



MINDFUL LEADERSHIP

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The background features a dark silhouette of a person's head in profile, facing left. Inside the head, there is a complex network of white lines representing a brain or neural connections. To the right of the head, there is a large, dark, geometric shape composed of many triangles, resembling a low-poly or crystalline structure. The entire scene is set against a light blue background with faint white circuit-like lines and nodes.

HOW ARE YOU PRIORITIZING MINDFULNESS AND PSYCHOLOGICAL CAPITAL IN YOUR WORKPLACE?

- Are you stressed?
- Are your teams stressed?
- Are you present in your interactions or running from one problem to the next?
- Do you pause and breathe?

IMPACT OF STRESS ON LEADERSHIP

When Leaders are stressed, their anxiety can be felt across the entire organization.

A Harvard Study:

- Found that when leaders fail to manage their stress in a constructive way, more than 50 percent of their employees perceive their leader as harmful or ineffective. Further when leaders are unable to manage stress, employees lose their drive to advance within the company.

SO HOW DO WE HANDLE OUR STRESS?



One of the most effective ways to manage stress is Mindfulness.



When leaders actively engage in mindfulness practices, the “psychological capital” of an organization rises.



Psychological Capital

Emotional Intelligence

Self
Awareness(Mindfulness)

FOUR COMPONENTS OF PSYCHOLOGICAL CAPITAL: HERO

Hope: Having the will to succeed and the ability to identify, clarify and pursue the ways to succeed

Self-Efficacy: Having the confidence to take on and put in the necessary effort to succeed at challenging tasks

Resilience: Sustaining effort and bouncing back in response to problems and adversity to attain success

Optimism: Having a positive anticipation about success, both now and in the future.

EMOTIONAL INTELLIGENCE

What is Emotional Intelligence?

Emotional intelligence or EI/EQ is the ability to “understand and manage your own emotions, and those of the people around you,” according to Daniel Goleman an American psychologist renowned as the Godfather of EQ.



80%-90% of the competencies that differentiate top performers are in the domain of emotional intelligence.

- Daniel Goleman

Why is it Important?

- Leaders who can work with others well can foster individual, team and organizational success.
- When we're in touch with our emotions we're at choice. We are able to take control of our emotions and our actions, rather than letting our emotions control us.



Emotional Intelligence

What Makes Up Emotional Intelligence?

- Self Reflection
- Self-Soothing
- Empathy



Five Characteristics of Emotionally Intelligent People

1. Change Agents: Aren't afraid of change or taking a risk
2. Self-Aware: Don't let weaknesses hold them back, they know what they're feeling
3. Empathetic: Can relate to others
4. Balanced: Know how to maintain balance and practice self care
5. Gracious: Glass half-full mentality and they feel good about their lives




WHEN YOU ARE FEELING PARTICULARLY STRESSED: S.T.O.P.

Stop	Just take a momentary pause no matter what you're doing.
Take	Take a breath. Feel the sensation of your own breathing, which brings you back to the present moment.
Observe	Acknowledge what is happening, for good or bad, inside you or out. Just note it.
Proceed	Having briefly checked in with your present moment, continue with whatever it was you were doing.



WHAT IS IT?

- It is the awareness that arises through paying attention, on purpose, in the present moment, nonjudgmentally



7 PRINCIPLES OF MINDFULNESS (KABAT-ZINN)

Non-Judging: Be an impartial witness to your own experience. Become aware of the constant stream of judging and reacting to inner and outer experience.

Patience: A form of wisdom, patience demonstrates that we accept the fact that things sometimes unfold in their own time.

Beginner's Mindset: Remaining open and curious allows us to be receptive to new possibilities and prevents us from getting stuck in our own rut of expertise.

Trust: Develop a basic trust with yourself and your feelings. Know its OK to make mistakes.

Non-Striving: The is to be with yourself right here, right now. Pay attention to what is unfolding without trying to change anything.

Acceptance: See things as they are. This sets the stage for acting appropriately in your life not matter what is happening.

Letting Go: When we pay attention to our inner experience, we discover there are certain thoughts, emotions and situations the mind wants to hold onto. Let your experience be what it is right now.



MINDFUL LEADERSHIP



the mindful leader

WHAT EXACTLY IS MINDFUL LEADERSHIP?

