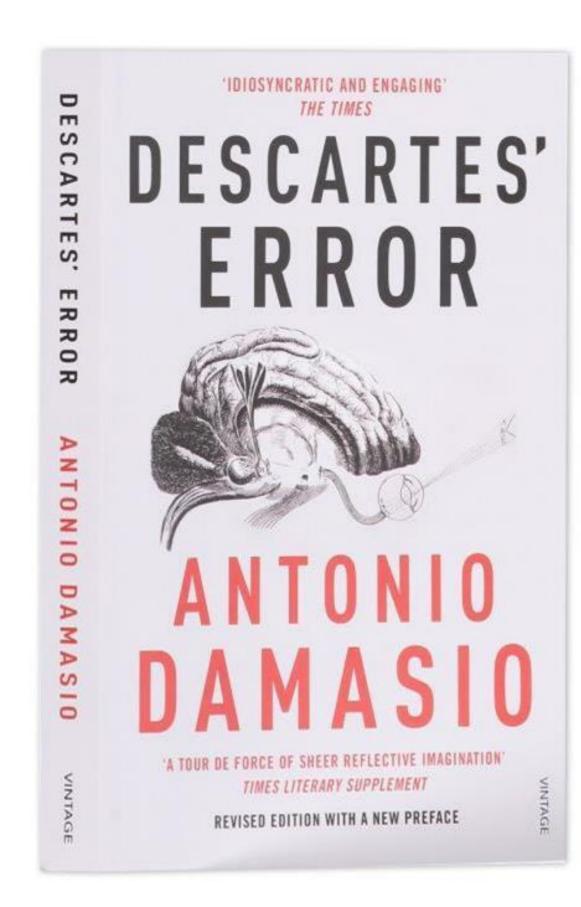
Navigating Uncertainty, Stress & C*#!d with Emotional Awareness



