

**Lead Ourselves
Lead Others**



Objectives:

1. *Identify quality character traits of conscious leaders*
2. *Describe Emotional Intelligence*
3. *Introduce Emotional Scale*

The background features a textured, light-colored paper surface. In the upper right, there is a silhouette of a mountain range. On the right side, a willow tree with dark, drooping branches and small, dark buds is visible. The overall color palette is muted, consisting of various shades of beige, tan, and brown.

“I manage people”

-Jean Day

Faces you meet

- ❖ Intimidator
- ❖ Manipulator
- ❖ Joker
- ❖ Crusader
- ❖ Spoiler
- ❖ Know it all
- ❖ Narcissist
- ❖ Maverick
- ❖ Seducer
- ❖ Giggler
- ❖ Slacker
- ❖ Opportunist
- ❖ Pitiful
- ❖ Schemer
- ❖ Prince of Impatience

Quality Traits of Leaders

Intellectual Intelligence (Quotient) IQ required in business operations

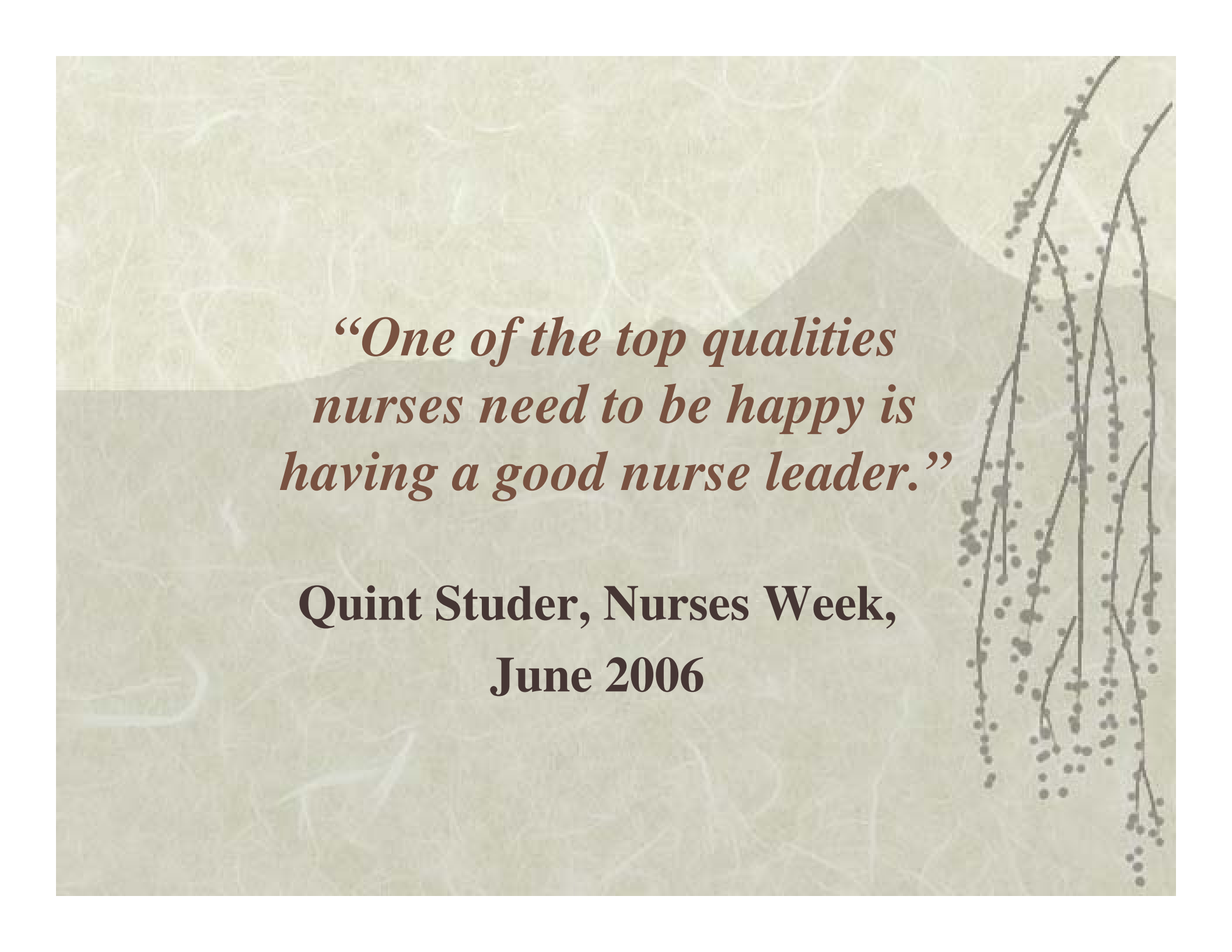
- ❖ Above average intelligence, required to operate a small business
- ❖ Research analyst
- ❖ Problem solver
- ❖ Decision maker
- ❖ Communicator/Informer
- ❖ Vigilance to detail
- ❖ Recall and reiterate facts and information
- ❖ Left brain dominant
- ❖ Cognitive/ Thinking