- Mindful Leadership is an approach in which you consistently cultivate your ability to be present, open-minded, and compassionate when interacting with team members – and you show the same consideration to yourself.
- Mindful leaders are more effective in understanding and relating to others and motivating shared goals.



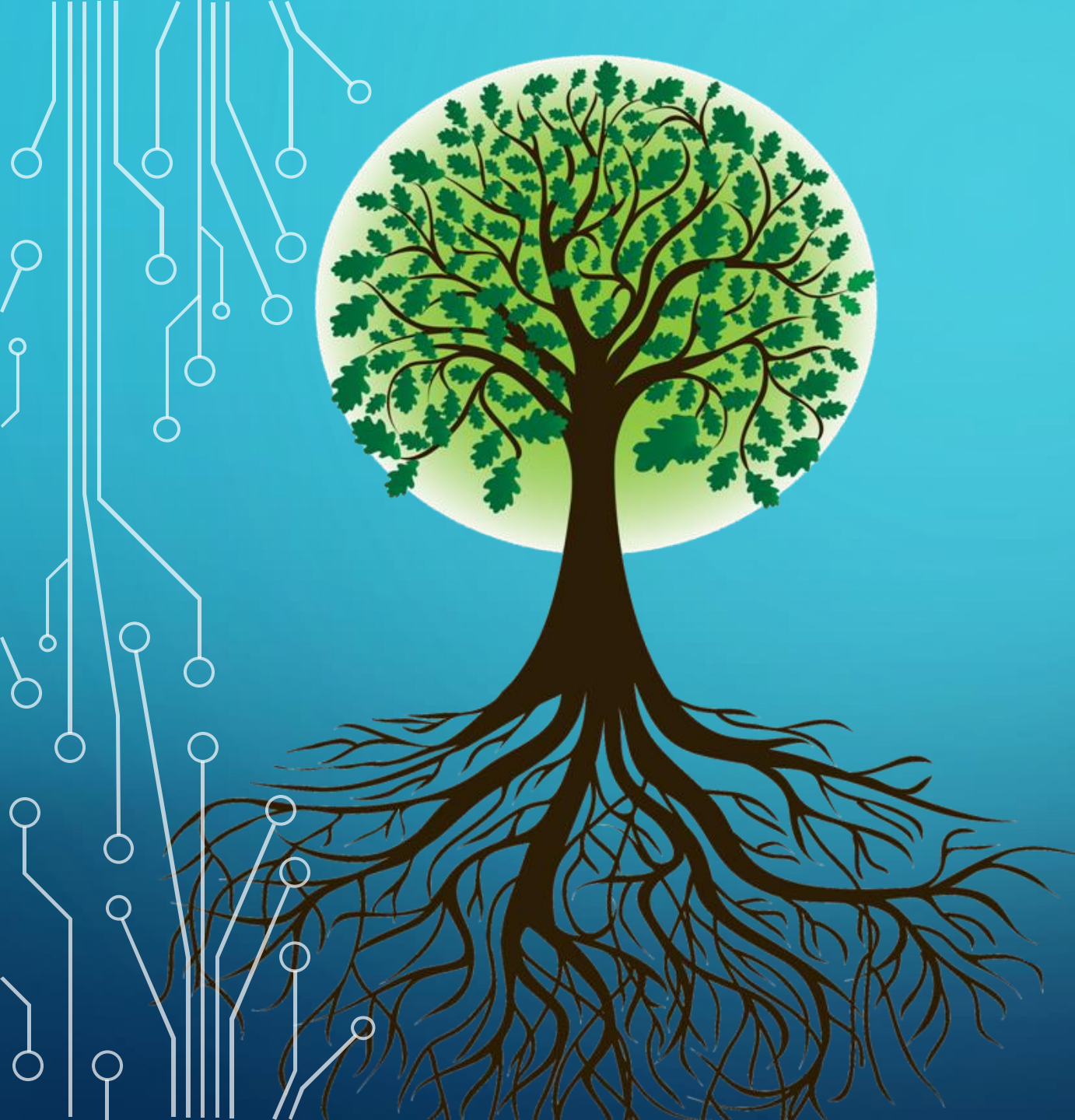
THREE ADVANTAGES OF THE MINDFUL LEADERSHIP APPROACH

- Advantage 1: The Mindful Leader has the most objectivity in the room.
- Advantage 2: The Mindful Leader Creates High Performing Teams
- Advantage 3: The Mindful Leader Experiences Stressful Times in a More Peaceful, Healthy Way.