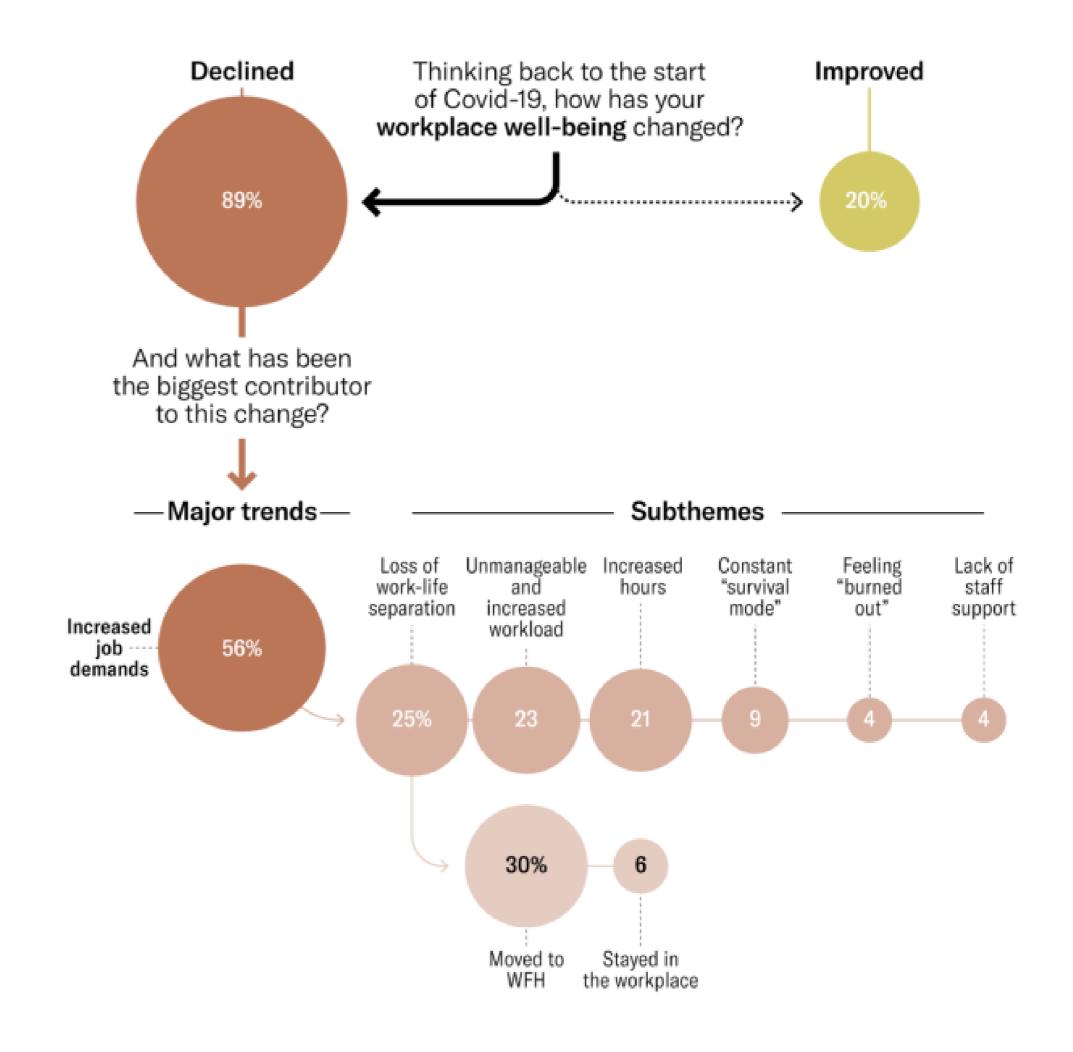
The story of Elliot





Stress

What Covid-19 Has Done to Our Well-Being, in 12 Charts



Stress

"The body's immediate reaction to a perceived threat, challenge or scare"

Evolutionary Biology

- Survival benefits to being afraid
- Minimize threat,
 maximize reward



Threat Response System

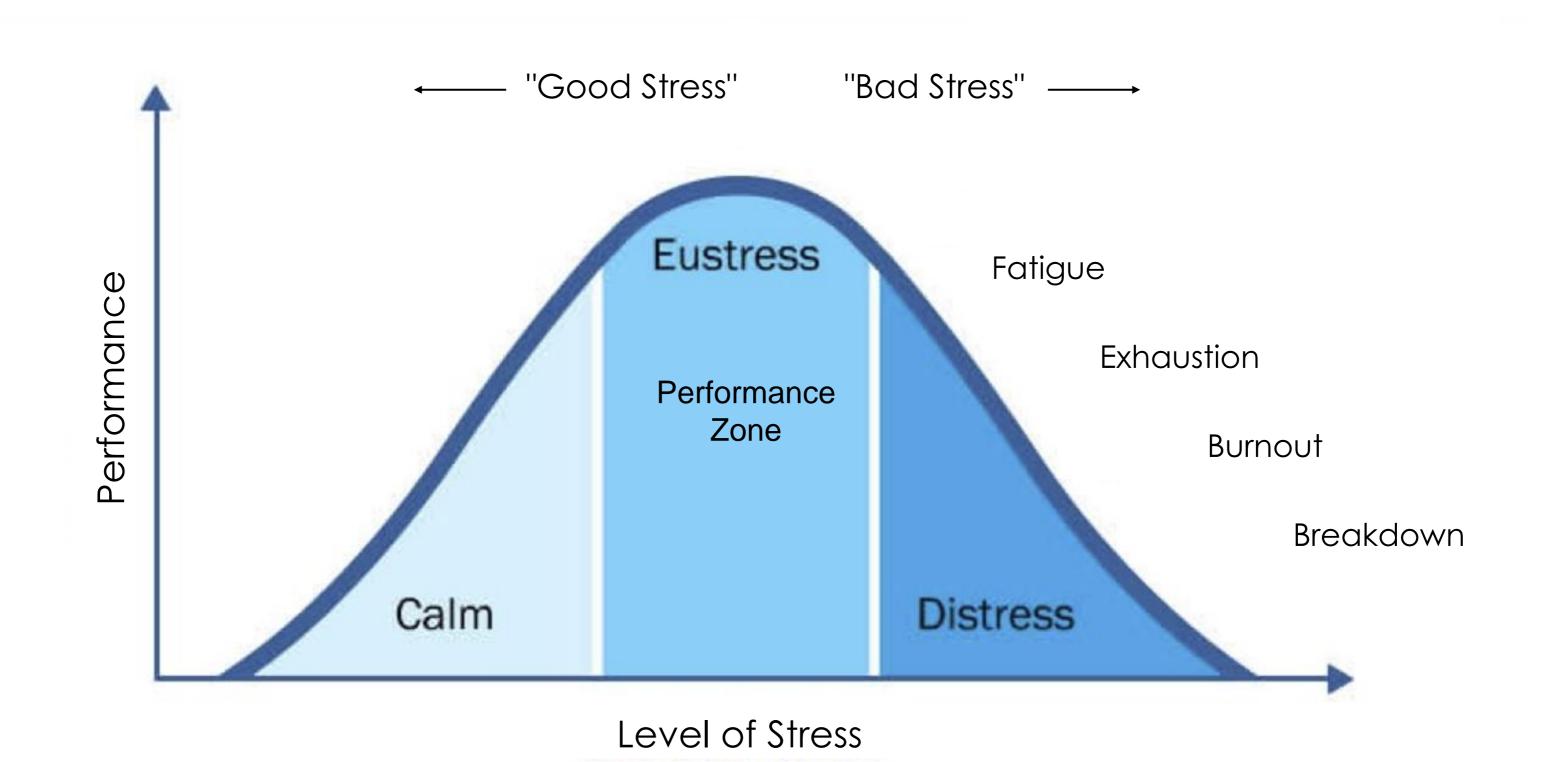
Physical Activation. Hypervigilance Tensing,