Degrees of Mastery

- ❖ Construction Management
- ❖ Project Development
- ❖ Organizational Politics
- ❖ Public Relations Consultant
- ❖ Politician
- ❖ Author
- ❖ Public Speaker
- ❖ Purchasing Agent
- ❖ Financial Advisor
- ❖ Crisis Management
- ❖ Information Specialist
- ❖ Marketing Agent
- ❖ Educator
- ❖ Mediator, Advisor, Counselor
- ❖ Inventor
- ❖ Research Analyst
- ❖ Fashion Critic
- ❖ Bio-Medical Specialist
- ❖ Policy Administrator
- ❖ Time Management Expert
- ❖ Psychotherapist



Doing



*“One of the top qualities
nurses need to be happy is
having a good nurse leader.”*

**Quint Studer, Nurses Week,
June 2006**

The background features a textured, light beige paper-like surface. In the upper right, there are faint, layered silhouettes of mountains. On the right side, a dark, stylized willow branch with small, round leaves hangs down. The text is centered in the middle of the page.

“Know thyself”

Scribes of Delphi via Plato

Emotional Intelligence (Quotient) EQ

enhances team relationships

- ❖ Self awareness and self growth
- ❖ Knowing your own emotions and managing your expression of these
- ❖ Understanding the needs of others
- ❖ Recognizing other people's emotions
- ❖ Managing relationships and the emotions of others
- ❖ Right brain dominant
- ❖ Intuitive/ Feeling



Being

Your authentic self

Authentic Self

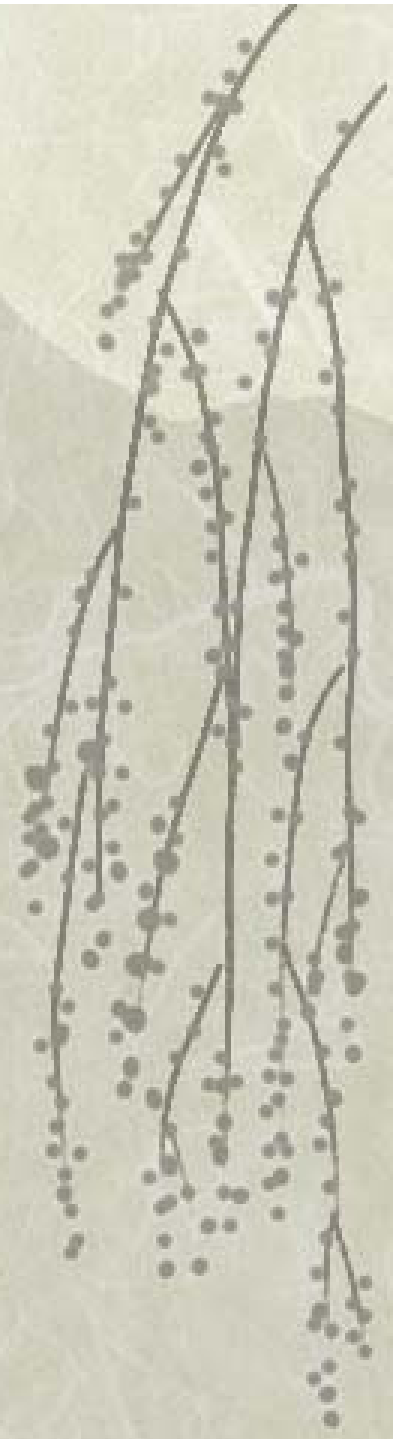
- ❖ Where do I stand, and what do others know about me?
- ❖ What do I want to create?
- ❖ What do I decide?
- ❖ What do I love to do?

Authentic Self

- ❖ What message do I send? (verbal and non-verbal)
- ❖ What vision do I behold?
- ❖ What do I know?

*“To know thyself takes a
great deal of courage.”*

Joel Bennett



Emotional Scale

by David Hawkins, M.D.



Peace

Joy

Love

Acceptance

Willingness

Neutrality

Courage

Pride

Anger

Fear

Desire

Grief

Apathy

Shame/Guilt

POWER vs FORCE

FORCE

- ❖ Low slow vibrational frequency
- ❖ Weakened energy
- ❖ Disempowered
- ❖ Primary impetus is personal survival

POWER

- ❖ High fast vibrational frequency
- ❖ 200 = Critical Response Point
- ❖ Balance point between weak & strong attractors

People you meet

- ❖ Intimidator
- ❖ Manipulator
- ❖ Joker
- ❖ Crusader
- ❖ Opportunist
- ❖ Know it all
- ❖ Narcissist
- ❖ Maverick
- ❖ Seducer
- ❖ Slacker
- ❖ Spaced Out
- ❖ Spoiler
- ❖ Schemer
- ❖ Pitiful
- ❖ Prince of Impatience

