

P.A.U.S.E. for healthy resilience

P Purpose

A Attitude I manage my mindset through self-awareness, curiosity and empathy.

U Understand I unhook from an emotional hijack to choose how I respond to my circumstances, bringing

S Support a growth mindset, building on my strengths and with awareness of my sabotaging

E Energy behaviours that can undermine me.

“It not what happens to us, but how you respond that matters.”

Epictetus, Stoics

Leadership Equation

$$P = C \times M^2$$

Saboteurs

$$\text{Performance} = \text{Capability} \times \text{Mindset}^2$$

Values, Preferences,
Experience, Beliefs &
Perceptions

STRENGTHS · PROFILE

REALISED STRENGTHS

Strengths you use and enjoy

Perform well Energising Higher use

Use wisely

UNREALISED STRENGTHS

Strengths you don't use as often

Perform well Energising Lower use

Use more

LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

WEAKNESSES

Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

Your Full-60 Profile

Your unique Profile across 60 strengths

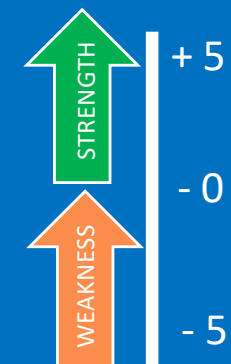
REALISED STRENGTHS	UNREALISED STRENGTHS	LEARNED BEHAVIOURS	WEAKNESSES
1 Change Agent	6 Courage	26 Listener	
2 Competitive	7 Adherence	27 Connector	
3 Work Ethic	8 Optimism	28 Judgement	
4 Enabler	9 Resolver	29 Gratitude	
5 Moral Compass	10 Counterpoint	30 Personal Responsibility	
1 Pride	11 Writer	31 Humour	
2 Time Optimiser	12 Service	32 Catalyst	
3 Incubator	13 Relationship Deepener	33 Legacy	
4 Authenticity	14 Personalisation	34 Improver	
5 Explainer	15 Curiosity	35 Strategic Awareness	
6 Creativity	16 Humility	36 Esteem Builder	
7 Innovation	17 Resilience	37 Adaptable	
8 Prevention	18 Self-awareness	38 Persistence	
9 Narrator	19 Emotional Awareness	39 Planner	
10 Detail	20 Compassion	40 Bounceback	
1 Spotlight	21 Empathic	41 Action	
2 Adventure	22 Unconditionality	42 Equality	
3 Persuasion	23 Organiser	43 Drive	
4 Feedback	24 Growth	1 Mission	
5 Rapport Builder	25 Centred	2 Self-belief	

WHAT IS A STRENGTH?

YOU PERFORM IT WELL

IT ENERGIZES YOU

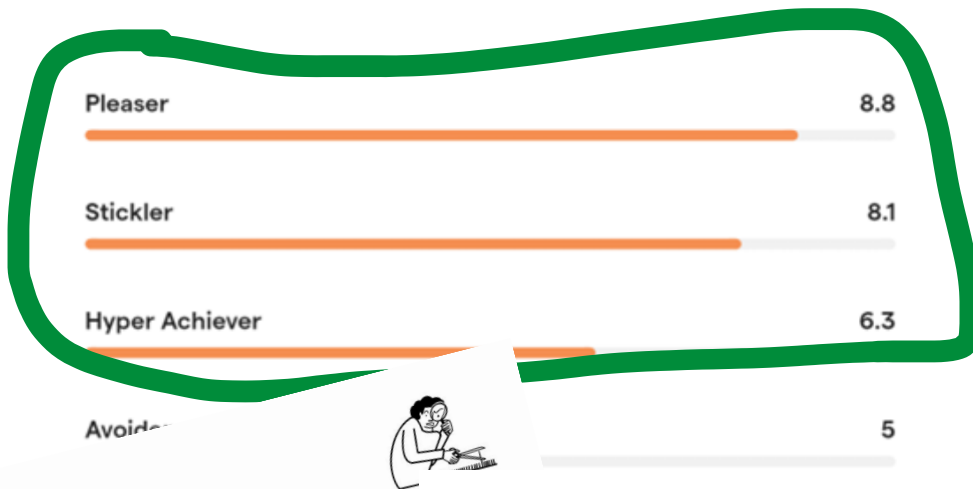
YOU USE IT OFTEN



SABOTEUR PROFILE

Focus on the top 2-4 only

Saboteur Assessment Results



STICKLER

Description Perfectionism and a need for order and organisation to make too many things perfect.