hyperarousal,

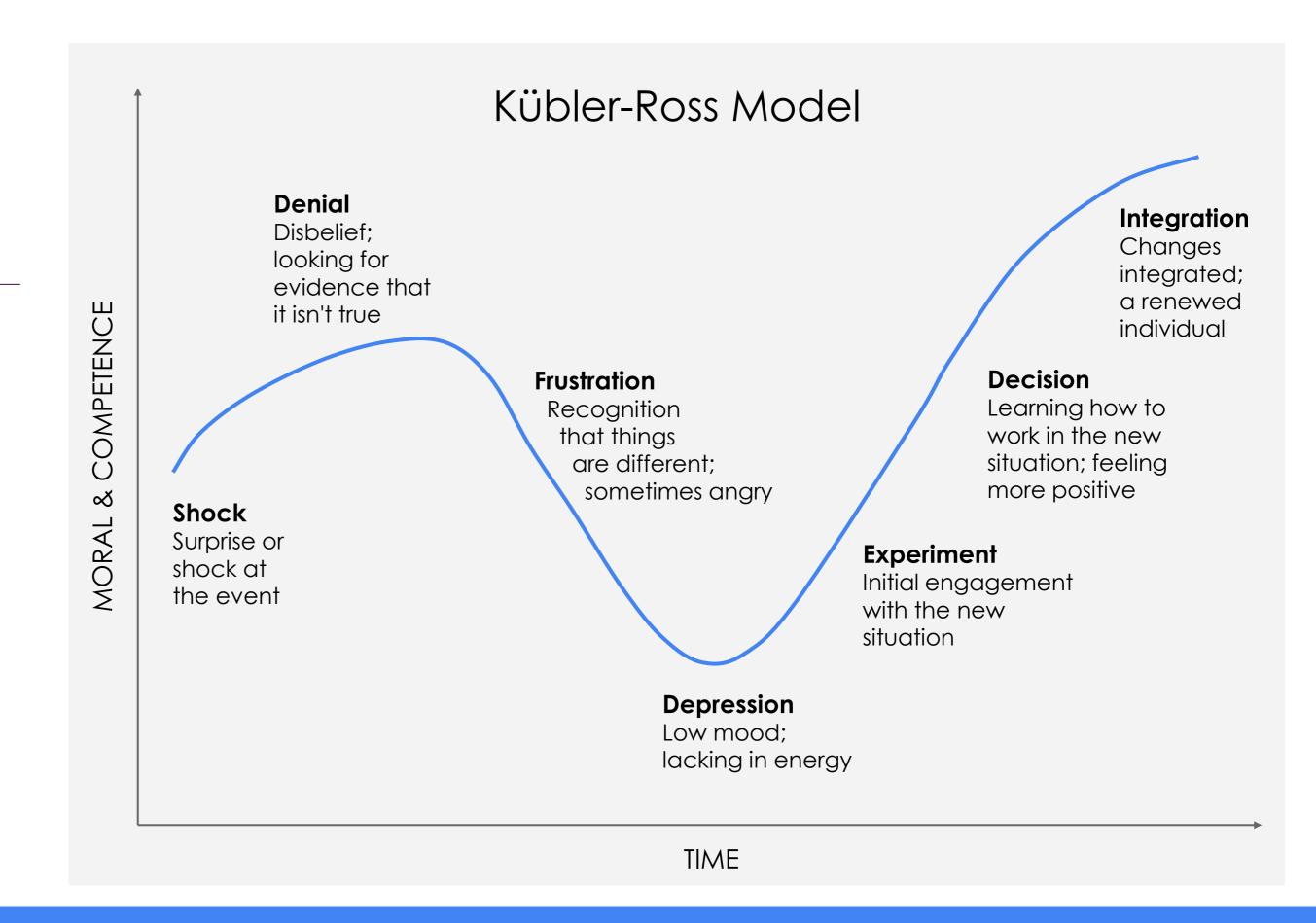
ready to act

Cognitive
Negativity Bias

Eustress & Distress



Emotional Response to Change



47%

Average time spent Mind-wandering

70%