QUESTIONS TO ASK YOURSELF

- What is your motivation for leading?
- Are you in a leadership role because you enjoy control, power, fame?
- Are you leading to serve or leading to be served?
- Are you willing to put the interests of your team/agency of your own interest?



BECOMING A MINDFUL LEADER

MINDFUL LEADERSHIP SKILLS

DEVELOP SELF
AWARENESS

PRACTICE
EMPATHY -
GRATITUDE

HAVE CLEAR
VISION

ASSUME
POSITIVE
INTENT

PRACTICE
POWERFUL
PAUSE

MAINTAIN
BALANCE

LEARN AND
STAY
CURIOUS

SELF CARE

DEVELOPING SELF AWARENESS

We cannot
change what we
do not know.



Leaders can raise
their own
mindfulness by
paying attention
to how they are
showing up with
people and within
situations at work



Once we become
aware of how we
are reacting and
engaging, we can
make a plan to
improve our
awareness and
presence.

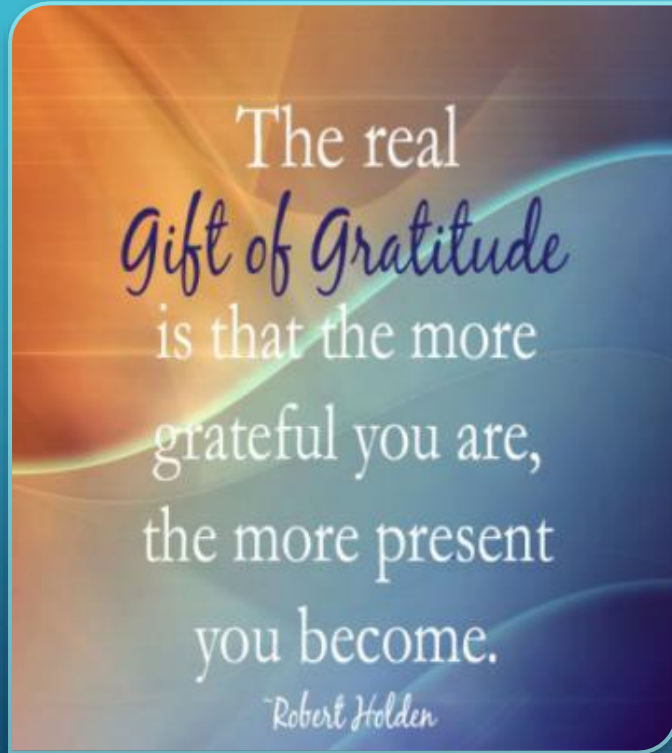


One of the
easiest changes is
to start with our
breath.
A five-minute
breathing
exercise
everyday will
diffuse reactions
and emotions.

LET'S BREATHE



PRACTICE EMPATHY—GRATITUDE



- Show gratitude
- Be respectful
- Listen – see others point of view
- Tools
 - Gratitude Journal
 - Gratitude Affirmations



A GRATEFUL DAY



a grateful day
with brotherhood stand-fast

HAVE A CLEAR VISION



- Reflect
- Plan ahead
- Use a productivity planner
- Each day pick one most important thing for that day.. learning how to prioritize

