



Self as Leader

New Leader Online Training June 2017



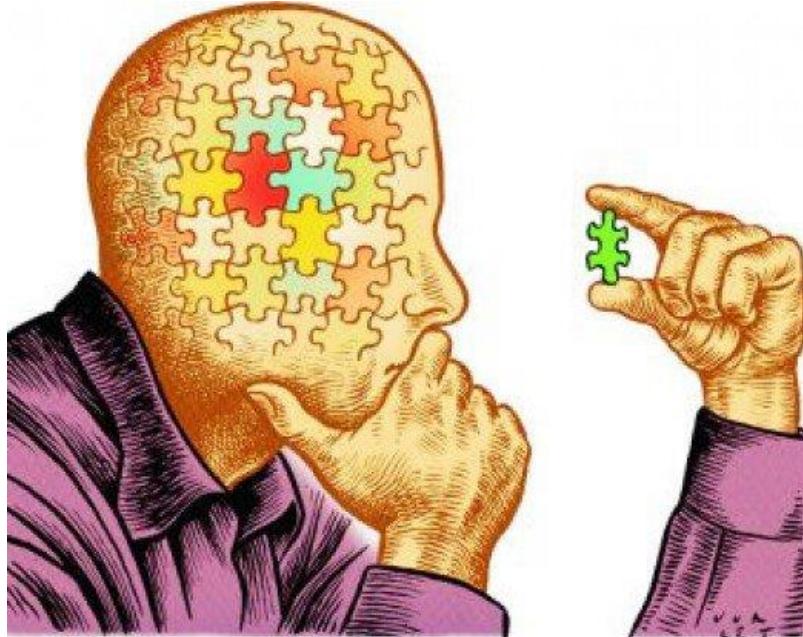
Overview of Session

- **Silence=ok**
- **Push yourself!**
- **Introduce yourself before you share**

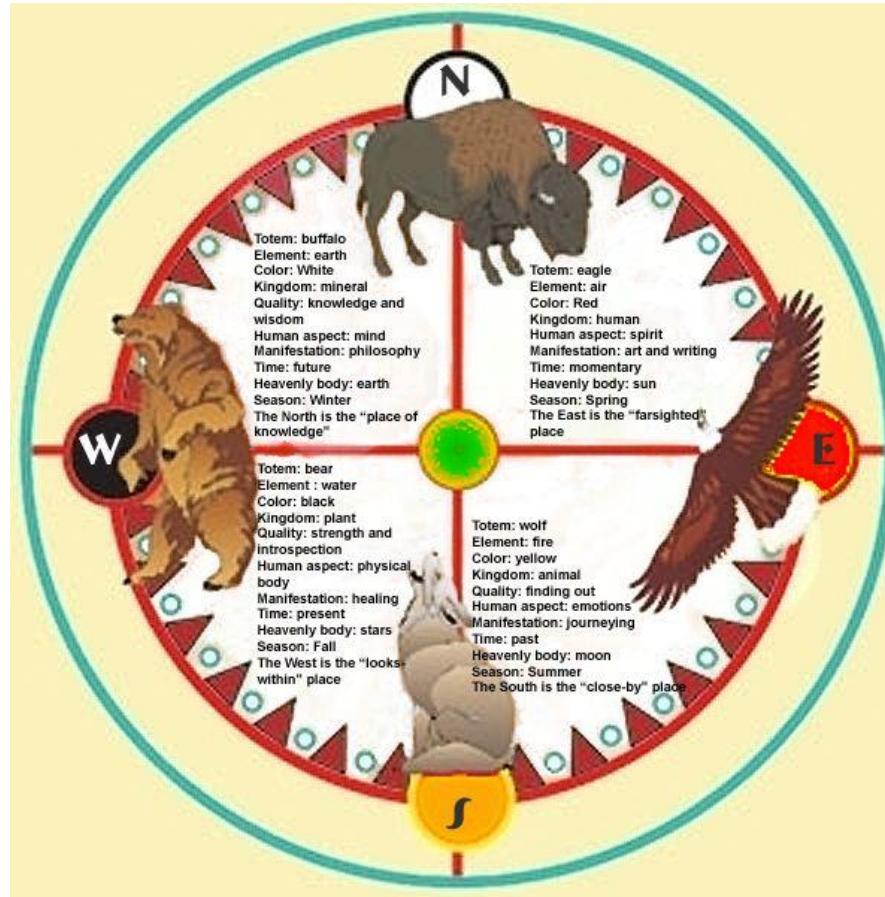
Overview of Session

- **Silence=ok**
- **Push yourself!**
- **Introduce yourself before you share**
- **Opening reflection**
 - Think of a leader you respect. What are some of their attributes?

Self Awareness in Leadership



Medicine Wheel Leadership Compass



Goals:

To name my own most natural tendencies and recognize how those play out in community.

To see what areas I can grow in both skills and understanding.

Medicine Wheel Leadership Compass

Nurturer – South

Gifts:

- Make space for everyone to be heard
- Good listening and facilitation skills
- Observant of group values
- Process focused
- Sensitive to people's individual feelings
- Always people first

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Challenges:

- Avoid conflict
- Struggle with goal achievement
- Don't like to take risks
- Can lose sight of goals
- Internalize difficulty
- Hard time refusing requests
- Easily lose track of time

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When they shine:

Times of grief/loss, welcome and hospitality, integral in creating a spirit of community

Medicine Wheel Leadership Compass

Teacher – West

Gifts:

- Good planning and documentation
- Detail oriented
- High standard for work product
- Practical and dependable
- Use data analysis and logic
- Introspective, critical thinker