Characteristics Punctual, methodical, perfectionist. Can be irritable, tense, opinionated, sarcastic. Highly critical of self and others. Strong need for self control and self restraint. Works overtime to make up for others' sloppiness. Highly sensitive to criticism.

Thoughts Right is right and wrong is wrong. I know the right way to do it, don't do it at all. Others too often let me down. I need to be more organized and methodical. I hate mistakes.

Feelings Constant frustration and disappointment when living up to ideal standards. Anxious others will mess up the order and create frustration. Sarcastic or self righteous overtones. Surprised when things go wrong.

Justification & Lies This is a personal obligation. It is up to me to get it right. Perfectionism is good, plus it makes me a better person. There is usually a clear right way to do things. I know how things should be done. Causes rigidity and reduces flexibility. Different styles. Is a source of anxiety, self

PLEASER

Description Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.

Characteristics Has a strong need to be liked by people and attempts to earn it by helping, pleasing, rescuing, or flattering them. Needs frequent reassurance by others about their acceptance and affection. Can't express own needs openly and directly. Does so indirectly by having people feel obligated to reciprocate care.

Thoughts To be a good person I should put the needs of others ahead of my own. It bothers me when people don't do what I have done for them. They owe me. I've done too much and don't think of myself. If I don't rescue people they will be in trouble.

Feelings Expressing own needs directly may drive others away. My own needs may drive others away. I have been granted, but have difficulty



What are our saboteurs?



- Over-played strengths that trip you up when under pressure

Better self awareness and self management

Better understand triggers for me and others

Read the individual pages on to your top 2-3 saboteurs. Only include a 4th if it has an equal score to the 3rd. Circle on the page things that you relate to – 'that's really me!'

Under pressure, we can over rely on strengths.

Strength

Does it right, methodical, high attention to detail

Brings people with them, encourages, supportive

Great risk manager, procedural & looking ahead

Sets pace, brings new ideas, creative

Lead with clear direction
makes stuff happen, gets it done

Flexible, peace maker

Goal/result oriented, high standards, driven, inspiring

Principled, idealistic, values driven

Efficient, data driven, pragmatic

Stickler

Pleaser

Hyper Vigilant

Restless

Controller

Avoider

Hyper Achiever

Victim

Hyper Rational

Saboteur

Perfectionist, lost in detail, stuck, disempowers

Discretionary help, at what cost to themselves, suffocatee, disempowers

Anxiety-based worry about future unknowns, paralysis

Not finish, nor satisfied, avoids discomfort, not taking others along

Anxiety based, aggressive, binary, disempowers, low empathy

Passive, avoid rather than fail, avoids uncomfortable, procrastinates

Results over people, task/short term focus, miss big picture

Overwhelmed, helpless, negative, fixed mindset

Data & fact over emotion; inflexible, binary, low empathy



Exercise

Share your saboteur cocktail.

When you are triggered, how does it feel?

How does it impact you? How does it impact others?

How do your saboteurs undermine your leadership?

What triggers your saboteurs?

Rejection Being Patronized Suffocation Loss Abandonment

Anxiety Pressure Limiting Beliefs "I'm not good enough"

VALUES being stepped on!! Paradox

Toxicity Unfairness Cognitive Biases

JUDGING ME, YOU, THIS...
Listen for the "Should've..."