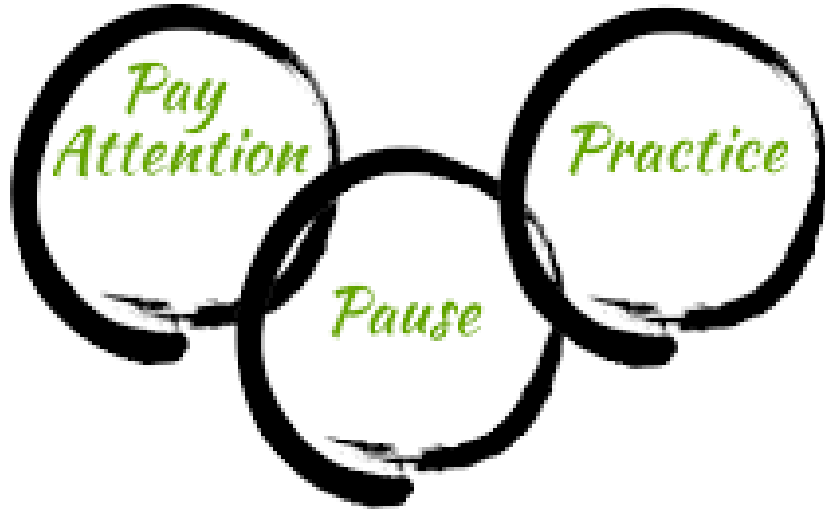
ASSUME POSITIVE INTENT

Trust
assume **positive intent**
live **believing in**
yourself & others
Positive energy
is contagious

Mary Frances Winters

- Give people the benefit of doubt
- Choose to assume that people are operating at their best
- Build a culture of trust
- Enter meetings with an open mind

PRACTICE THE PURPOSEFUL PAUSE



- Stop the noise. Ground yourself in the moment so that you can give your complete attention to the communication
- Be Open to what is here: abandon your expectations.
- Listen Deeply: don't just hear-actually listen
- Speak the truth with intention to do no harm be honest without being hurtful.
- Create space amid momentum

MAINTAIN BALANCE



- Practice daily meditation
- Practice Self Care
- Take a walk to pause and re-center
- Take time to focus on what makes you happy
- Schedule down time to recharge

