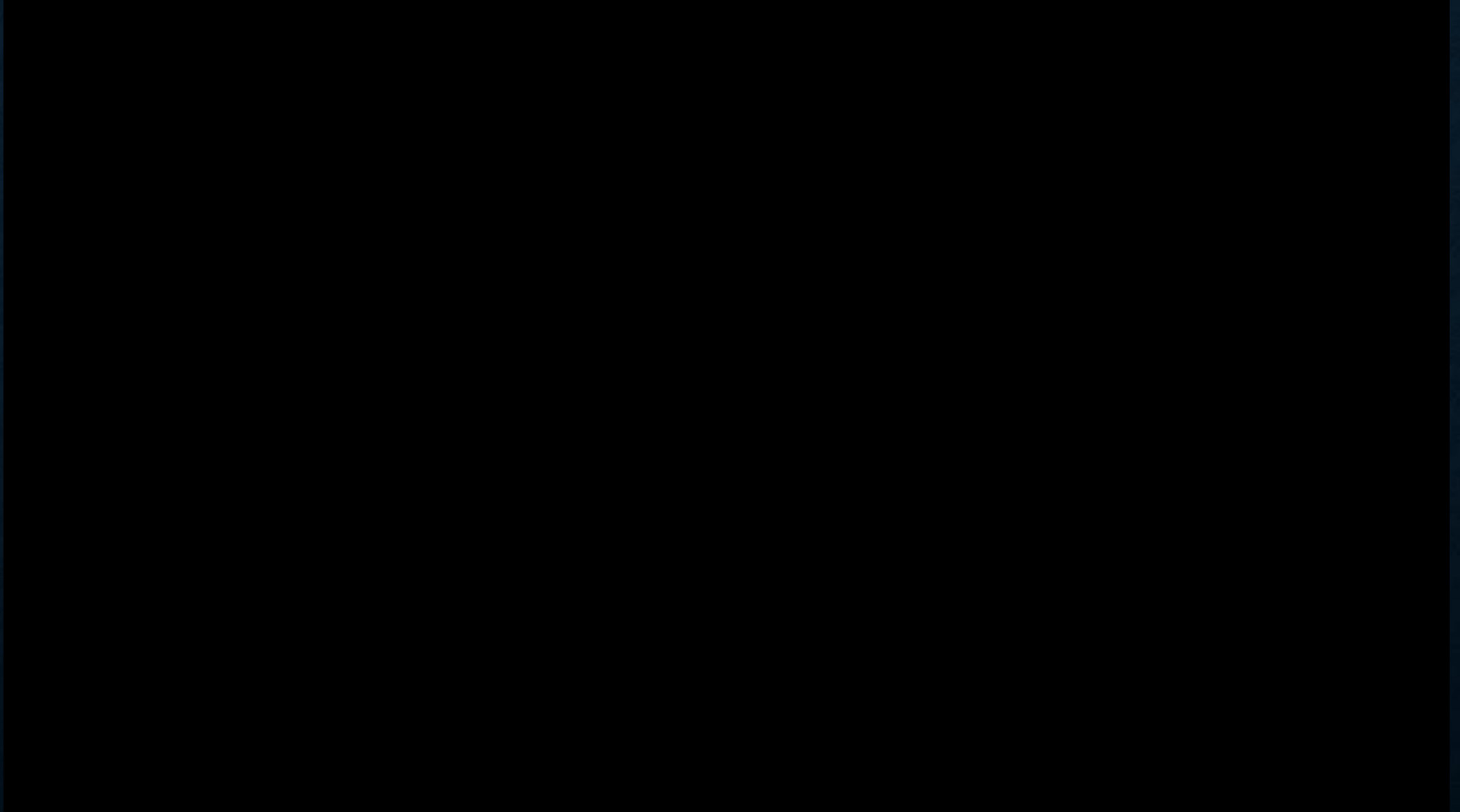


EMOTION REGULATION- MINDFULNESS IS ASSOCIATED WITH EMOTION REGULATION ACROSS A NUMBER OF STUDIES³. MINDFULNESS CREATES CHANGES IN THE BRAIN THAT CORRESPOND TO LESS REACTIVITY⁴, AND BETTER ABILITY TO ENGAGE IN TASKS EVEN WHEN EMOTIONS ARE ACTIVATED⁵



CALMING- STUDIES FIND THAT MINDFULNESS REDUCES FEELINGS OF STRESS⁸ AND IMPROVES ANXIETY AND DISTRESS WHEN PLACED IN A STRESSFUL SOCIAL SITUATION⁹

THIS IS HOW IT LOOKS IN ACTION



Mind Full, or Mindful?