Leaders report regularly unable to be attentive in meetings

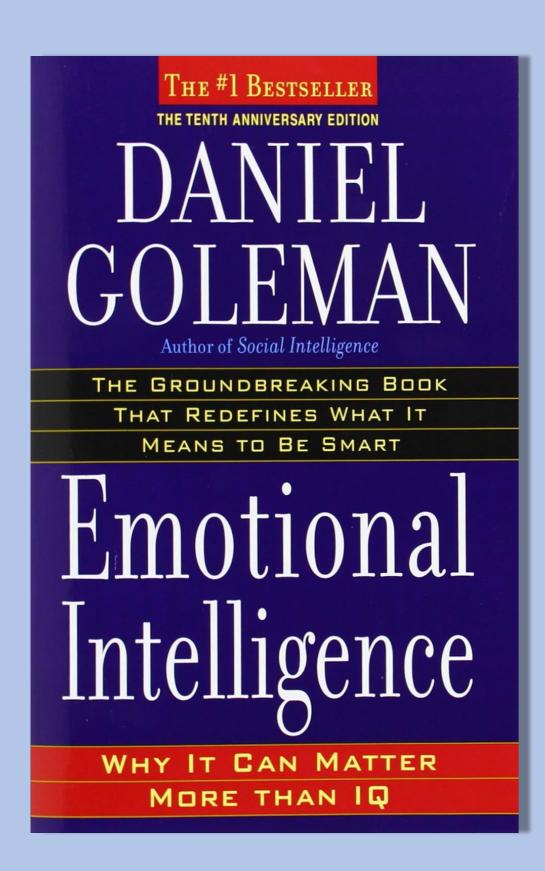
02%

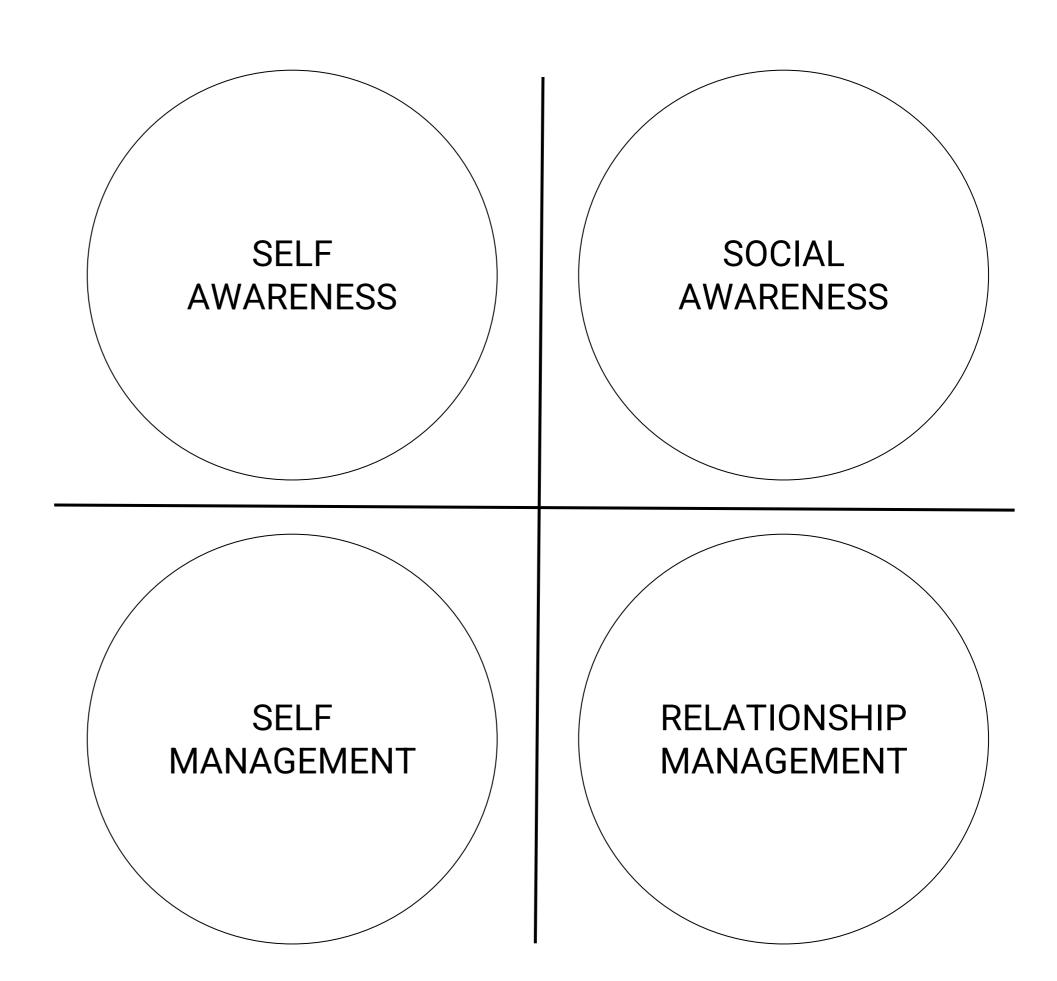
Regularly make time to enhance personal productivity