People you attract

- ❖ Joyful
- ❖ Attentive
- ❖ Considerate
- ❖ Gracious
- ❖ Self Confident
- ❖ Independent
- ❖ Grounded
- ❖ Flexible
- ❖ Tireless
- ❖ Willing
- ❖ Focused
- ❖ Compassionate
- ❖ Enthusiastic
- ❖ Daring
- ❖ Delighted
- ❖ Trustworthy

Controlling Leadership

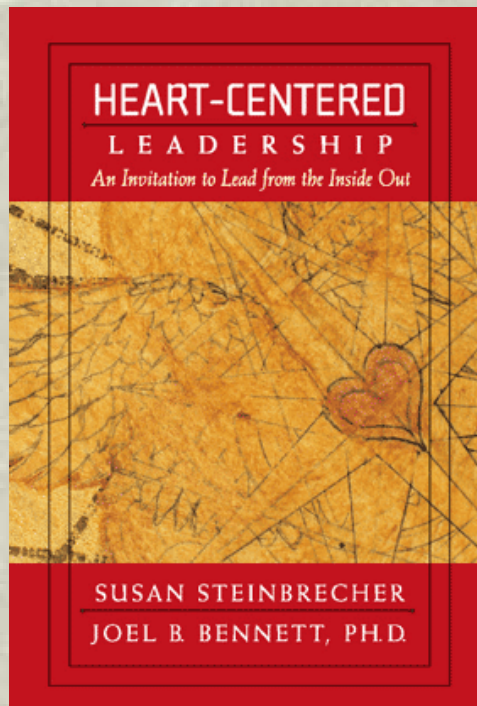
- ❖ Distrusting
- ❖ Impatient/impulsive
- ❖ Condescending/insulting
- ❖ Demanding/overbearing
- ❖ Self important/superior
- ❖ Aggressive/intimidating
- ❖ Critical/judgmental



Conscious Leadership

- ❖ Appreciative/grateful
- ❖ Attentive/present
- ❖ Enthusiastic/engaging
- ❖ Patient/tolerant
- ❖ Imaginative/creative
- ❖ Compassionate/understanding
- ❖ Observant/interested

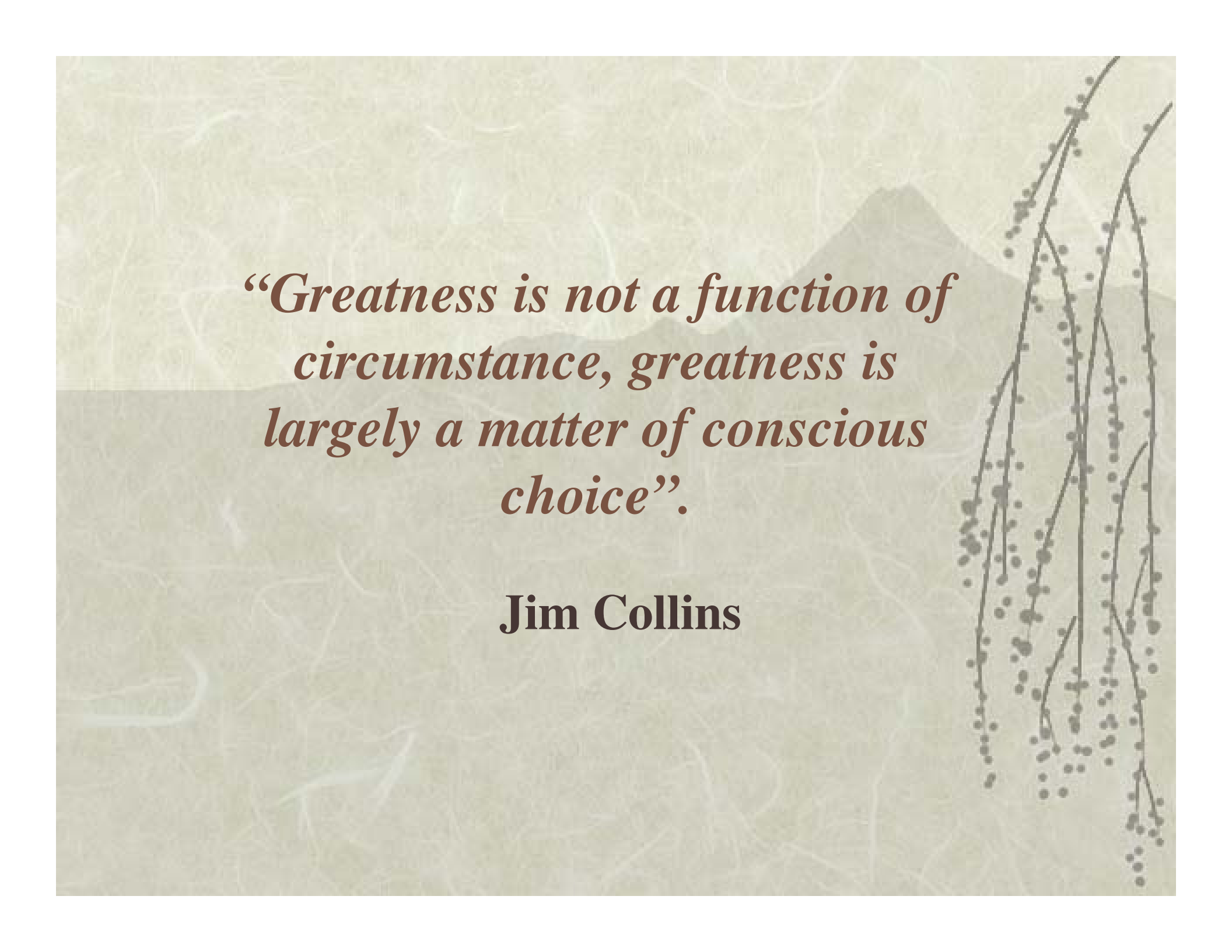
*360 Degree Heart-Centered Leadership
Evaluation Tool, by Joel Bennett Ph.D.*



