

leading with heart



Pro Bono Institute Virtual Conference
June 12, 2020

Leading with Heart

Identifying & Activating Your Inner Resources



1. Check-In & Your Topic

My mind is: _____

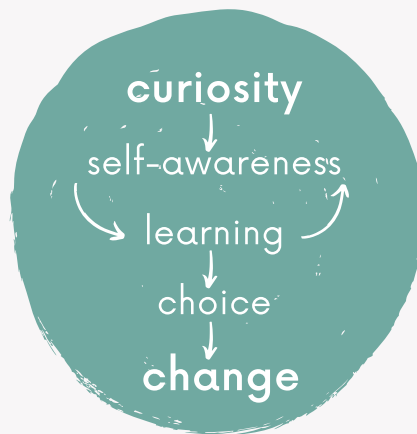
My body is: _____

My heart is: _____

My spirit is: _____

My topic for today is: _____

2. Coaching & Leadership



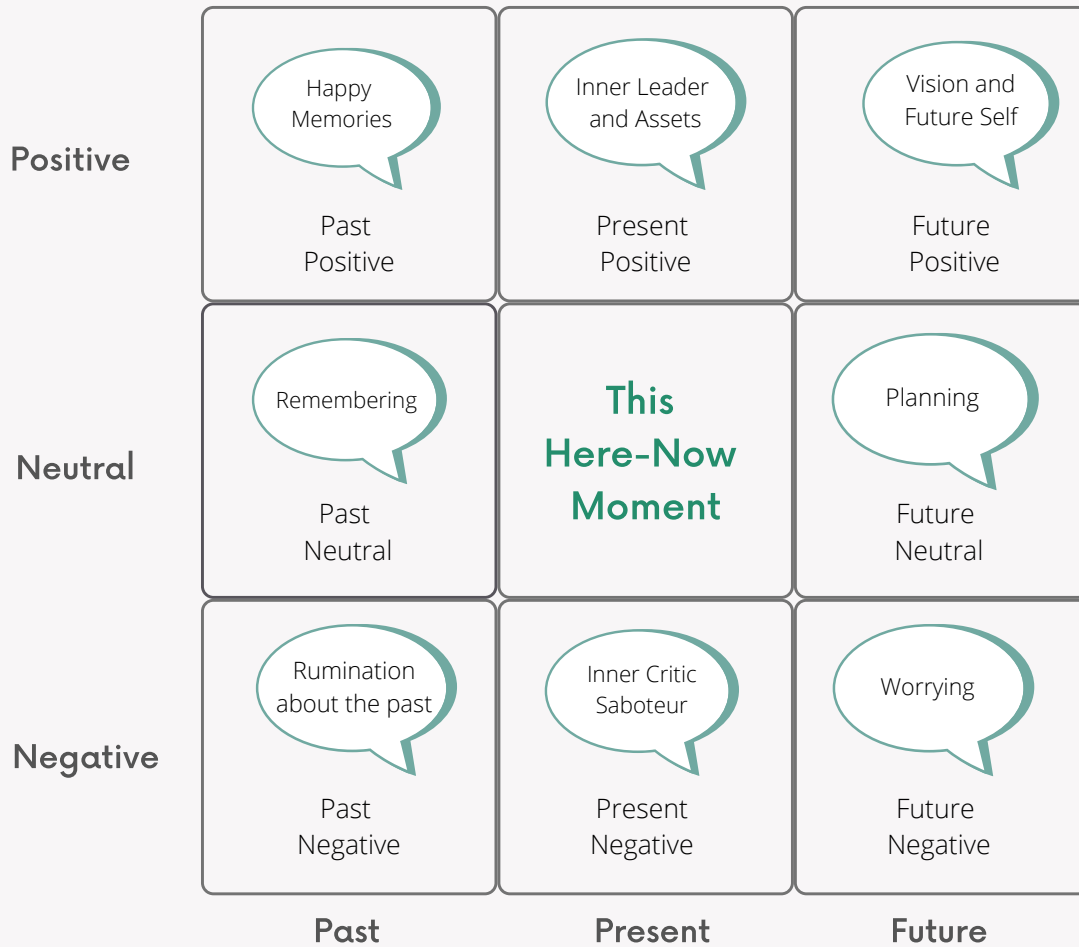
3. Identifying Your Inner Resources



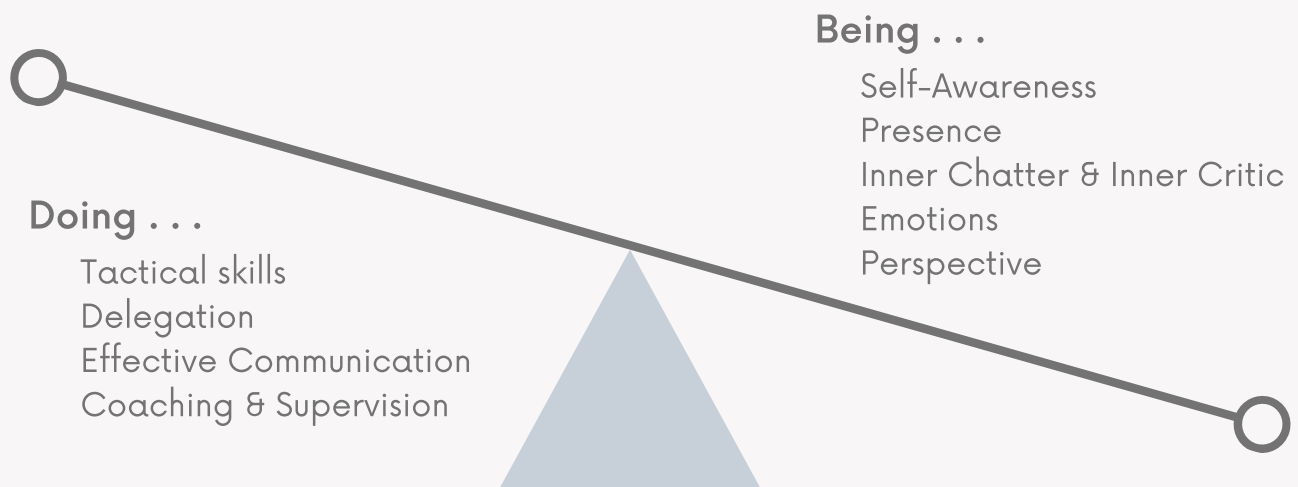
- **Mind:** Inner Chatter & Mental Fitness
 - Intercept Inner Critics
 - Identify Inner Leader
 - Tap Inner Assets
- Choose Your **Perspective**
- Be Aware of & Accept **Emotions**
- Be in Your **Body**



4. Presence: Here-Now Moment



5. Leadership: Doing and Being





6. Your Inner Critics (Saboteurs)



The Judge

Identify one of your Inner Critic voices. What is its negative message to you?

How might that negative message be showing up in relationship to your topic?

Most Common Inner Critics (Saboteurs)

		MOTIVATION		
		Independence	Acceptance	Security
STYLE	Assert	 CONTROLLER	 HYPER-ACHIEVER	 RESTLESS
	Earn	 STICKLER	 PLEASER	 HYPER-VIGILANT
	Avoid	 AVOIDER	 VICTIM	 HYPER-RATIONAL

From "Positive Intelligence" by Shirzad Chamine (2012), used with permission
See also: <https://www.positiveintelligence.com/assessments/>



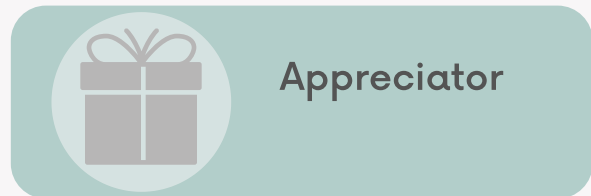
7. Your Inner Leader (Inner Advisor)



What is your Inner Leader/Advisor's response to your Inner Critic's negative message?

What does your Inner Leader/Advisor observe about your topic?