1. UNDERSTAND YOURSELF

1. Self-awareness
2. Happiness

TRUE HAPPINESS - IT'S NOT WHAT YOU THINK



- We don't know how to be happy
- You can't buy happiness
- Pleasure isn't happiness
- True happiness is.....



Source: Myers

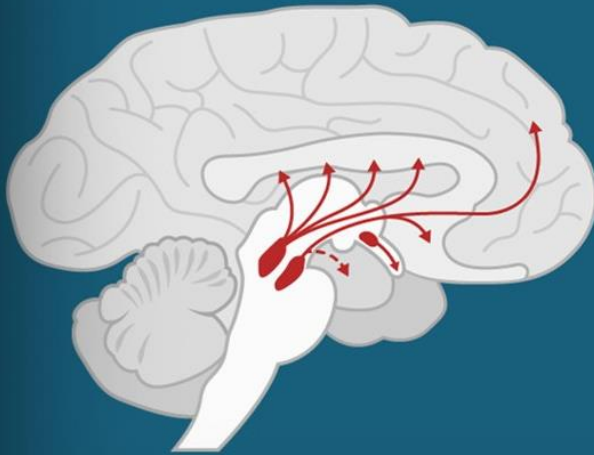
**PLEASURE IS
PURE
CHEMISTRY**



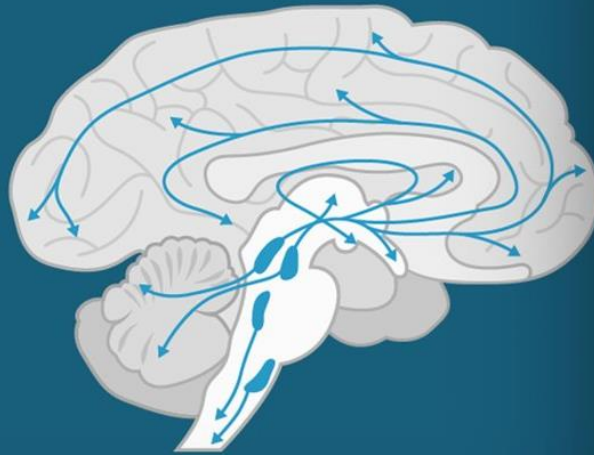
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Dopamine

Pleasure



Happiness



TRUE HAPPINESS

- Not so easily located
- An experience of fulfillment and lasting well-being
- Long-term experience of meaningful, purposeful, and positive life