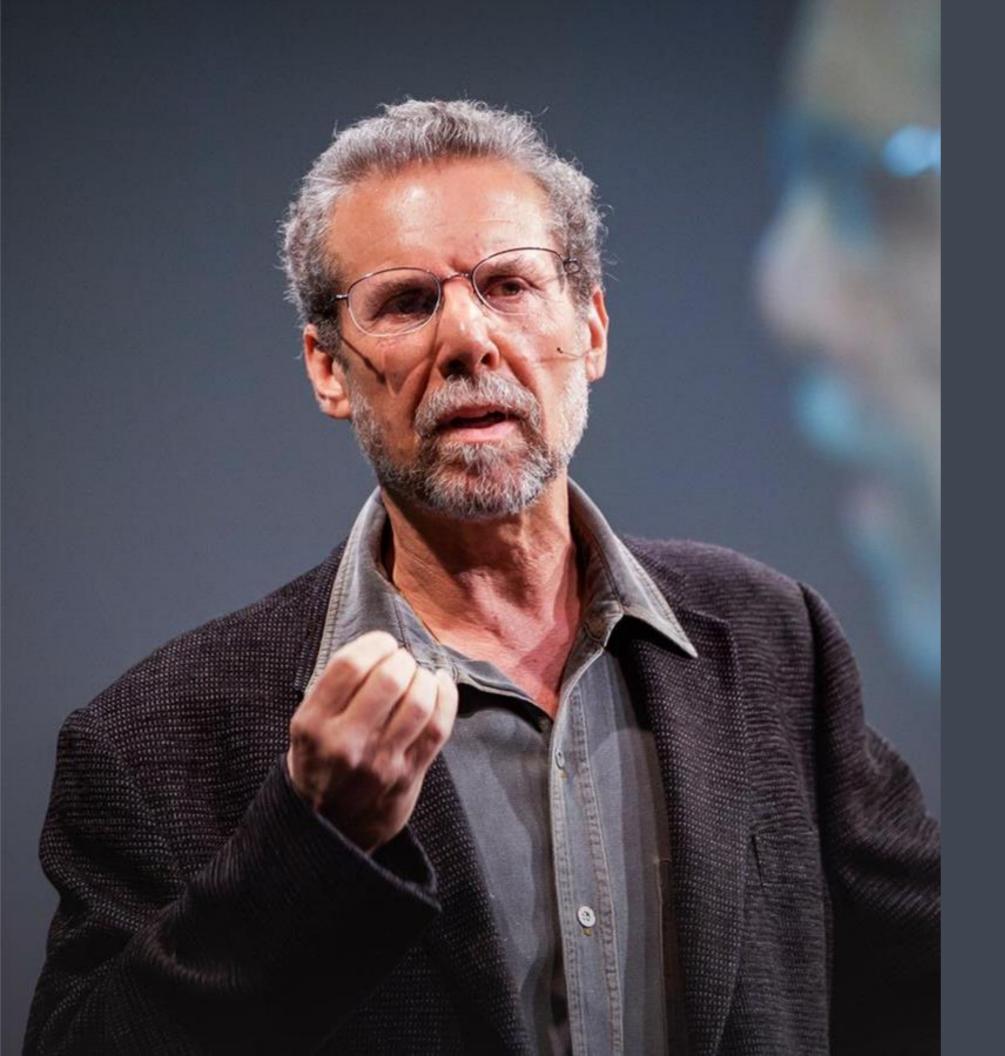
Autopilot Traits

- Attention is in the past or future
- Distracted, unfocused
- Less aware
- Act based on habit patterns

How to reclaim our attention?