Exhaustion Parent child dynamics Disrespect Prove mode

WHAT TRIGGERS OUR SABOTEURS?

Perfectionism

Hurt SURVIVAL THREATENED
→ FIGHT, FLIGHT, FREEZE Anger Denial Disappointment

Aggression Humiliation Threat to LOVE Eustress tips over into
Distress Tension

Change V.U.C.A.D.A Growth mindset trips into
being Fixed Loss of Control

Fear Disrespect Polarity Competition
/ need to win /
need to be right

Ignorance Imposter Syndrome Perceptions &
Catastrophic fantasies



Meet the Judge, **Your Master Saboteur**. We all share this!! **It is an early warning system.**



All saboteurs are an accomplice to the Judge.

We judge ourselves. We judge others. We judge situations.

How do you know your Judge is activated?

Beware when you think or say the word "should" ...

"I should be investing more time in client relationships."

"I should be more patient."

"I shouldn't be so stressed,"

"I should be able to handle this."

"I shouldn't be so emotional/cold."

"I shouldn't have to be chasing them up."

"They should stop micro-managing me"

"They should know this stuff"

"The company shouldn't expect us to ..."

Managing Saboteurs

1. Call it in the moment.

- Recognize it's your monkey brain
- Breathe
- Unhook, Break state & reset before you respond

2. Plan for it

- Manage your mindset, know your triggers
- Reframe. Thoughts. Feelings. Behaviours.
- Power of Pause, 30' Leadership time

3. Strengthen your PQ.

- Power of Pause, 30' Leadership time
- Micro-mindfulness and PQ Reps
- Practice C.L.R. Celebrate. Learn. Recognize.
- Unlock the power of gratitude.
- Build Healthy Resilience habits



By breathing down
into the gut, we
trigger a brain hit
of serotonin, our
calming drug

AND BREATHE...

Imagine you are sitting in a
meeting and are triggered...
Feet anchored on the ground
Sit upright, straight back
IN & OUT THROUGH NOSE
Take 3 long deep breathes,
pushing it down into your gut.

micro- mindfulness

**With the lightest
touch rub your
thumb and
forefinger prints
together...**

PQ Reps



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The Power of Pause

30-minute leadership reflection time each week.

Pick a couple of questions that feel relevant to explore....

YOUR
LEADERSHIP
ACCELERATOR

- What did I lead well this week? What was the learning from it?
- What does success look like for me next week?
- What am I feeling grateful for? In my team? My strengths? In my relationships? In my life?
- When did my saboteurs get triggered? How did they show up in my behaviour? How did it feel? How can I manage this trigger differently. next time?
- Which relationships need a health check on the trust bank account? How will I strengthen the trust bank balance?
- What was my Empowering high and low point?
- What's happening next week I can think and plan for, so that I bring my best self? Plan to Influence? Plan to Align?
- What strengths can I use more explicitly and intentionally?



Emotional Agility

Able to experience our thoughts and feelings, positive and negative, and “show up” as the best version of ourselves more often



UNHOOK from the emotional hijack sabotaging you.

Be curious about **emotions as data not fact.**

“I am angry.”

“I am scared.”

“I am frustrated”

**Emotion becomes my identity.
I am treating it as fact.**

Vs

“I experiencing anger.”

“I am experiencing fear.”

“I am experiencing frustration”

Emotion used as a data point.

How do I want to show up right now?

Show Up. Name the emotion.

Unhook. Explore emotion with perspective, as data not fact.

How do I want to show up right now?

What do I learn with new perspective?

What's my reality? What's important for my values, My personal brand?

What saboteur is hijacking me?