2. MINDFULLY LEADING YOURSELF

FOCUS

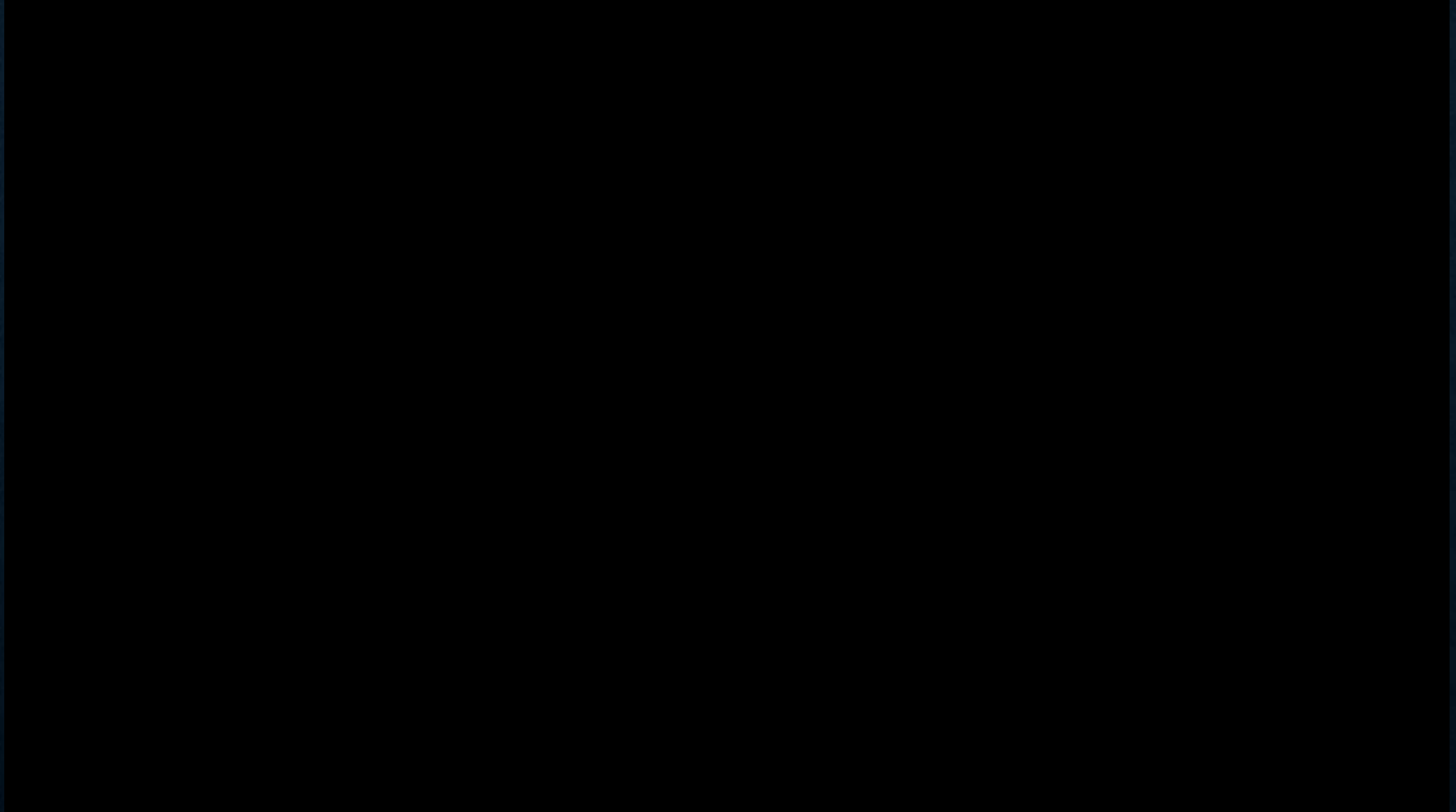
- 73% of leaders feel distracted from their current task either some or most of the time
- The biggest source of distractions:
 - Demands of other people (26%)
 - Competing priorities (25%)
 - General distractions (13%)
 - Workloads too big (12%)



A glass jar filled with teal and green glitter is the background of the image. The text is overlaid on the jar.

**FOR EVERY MOMENT WE
INTENTIONALLY FOCUS,
OUR FOCUS IMPROVES!**

DISCONNECTING IN THE NAME OF PRESENCE



STRATEGIES FOR FOCUSED PERFORMANCE

- Understand What Impacts Focus
 - Relaxation is a prerequisite for strong focus... when we relax our body, our mind follows
- Stop Multitasking
 - Studies have shown multitasking lower's people's job satisfaction, damages personal relationships, adversely affects memory and negatively impacts health
- Avoid Action Addiction – Uncontrollable urge to be doing something and a discomfort with being still.
- Create Focus Time
 - Block out focus time on your calendar and share the importance of it with your colleagues
 - Eliminate distractions. Close your door keep your desk clear of distractions



SELFISH VS. SELFLESS

WHEN YOU TAKE CARE OF YOURSELF, YOU ARE SAYING TO YOUR LOVED ONES,
'I LOVE YOU ENOUGH TO WANT TO BE MY BEST FOR YOU.'

3. SELFLESS SELF-LEADERSHIP

Let's Talk About
BEING SELFISH



THE PROBLEM WITH “I”

Successful Leaders:

- Pronouns Matter! (We, You, Your)
- Strong “others orientation”

Dangers of Ego:

- Behaving badly in the face of criticism
- Prevents us from learning from mistakes
- Narrows our field of vision (Confirmation bias)



EGO

“The ego is an identity of our own construction, an identity which is false...”