"Knowing one's internal states, preferences, resources and intuitions."

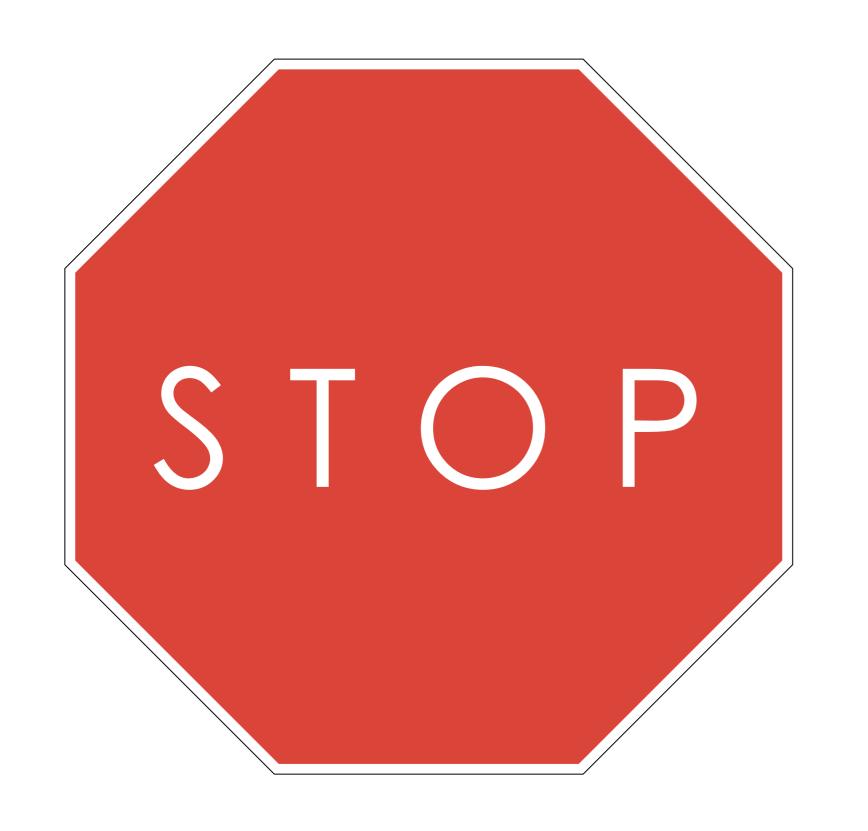


One Approach: Mindfulness

"Being Aware"