The background of the slide features a soft, muted landscape. In the upper portion, there are silhouettes of mountains in shades of light brown and beige. On the right side, a dark, thin branch of a willow tree hangs down, adorned with numerous small, dark, round buds or leaves. The overall aesthetic is calm and naturalistic.

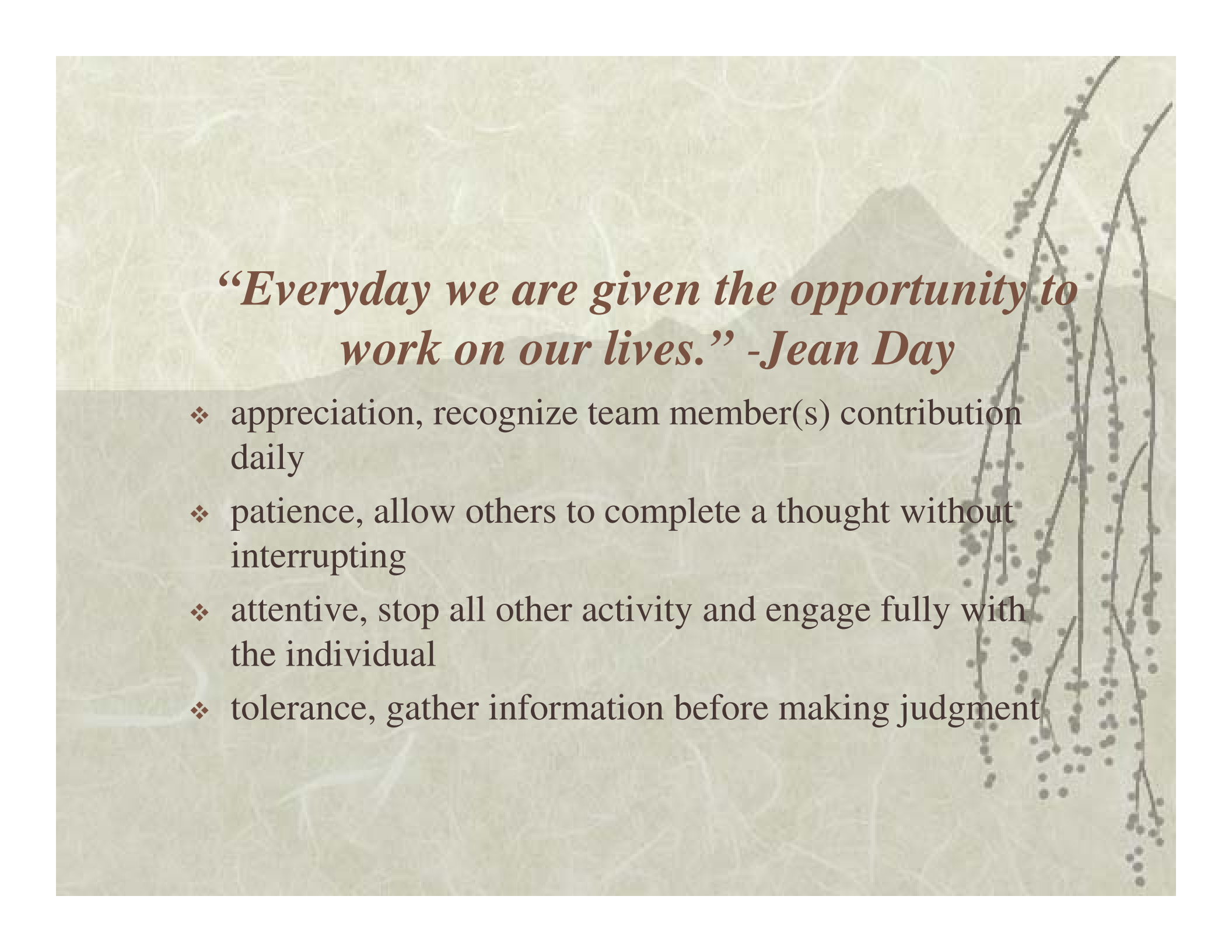
Heart Centered Leadership

Having the wisdom, courage, compassion to lead others with authenticity, humility and service.