LEARN AND STAY CURIOUS

Accept that
you don't
know it all

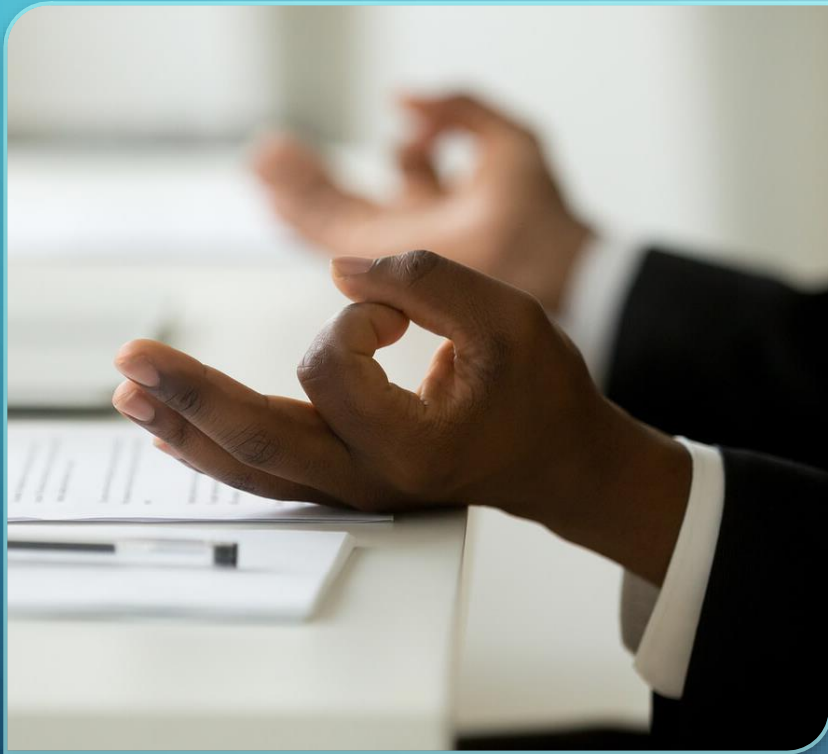
Learn From
Others

Read



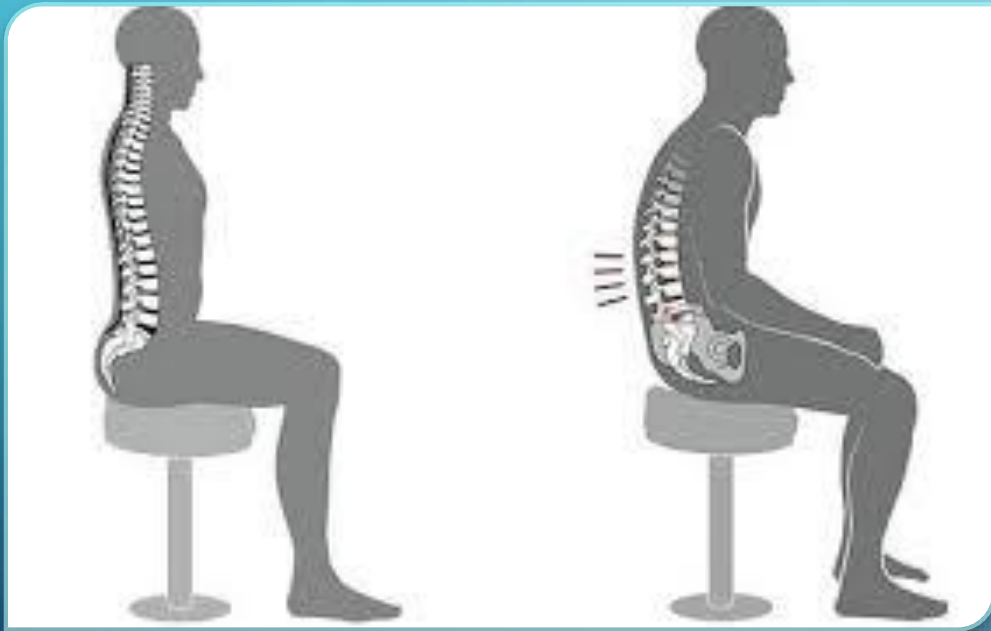
MEDITATION

BENEFITS OF MEDITATION



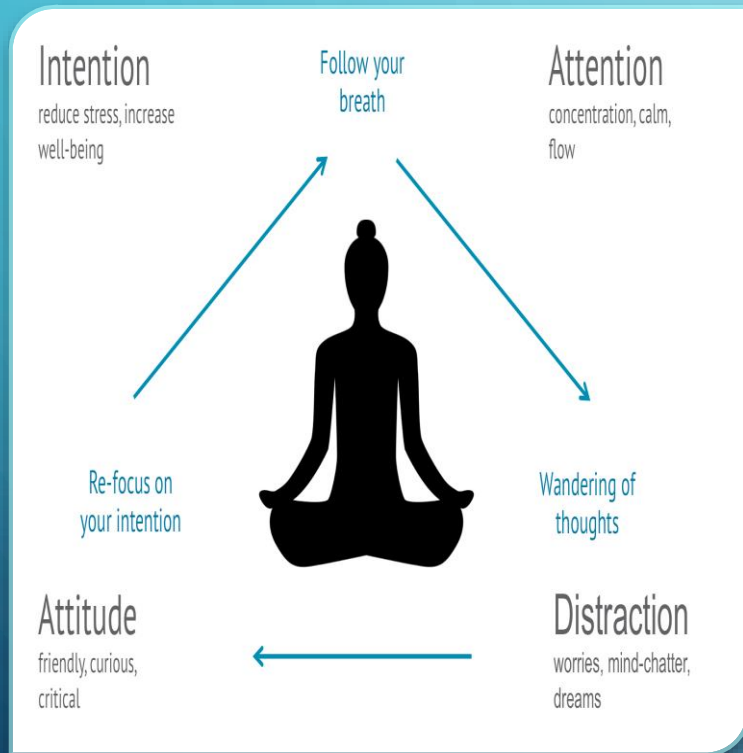
- Reduced Stress
- Helps you feel connected
- Improves brain function
- Makes you feel happier
- Helps reduce anxiety

MEDITATION: POSTURE



- Sit comfortably so you can relax all your muscles
- Be aware of your legs and place them comfortably rooted onto the floor
- Strengthen your torso, but don't stiffen, just be aware of it.
- Be aware of your arms and place them in a relaxed and comfortable place. Palms resting up or down on the thighs.
- Soften your eyelids, by lowering your gaze, or close your eyes completely.