Autopilot

Aware



Stop

Take a breath

Observe

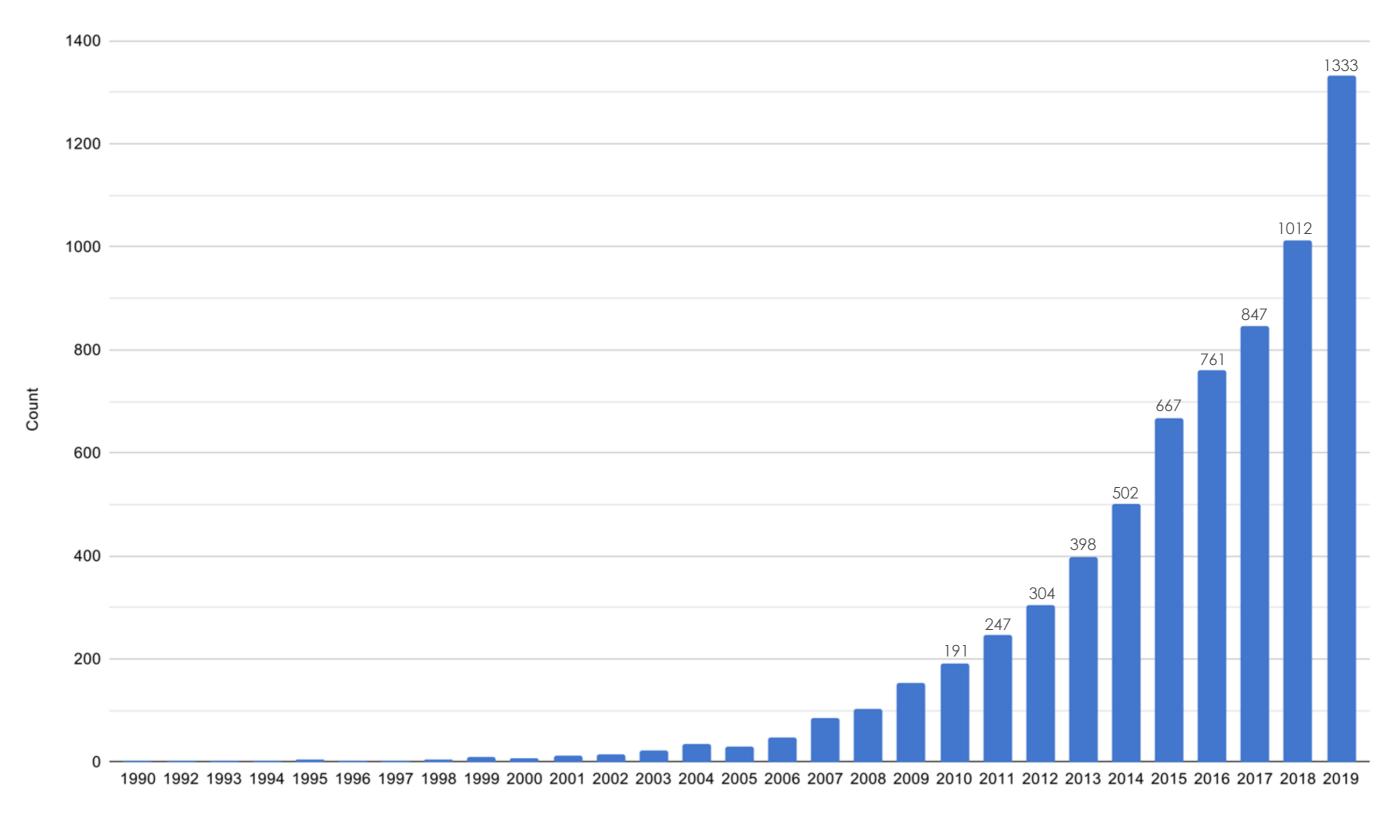
Proceed

Stimulus — Response



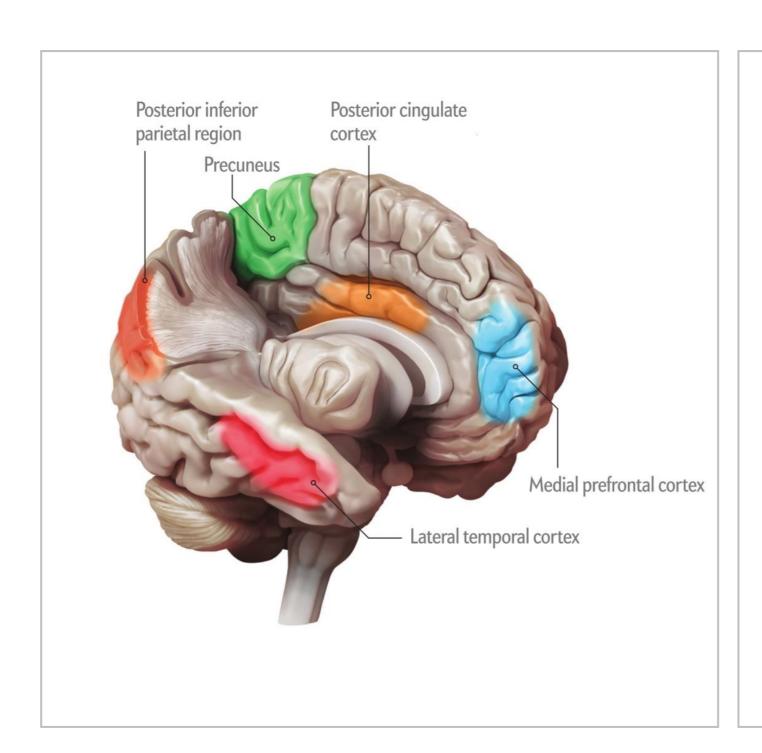
Pause

Mindfulness Research Publications



Source: PubMed

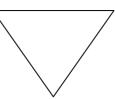
Neuroplasticity: Changes in Attention and Mind-Wandering



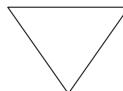
Default Mode Network (DMN)

- Related to mind-wandering and self-referential thinking
- Less active during exercises
- Training → greater connectivity
 with attention management
 regions, even when at rest

Autopilot



Aware



Choice

'Side-effect' - Empathy

Self-Awareness ⇒ Awareness of Others



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







Team members think their work matters and creates change.