The background features a textured, light-colored paper surface. In the upper right, there is a faint, stylized illustration of a mountain range. On the right side, a willow tree with long, thin branches and small, dark, round leaves is depicted. The text is centered in the middle of the page.

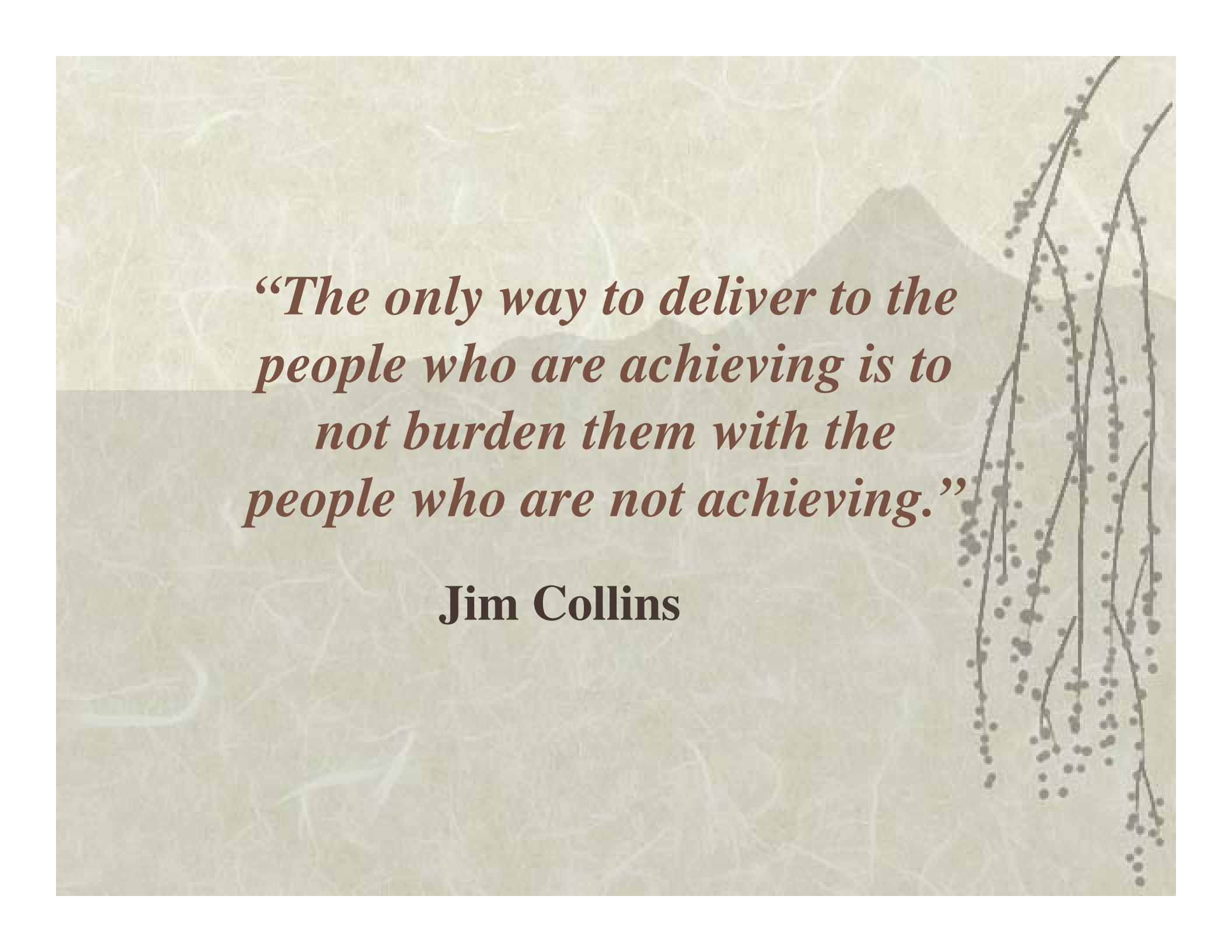
*“Greatness is not a function of
circumstance, greatness is
largely a matter of conscious
choice”.*

Jim Collins



“Everyday we are given the opportunity to work on our lives.” -Jean Day

- ❖ appreciation, recognize team member(s) contribution daily
- ❖ patience, allow others to complete a thought without interrupting
- ❖ attentive, stop all other activity and engage fully with the individual
- ❖ tolerance, gather information before making judgment

The background of the slide features a soft-focus landscape. In the upper portion, a range of mountains is visible under a pale sky. In the lower right corner, the dark, slender branches of a willow tree hang down, adorned with small, dark buds. The overall color palette is muted, consisting of earthy greens, browns, and greys.