HUMILITY

Strong Personal Ambition

And

Strong Moral Conviction





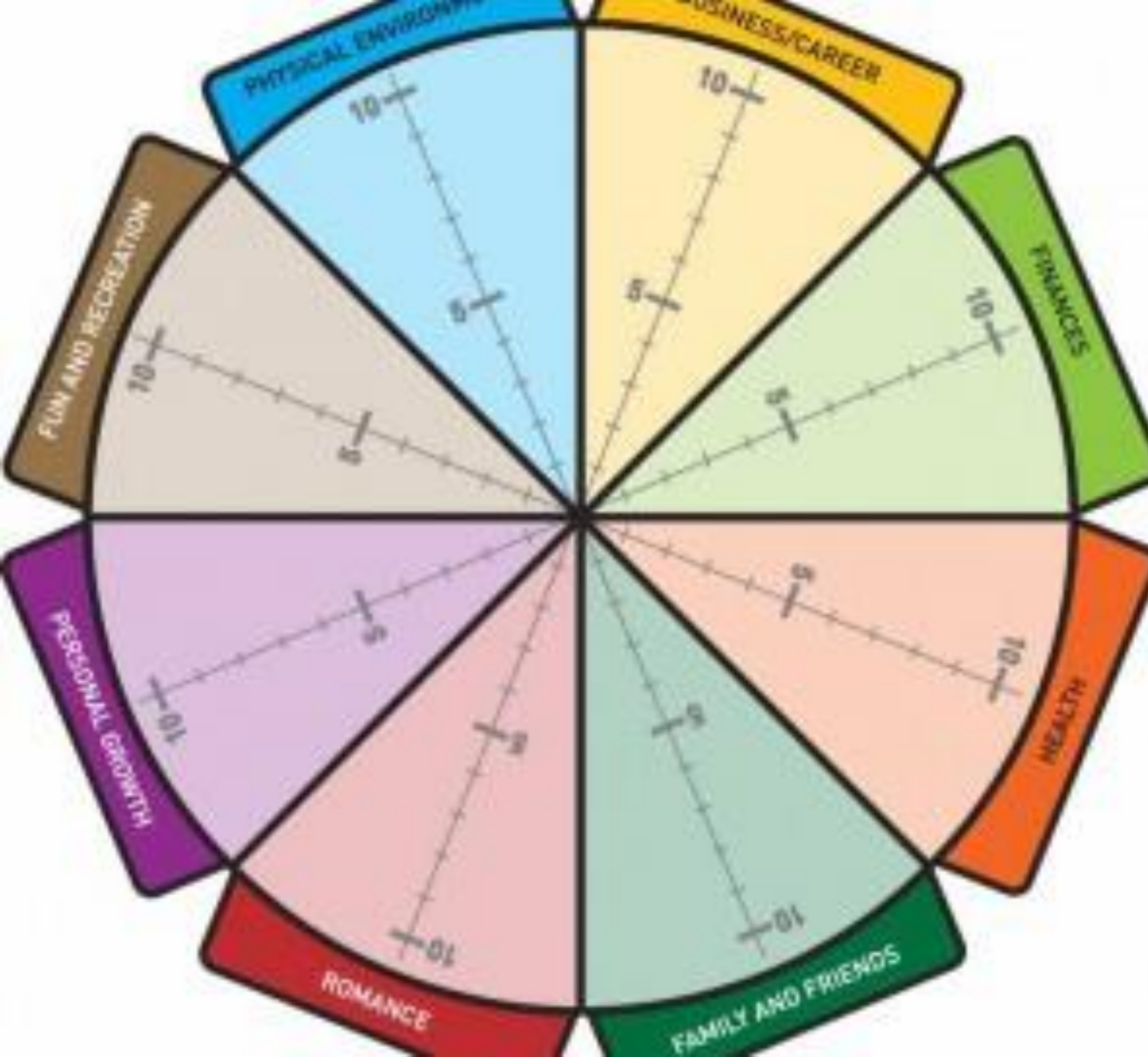
3. COMPASSION FOR SELF



STRATEGIES FOR SELF-COMPASSION

1. Care for Your Body and Mind
2. Equanimity – A Mind Balance
3. Practice Kindness
4. The Power of Purpose

"A moment of self-compassion can change your entire day. A string of such moments can change the course of your life." ~Chris Germer



CARE FOR YOUR BODY AND MIND

1. Get Enough Quality Sleep
2. Practice Disciplined Disconnectedness
3. Take Time for Mental Breaks



**EQUANIMITY =
RESPONSIVENESS**

PRACTICE KINDNESS

You are good enough!

THE POWER OF PURPOSE

MICHAEL  **JR.**



ACTION PLANNING FOR YOURSELF

❖ Book List (Handout)

❖ List of Apps :

❖ Calm

❖ Headspace

❖ Insight Timer

❖ Center for Investigating Healthy Minds:

[http://www.investigatinghealthyminds.org/ci
hmProjEducation.html#kindness](http://www.investigatinghealthyminds.org/ci
hmProjEducation.html#kindness)

❖ Mindful Schools:

<http://www.mindfulschools.org/>

❖ Mindful Magazine

❖ 10% Happier Podcast



A close-up photograph of a smooth, light-colored rock with the words "I AM grateful" engraved on its surface. The rock is surrounded by other similar rocks, some of which are partially visible in the background. The lighting is warm, suggesting a sunny day.

I AM
grateful