Joyful and Effective Leadership

CSSO Symposium

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Emotional Regulation

The ability to manage one's actions, thoughts, and feelings in flexible ways to get the desired results

It makes us smarter and more effective leaders
You Have 3 Brains

**THE HEAD**
The seat of logic and intellect. However, the unconscious mind directs around 90% of our behaviors.

**THE GUT**
90% of the body's serotonin, involved in mood and management, is produced in the gut. Eat well to feel well.

**THE HEART**
There are more neural pathways running from the heart to the head brain than from the head brain to the heart.
Happiness
I’m charged with getting bottom line results. What does all this “happiness stuff” have to do with it?
A psychologically safe, joyful, and emotionally intelligent climate drives results.
Do you like your college?
I love my college
What drives climate?
About 70% of how employees perceive their organization climate can be traced to the actions of one person, the leader - the boss. Everyone watches the boss, people take their emotional cues from the top.

Daniel Goleman
Emotions are contagious
The more you give yourself the permission to be human, the better a leader you become.
Emotional Resonance

“Resonance, in terms of brain function, means that people emotional brains are in synch in a positive way.”

Daniel Goleman
Play
Start meetings with Gratitude

Morning Gratitude Notes

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Explicitly state that you will care for one another on a human level. AND REPEAT that over and over

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Listen with Attuned Resonance

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Connection matters more than anything

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You cannot be emotionally available to others unless you are emotionally available to yourself. And you cannot do that, unless you are mindful.
We can do anything in life…

Mindfully or Mindlessly

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4090
10
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When we are mindless...

We mistakingly believe disempowering thoughts and beliefs that aren’t true
Thoughts create feelings

Behavior reinforces thoughts

Feelings create behavior
This leads us to...

- Worry more
- Feeling more drained
- Not recognize when we are burning out
- Not communicate effectively
- Not recognize what we have control over and what we don’t
- Not recognize our triggers
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.

— Viktor E. Frankl —
Make the decision to slow down, and be more aware.

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Awareness gives us choice

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What is a thought that causes you some stress, or fear?

- What do you believe about the situation or the other person?
- What do you believe about yourself?
- What emotions come up for you?
- Where do you notice these emotions in your body?
A Initial screen with blank bodies
Use the pictures below to indicate the bodily sensations you experience when you feel SADNESS.

For this body, please color the regions whose activity becomes stronger or faster.

For this body, please color the regions whose activity becomes weaker or slower.

B Subject-wise colored activation and deactivation maps
Activations  Deactivations

C Subject-wise combined activation-deactivation map
Random effects analysis and statistical inference
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Awareness is the first step towards equanimity
Equanimity

Mental calmness, composure, and evenness of temper, especially in a difficult situation

Having a heart that is ready for anything

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How do we experience more equanimity?

- Ask yourself two questions:
- What is happening right now? Inside of me
- Can I be with this?

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When you name it, you tame it.
• You are not your emotions

• All emotions and all sensations come and go

• Love the part of yourself that is feeling

• As soon as you become an observer of it, you are no longer hooked. You now have choice about how to move forward

• Awareness alone is often all you need
4 Ns

• Notice
• Name
• Normalize
• Nurture

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Give yourself the permission to be human
The ability to soothe yourself in the face of adversity is what allows you to show up powerfully for your people.
If I am not for myself, who will be for me?

כָּא שֶׁאֵין אָנִי לִי מְרִלִי?

But when I am only for myself, what am I?

וּכָשֵׁם לְצַמֵּיהּ מָדָא אָנִי?

And if not now, when?

רָאוֹ הָלָּא צַמֵּיהּ צָמָהָאָיָא?

[Rabbi Hillel * Pirkei Avot* 3:14]
A final component

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Big vision requires big support

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In the absence of support, environment takes over

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