“The only way to deliver to the people who are achieving is to not burden them with the people who are not achieving.”

Jim Collins

Predictable stages of Relationship

- ❖ Form
- ❖ Storm
- ❖ Norm
- ❖ Perform



Form :Following mentality, awaiting direction, asking questions, discovery of purpose of relationship, mutual objectives. Members test tolerance of organization and leader.

❖ *“First get the right people on the bus”*

(hiring the right people)

- Character attributes vs. educational background, specialized knowledge or work experience
- Work ethic
- Basic intelligence
- Dedicated to fulfilling commitment
- Core values “Who are they and how did they get here?”

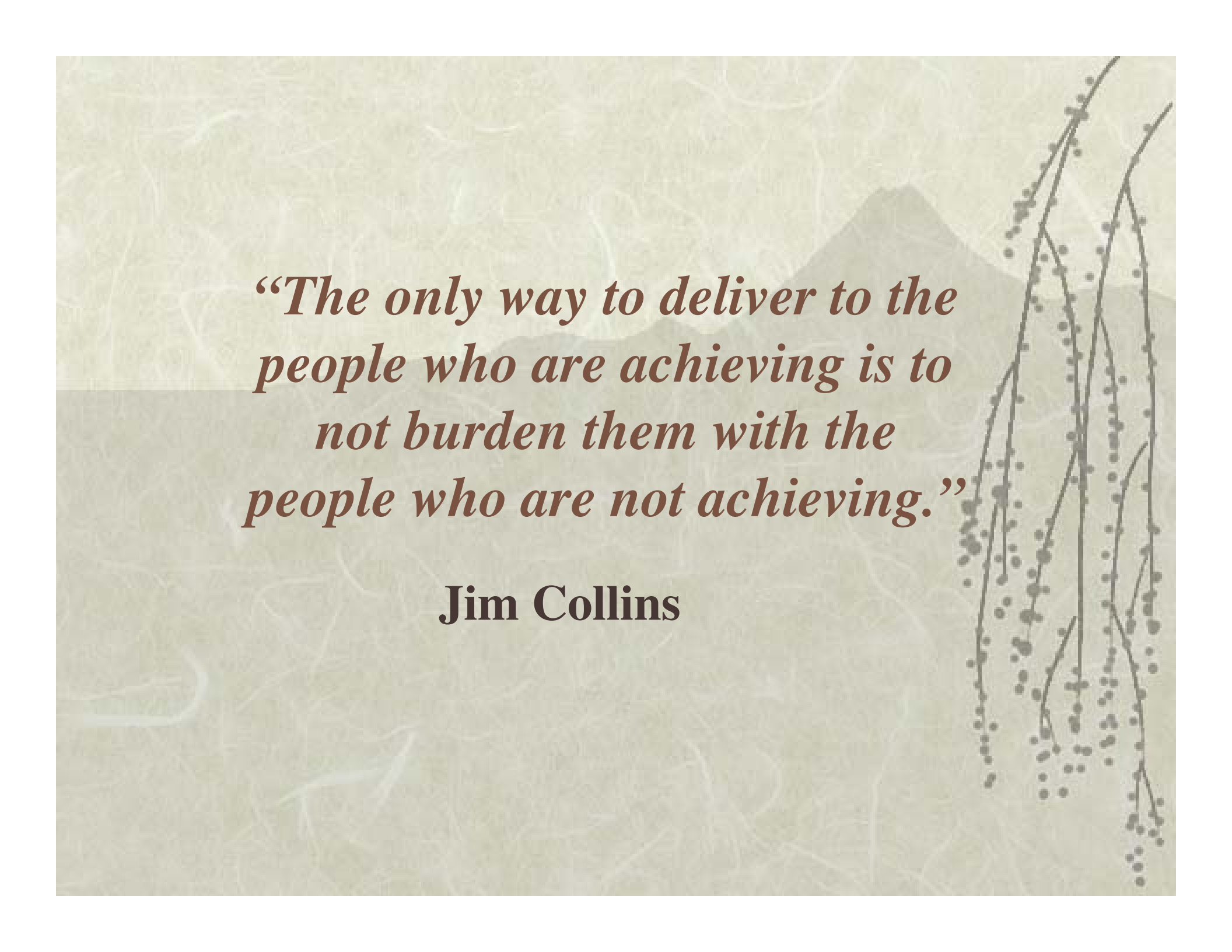




Storm

- ❖ Scrutiny and criticism of other team members.
- ❖ Period of evaluating differences, and discerning of mutual ground. Division, taking sides, silent leaders emerge when designated leader does not provide necessary structure, direction and focus on primary objectives supporting the mission of the team. Disagreements are expected and intervention by leader is essential to achieve equilibrium of team dynamics. Restore order.



The background features a textured, light-colored paper surface. In the upper right, there are faint, stylized mountain peaks. On the right side, there are dark, thin branches of a willow tree with small, dark buds or leaves. The overall tone is muted and artistic.