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- Can over analyze
- Potentially insensitive to people's passions
- Hard time making decisions when there are many options. "Analysis Paralysis."
- May appear insensitive to other's emotions

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When they shine:

Training/state regulations, building professionalism, high stress scenarios

Medicine Wheel Leadership Compass

Mobilizer – North

Gifts:

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- Persevere through obstacles
- Decisive
- Good at organizing and motivating people for action

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- May be argumentative
- May be impatient
- Can get defensive
- Try to “out expert” others
- Can be impulsive

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When they shine:

Event planning, implementing new procedures, any time there's a lot to get done in a short amount of time.

Medicine Wheel Leadership Compass

Visionary – East

Gifts:

- Can see the big picture
- Innovative
- Likes problem solving
- Willing to experiment
- Idea oriented
- Strong at holding the mission and purpose

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- Struggle to follow through

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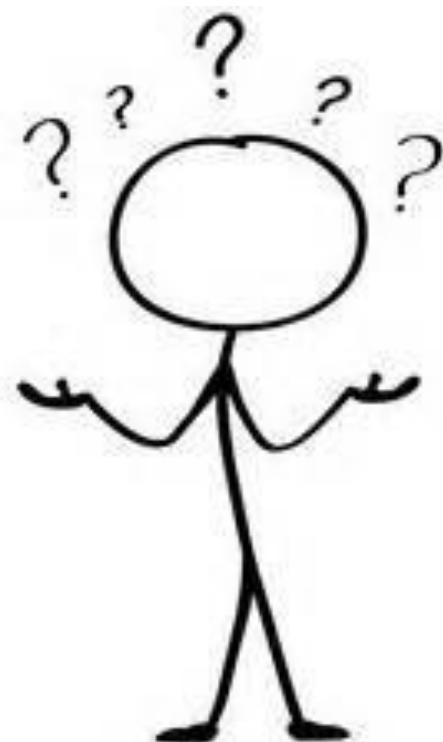
When they shine:

Mandate process, Times of growth, New communities/starting communities

Medicine Wheel Leadership Compass

Which direction do you tend to operate in?

How do you see that playing out in community/in your role?