MEDITATION: PROCESS



- Bring your attention to your breath
- Focus on your breath: Breathe in and out through your nose. Focus sensations on your chest and belly.
- If your attention drifts, bring the attention back to your breath
- Tools –guided meditation, apps, headspace, calm

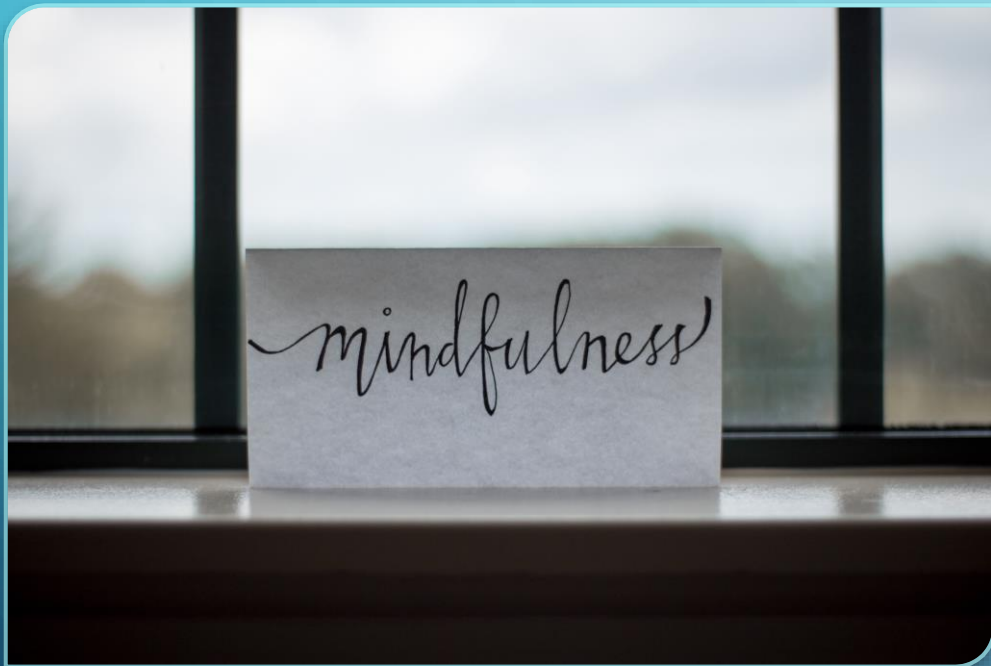
LET'S PRACTICE





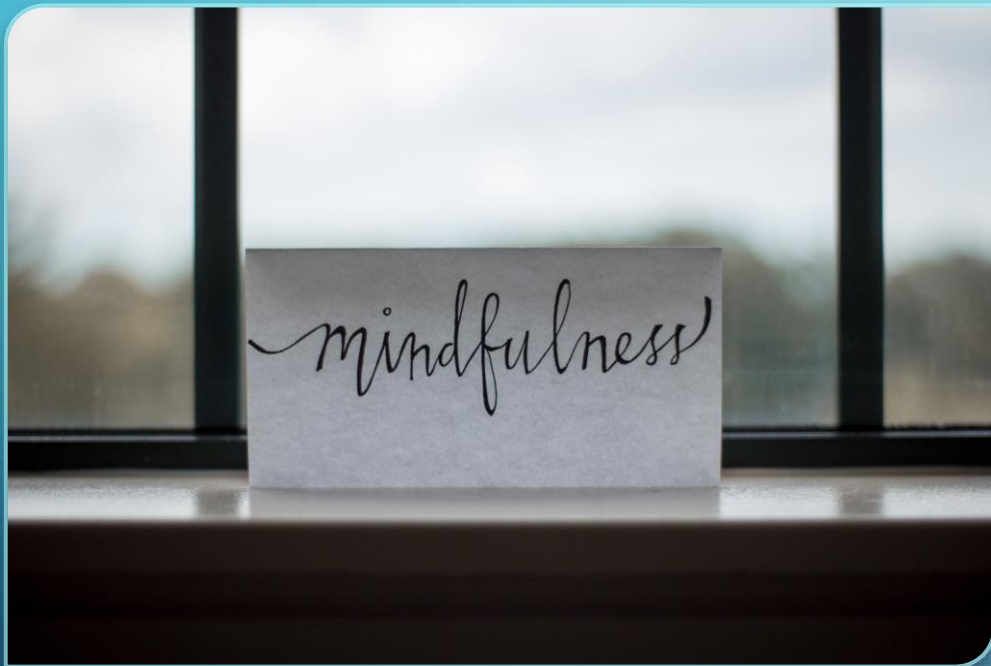
**DAILY STRATEGIES TO INCREASE
MINDFULNESS AT WORK**

CONSCIOUS CHOICES



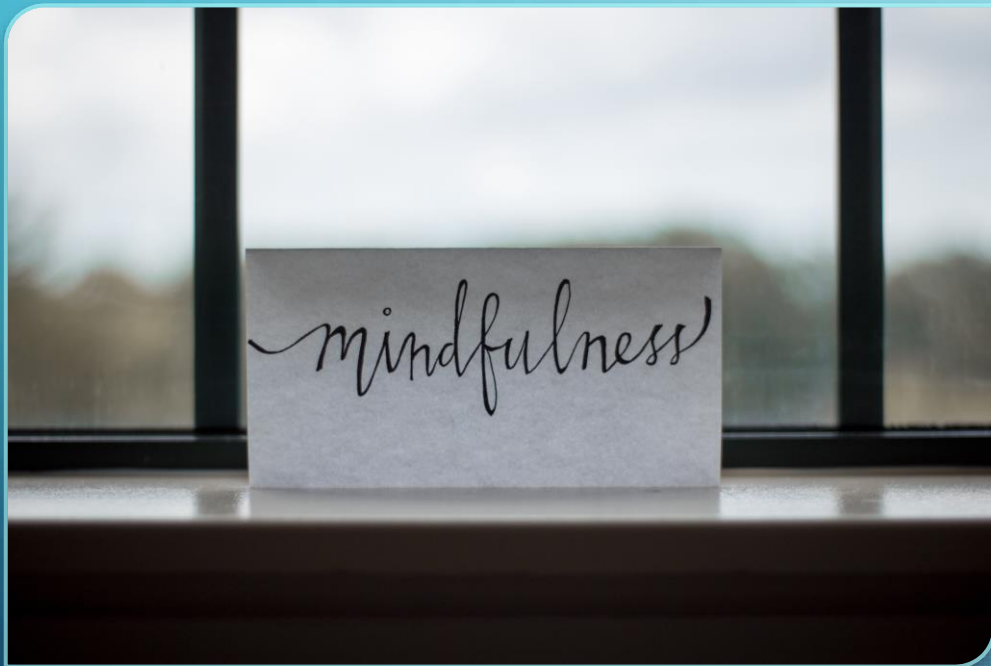