“The only way to deliver to the people who are achieving is to not burden them with the people who are not achieving.”

Jim Collins



Norm:

- ❖ Agreement and consensus is largely formed among team members, willingness to accept facilitation by leader. Group decisions are common, or smaller teams within the group make decisions. Commitment to others and desire for unity is strong. Members, not leader, organize socializing events outside of the work environment. Disagreements not addressed with sensitivity may return to storming, leader often required to moderate dialogue or intervene.

“You find ways to give people the opportunity to express who they really are, their natural skills and talents – through their work.”

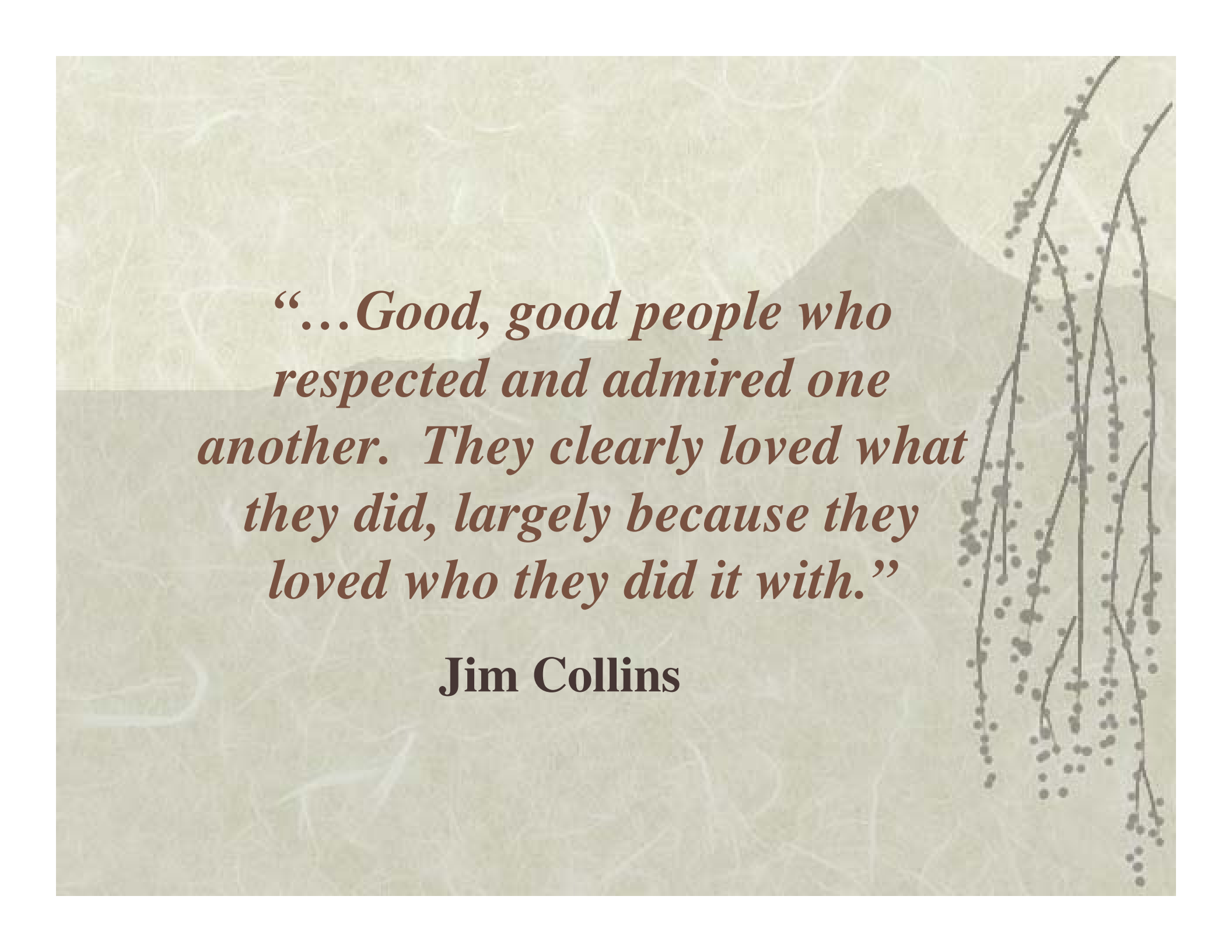


Joel Bennett

Perform

- ❖ Team knows purpose and clearly why they do what they do. The team demonstrates high degree of autonomy, and assistance from leader is sought for advisement. Disagreements are resolved with the team positively and change is addressed by desire for improvement and restoration of wholesomeness of the team.






“...Good, good people who respected and admired one another. They clearly loved what they did, largely because they loved who they did it with.”