Psychological Safety

'A shared belief held by members of a team that the team is safe for interpersonal risk taking.'

Teams learn more and perform better.

A climate in which people are comfortable being and expressing themselves.



Amy Edmondson

Trust

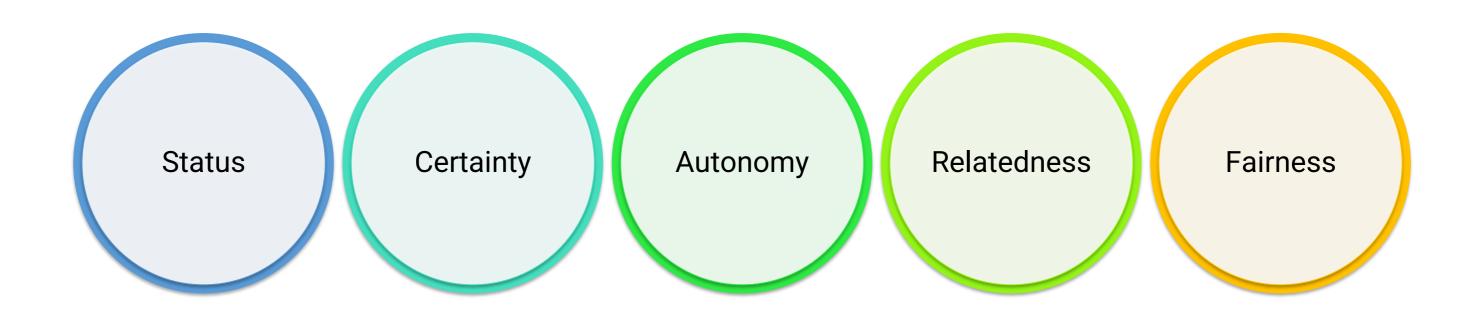
Respect

Care

Psychological Safety Building Blocks

- Ask for help
- Admit mistakes
- Propose new ideas
- Confess when you don't know
- Model curiosity and ask lots of questions

SCARF: Avoiding triggers

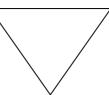


AWAY from Threat TOWARDS Reward

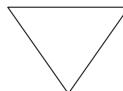
Coaching Style Leadership

- Opposite to commanding
- Asking open-ended 'Powerful Questions'
- Guiding to inner resources & self-direction
- Listening, mirroring: avoiding mentoring, preaching
- Generating self-reflection & self-awareness

Autopilot



Aware



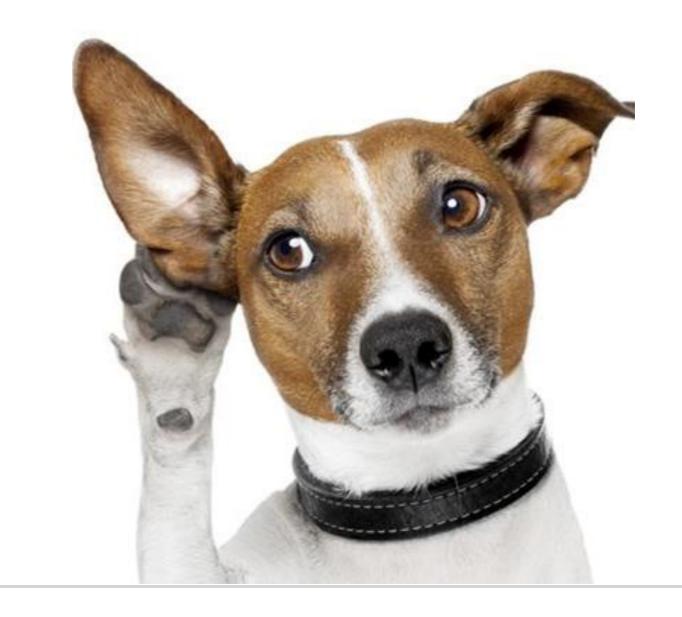
Connected

SOMETIMES

Remembering to S.T.O.P.

&

Communicating to Connect







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