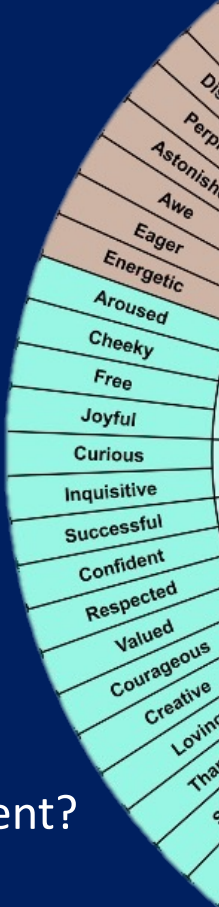
If I walk in their shoes, what are they feeling? What is their intent? What is my intent?

What's the bigger picture?

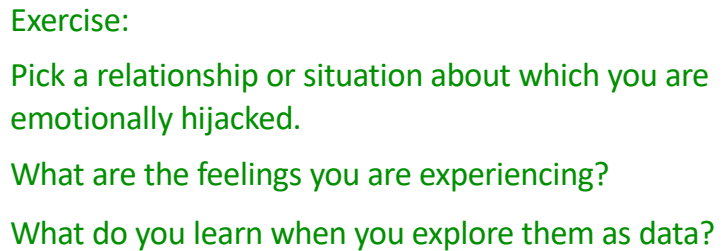
What's the importance of this relationship to me and my success or failure?

What do I want? What do they want?

What do I need? What do they need?



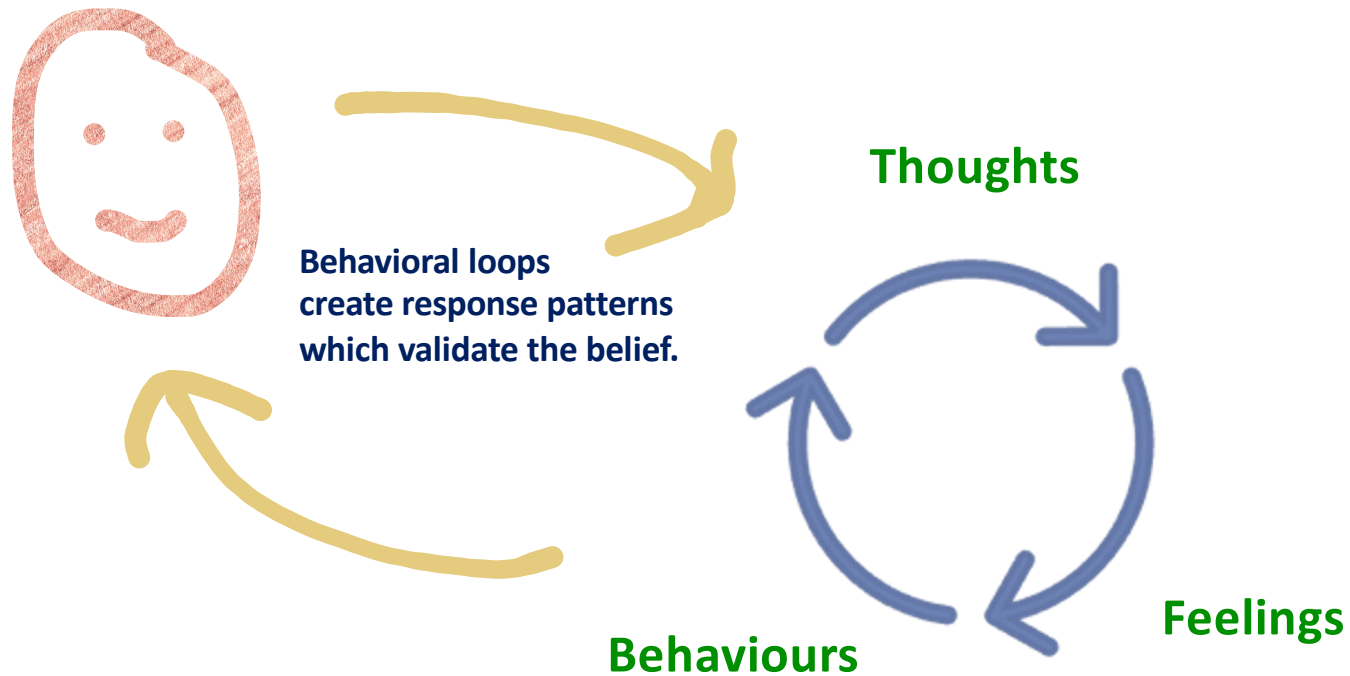
The diagram is a circular arc on the right side of the slide, containing a list of emotions. The emotions are arranged in a curved path from top to bottom: Disappointed, Perplexed, Astonished, Awe, Eager, Energetic, Aroused, Cheeky, Free, Joyful, Curious, Inquisitive, Successful, Confident, Respected, Valued, Courageous, Creative, Loving, and That's all. The colors transition from light blue at the top to dark blue at the bottom.