Jim Collins

*“The vision provides direction and
is the very heart of why we stay on
the bus.”*

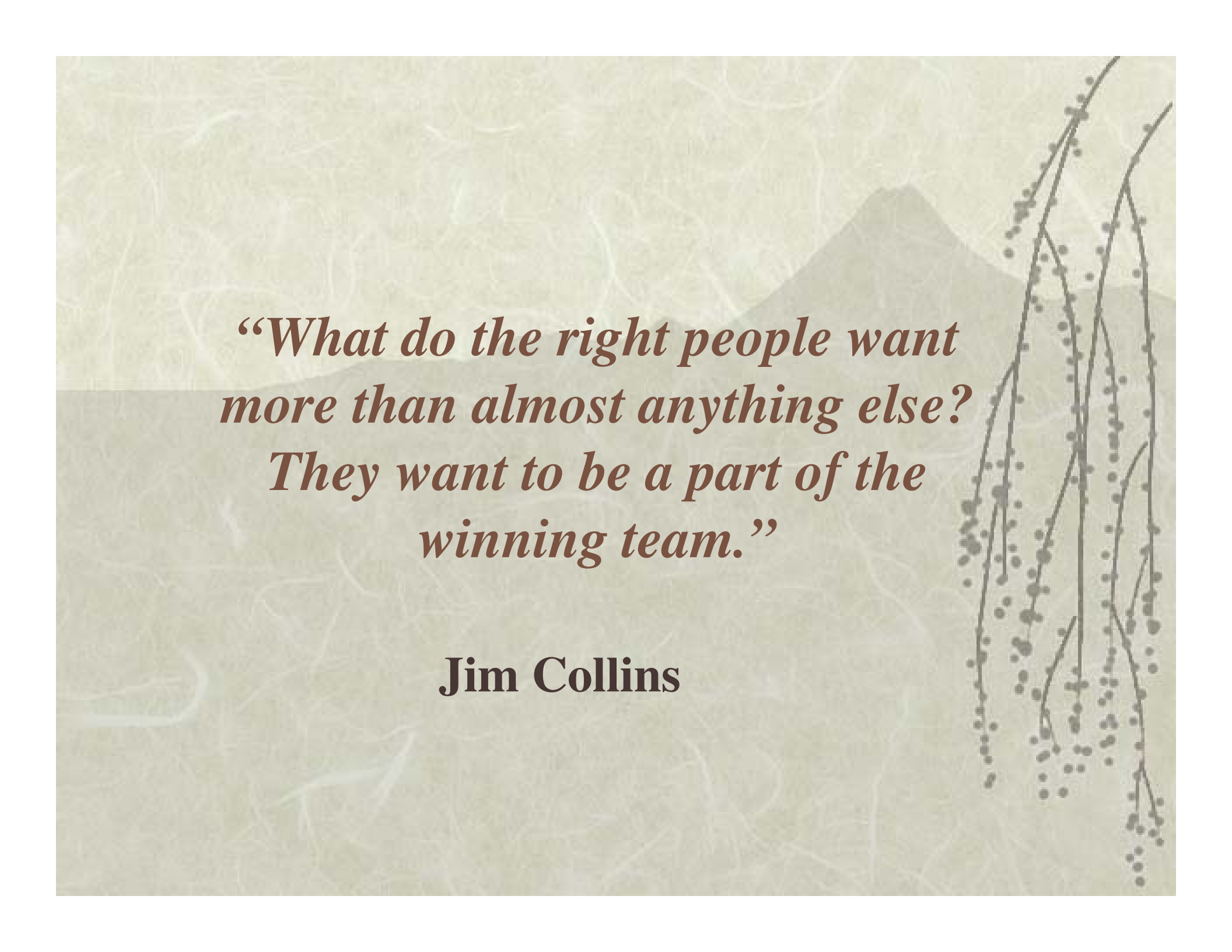


Jean Day



*Build a vision statement based on
beliefs of the team.*

- ❖ Primary Motivators
 - Customer Service
 - Diversity & Individuality
 - Effective Communication
 - Professionalism & Independence
 - Quality & Consistency



*“What do the right people want
more than almost anything else?
They want to be a part of the
winning team.”*

Jim Collins

Recommended Books

Emotional Intelligence; Daniel Goleman, author; Bantam Books, Publisher

Good to Great; Jim Collins, author; Harper Collins, Publisher

Power vs. Force; David Hawkins, MD, PhD., author; Hay House, Inc., Publisher

Power of Intention; Wayne W. Dyer, PhD., author; Hay House, Inc., Publisher

Heart-Centered Leadership: An Invitation to Lead from Inside Out; Joel Bennett, PhD., author; Black Pants Publishing, Publisher

First Break all The Rules: What the World's Greatest Mangers do Differently; Marcus Buckingham & Curt Coffman, authors; Simon & Schuster, Publisher

The Stirring of Soul in the Workplace; Alan Briskin, author; Berrett-Koehler Publishers, Inc., Publisher

The Four Agreements; Don Miquel Ruiz, author; Amber-Allen Publishing, Inc., Publisher

**Team Building isn't an
event it is an everyday
commitment**