- Turn off Pop up notifications and push notifications.
- Answer email during dedicated periods of time, rather than constantly throughout the day as soon as it pops into you in box.
- Avoid Multitasking, a mindful work desk is a one-thing-at-a-time work desk.

MINDFUL MEETINGS



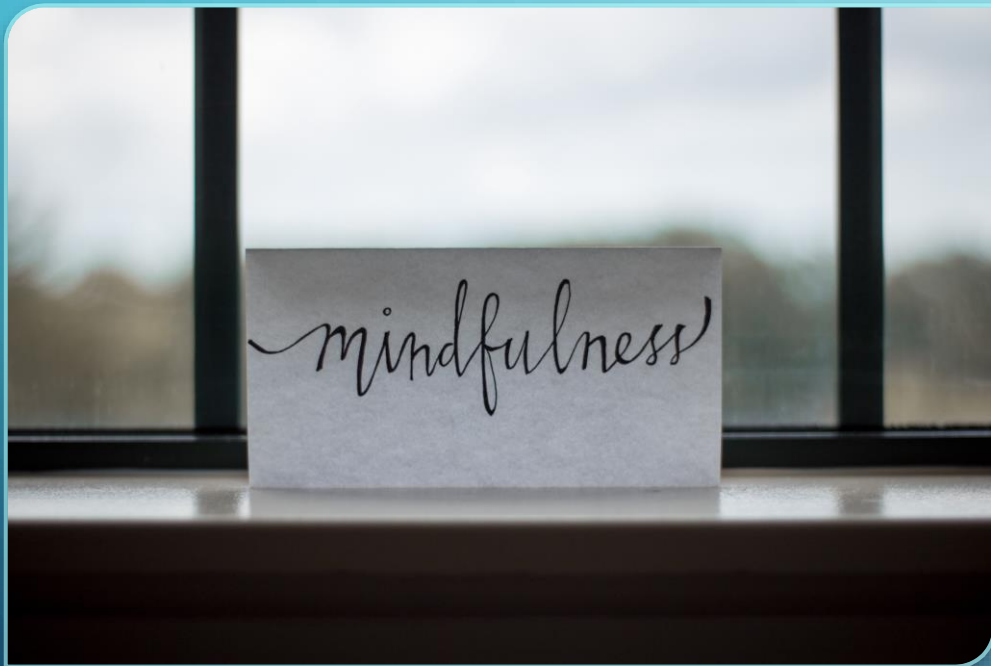
- No phones or computers allowed at meetings, whenever possible.
- If you need a note taker, have one person act as secretary and circulate notes afterwards.
- Give everyone present the opportunity to speak, uninterrupted.