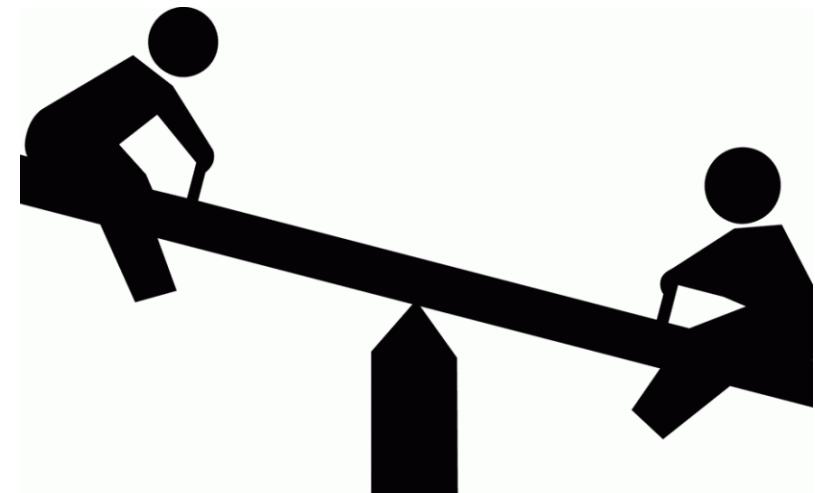
Medicine Wheel Leadership Compass

Scenario –

LTH Community core member died, how did these various characteristics in people show up?



Over and Under Functioning



Over and Under Functioning

Overfunctioning:

- Disguises itself as caring

-Responds to people's desire to be rescued from pain

-Prevents one from fully functioning in their own roles

-Comes from a place of anxiety

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- Communicates a sense of distress/need to others
- Self sabotaging
- Frequently asking for or alluding to need for help

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Optimal functioning:

Each person takes responsibility for themselves and the things they are involved with.

Over and Under Functioning

What is the difference between over functioning and supporting someone?



Over and Under Functioning

Support:

- Listening
- Offering Advice
- Providing tools to assist

Overfunctioning:

- Line between my life/responsibility and your life/responsibility blurs
- I take on responsibilities that are yours
- I feel responsible for your successes/failures



Over and Under Functioning

How do we support teams in moving toward optimal functioning?

Clarity and Boundaries

- With tasks – be clear with delegation
- With emotional systems – manage *self* well

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- Helps you:
 - Stay clear headed
 - Access your best skills
 - Maintain reasonable hope
 - Stay centered

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Non Anxious Presence

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 - Stay clear headed
 - Access your best skills
 - Maintain reasonable hope
 - Stay centered
- Cultivate a non anxious presence by:
 - Being present
 - Making peace with the groan zone
 - Not catastrophizing

Shadows of Leadership and Gifts of the Inner Journey



Shadows of Leadership and Gifts of the Inner Journey

Insecurity about identity and worth: the plunge into activity to prove that we are worthy, or to evade the question.



The inner journey helps us understand that identity does not depend on the role we play or the power it gives us over other people. We are valued in and for ourselves.

Shadows of Leadership and Gifts of the Inner Journey

Belief that the universe is a battleground, hostile to human interests.



The inner journey provides the insight that the universe is working together for the good. Harmony is more fundamental than warfare.

Shadows of Leadership and Gifts of the Inner Journey

Belief that ultimate responsibility for everything rests with us.



The inner journey gifts us with the knowledge that we are not the only game in town. We do not need to carry the whole load but can share it with others, liberating us and empowering them.

Shadows of Leadership and Gifts of the Inner Journey

Fear, especially fear of the natural chaos of life.



The inner journey gives us the understanding that chaos is the precondition to creativity.

Shadows of Leadership and Gifts of the Inner Journey

Living in denial of the fact that all things must die in due course.



The inner journey helps us understand that death finally comes to everything – and yet death does not have the final word. By allowing something to die when its time is due, we create the conditions under which new life can emerge.

Shadows of Leadership and Gifts of the Inner Journey

The fear of failure.

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"Don't tell them we failed. Tell them we decided to temporarily postpone our success."

The inner journey lets us remember that failure is always a source of new learning.

Review/Conclusion

Take a minute to remember what was shared today.

What is sticking with you? (New insight, discomfort, excitement...)



Questions?