8. Your Inner Assets (Allies)

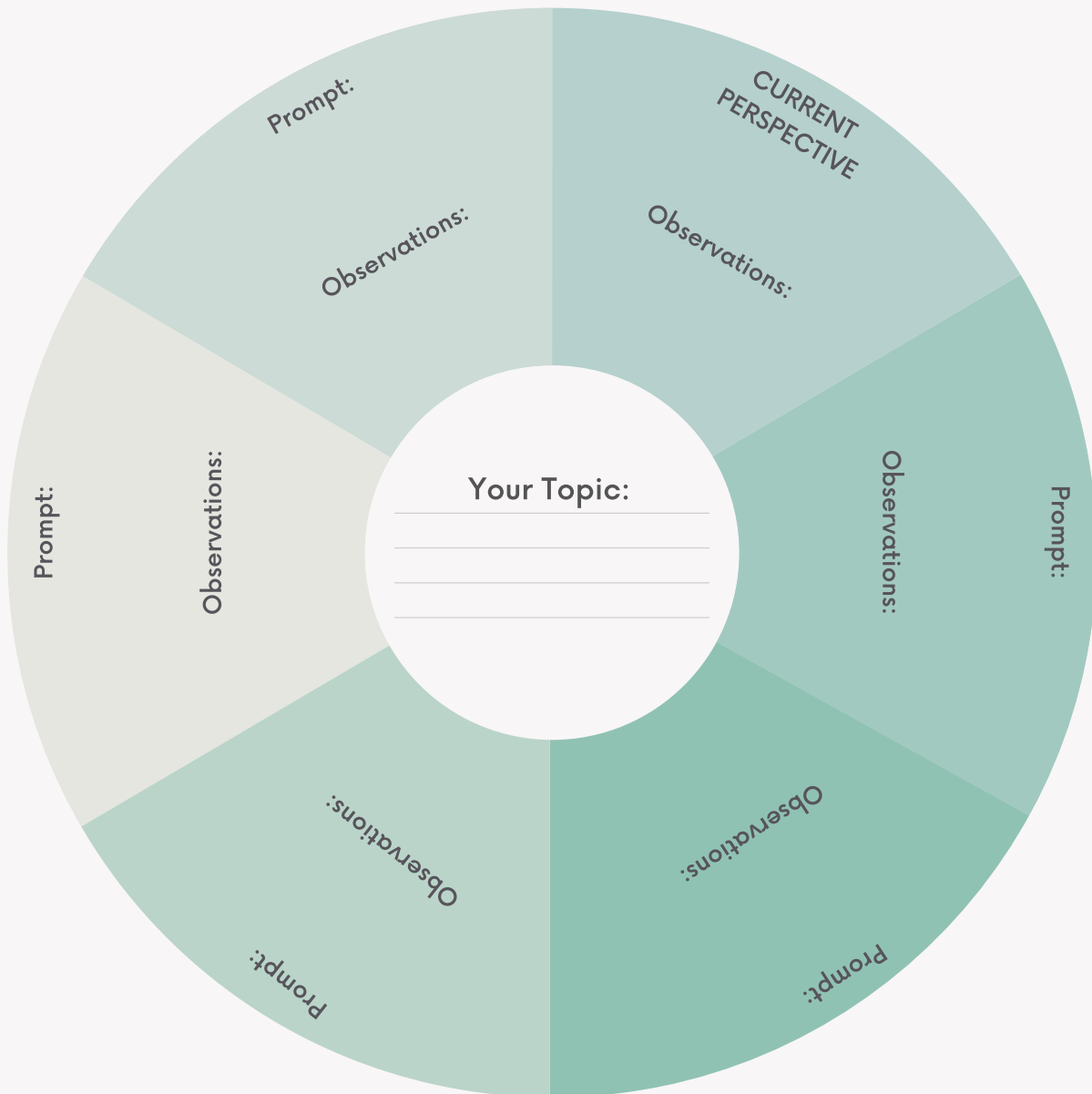


Brainstorm your list of inner assets, resources, or strengths (come up with at least five):

Using the mindset of one of those inner assets (strengths), think about your topic. What do you notice?



9. Perspective as a Choice



Which of these new perspectives is most useful to you?

Using that new perspective, brainstorm all of the things you could do to take forward action on your topic:

10. Putting It All Together: Responsibility

Above the Line:

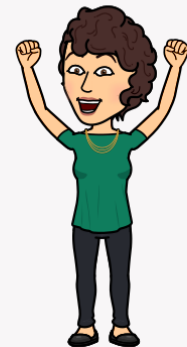
"By Me" orientation

"I make my life happen"

Posture: agency

Experience: curiosity and appreciation

Key Questions: what can I learn? what do I want to create?



Responsibility



Below the Line:

"To Me" orientation

"Life happens to me"

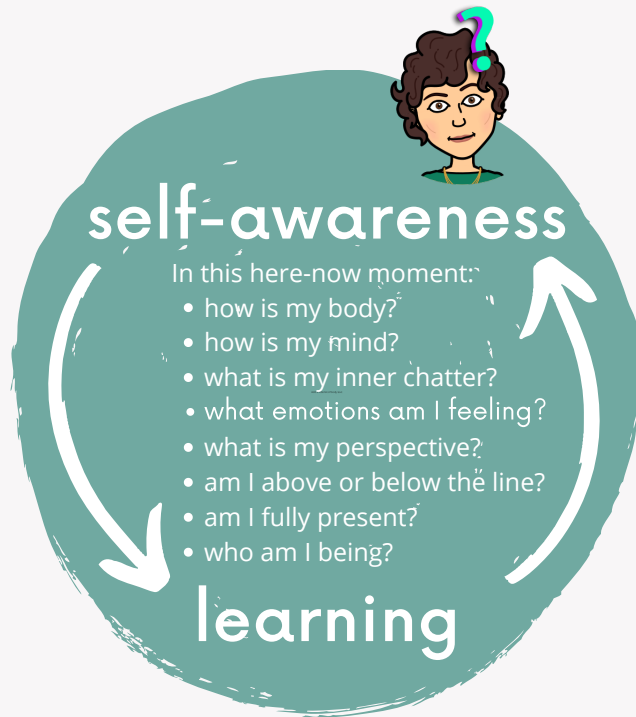
Posture: victim

Experience: blaming and complaining

Key Questions: why me? whose fault is this?

Modified from *4 Ways of Leading in the World*, from "The 15 Commitments of Conscious Leadership," by Jim Dethmer, Diana Chapman, and Kaley Warner Klemp (2014).
<https://conscious.is/resources>

11. Deepen the Learning & Forward the Action



Deepen the Learning: what is one key learning or takeaway for you from today?

Forward the Action: what is one action step you will take from today? What will you do and by when?



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