MINDFUL LISTENING



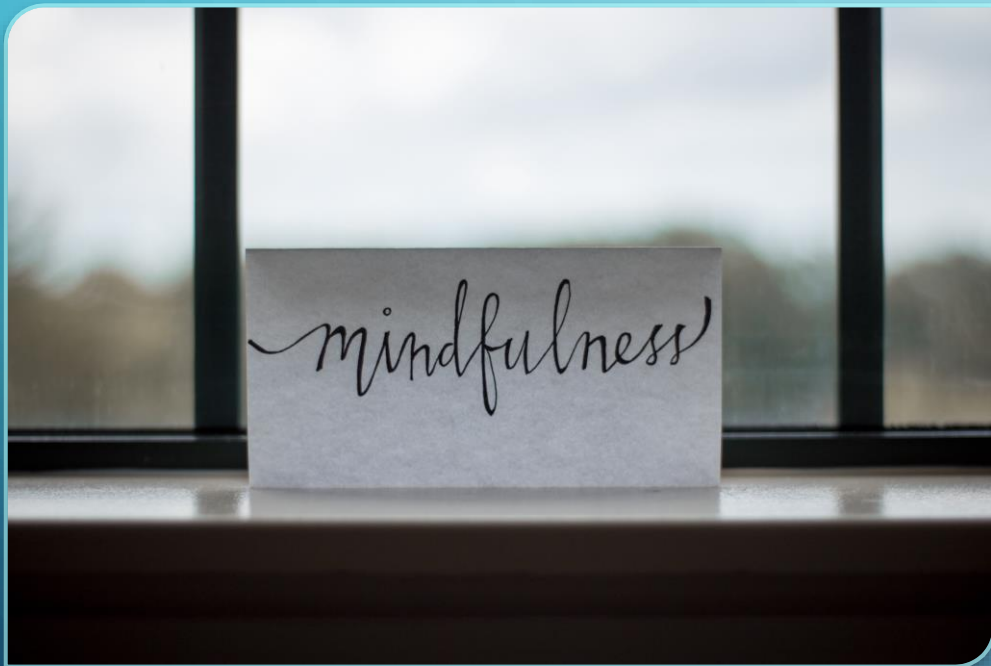
- Focus on the person you are listening to, without distractions.
- Listen Carefully and Attentively
- Don't let other thoughts distract you
- Be aware of self chatter and biases

BUILD A GROWTH MINDSET



- Be Aware of Your Abilities
- Take on New Projects
- Continual Learning
- Celebrating Small Wins
- Recognize Opportunities to Grow and Self Develop
- Notice the Effects of Your Progress

CREATING SPACE



- Try not to check your email incessantly when you're at home.
- Set a Productive Morning Routine
 - Workout, stretch or do yoga
 - Meditate
 - Read a Book
 - Practice Positive Affirmations
 - Write in Gratitude Journal
 - Prepare a Healthy Breakfast

RESOURCES



- Finding the space to lead – Janice Marturano
- Three Deep Breaths – Thomas Crum
- Mindful Leadership: The 9 Ways to Self-Awareness. Transforming Yourself and Inspiring Others – Maria Gonzalez
- Wherever You Go, There You Are – Jon Kabat-Zinn
- The Mindful Leader – Michael Bunting
- The Mindful Leader – Michael Carrol
- Think Like a Monk – Jay Shetty
- Closing the Apps – Pandit Dasa
- Wakeup Grateful – David Steindl-Rast

QUESTIONS?

