

Developing Your Self Leadership

Expanding Our Mindset from Liability to Performing Asset Thinking

Premises

- You are your own best coach
- You are not your thoughts or feelings
- Growth is incremental, not a straight line
- Quantum leaps occur unexpectedly
- Small changes in any part of your life supports bigger changes
- Challenges are rich opportunities for growth
- Being patient and kind to yourself helps

Mindset – Portfolio of Assets

Beliefs, Attitudes, Opinions, Interpretations, Expectations, Judgments

- Performing Asset mindset yields desired outcomes
- Non-performing asset mindset is an obstacle
- Manage your allocation and re-balance
- Check your portfolio regularly with detached observation
- Notice your mindset or “stories” without judgment
- Use a practice that helps slow down thinking; “It’s a thought.”

Non-Performing vs. Performing Asset Mindset

- This is too hard
 - I'll never learn/get this
 - I'm not good at..
 - Everyone knows more than me
 - I'm so burned out
 - I can't get along with this person
 - I'm totally overwhelmed with..
 - I'm really frustrated with...
- I'll figure this out
 - I can take one step at a time
 - I can plan out my learning curve
 - I can ask for help
 - I can learn to start saying no
 - I can focus on positive aspects
 - It's ok to struggle with change
 - I can plan my work and work my plan

Self-Coaching Process

- Notice when your mindset pulls you into a downward spiral
- Acknowledge – no judgment. Name the emotion.
- See yourself at the top of a “fork in the road”
- Ask yourself an open-ended question
- Pause, ask again, pause
- Answer/pivot/imagine an improved perspective in a realistic way
- Begin to tell yourself a new story

Self-Coaching Questions

- What's another way to look at this?
- What's in my control right now?
- How do I choose to feel about this?
- What new mindset/story will help me feel this way?
- What am I learning from this?
- What is this situation teaching me?
- What is good about this situation?
- What's a new way to handle this?
- What are my options?

Let's Self-Coach – Break Out Groups

- State a NP mindset out loud – accept/detach/fork in road
- Ask yourself a self-coaching question; pause; ask again
- Answer out loud- pivoting to an improved yet realistic mindset
- Group asks: What would looking at it this way do?
- Group asks: What new story can you begin to tell yourself about this?
- Group offers encouragement vs. solutions
- Share a “re-framed” story to the larger group

Self-Coaching Debrief

- How did you find the practice?
- What did you learn by doing this?
- Who would like to share a “pivot” to an improved mindset?

Summary: What It Takes to Self-Coach

- Awareness
- Acceptance
- Asking
- Anywhere and anytime
- Appreciation
- Applaud