Reframe: You are in control of your thoughts.

- Emotionally High-Jacked
- Stuck in Negativity Loops
- Undermined by Limiting Beliefs

Catastrophic fantasies ...



Based on the Cognitive Behavioral Therapy method

Thoughts

They are aggressive. Controlling.
Take up all the space.

Reframe:

They need to be heard, to feel in control.
Probably because they are feeling less
secure than I think.
I can acknowledge what they have said.
Ask to bring a different perspective to
consider together.

Behaviours

Passive aggressive, arms
folded. Distracted. If I
get really triggered,
aggressive, argumentative
about their point.

Reframe:

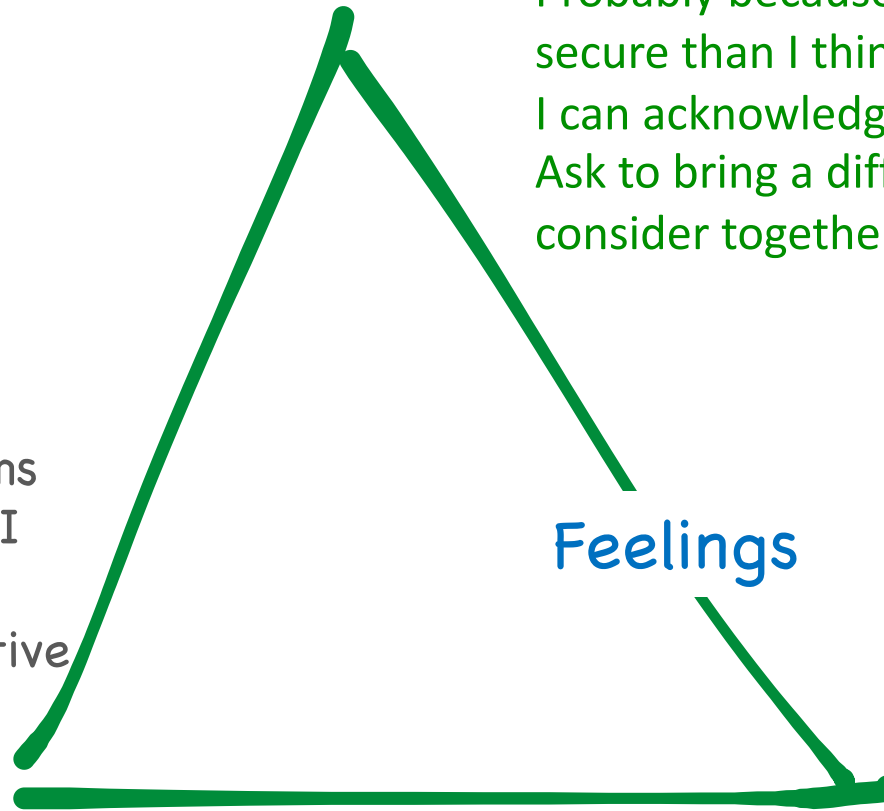
More positive, open
and able to contribute.
Not going into battle,
but bringing a different
perspective.

Feelings

Why do I bother
showing up.
Resentful. What's the
point.

Reframe

Calmer, more in control,
like I have a plan that's
in my control, less
reliant on controlling
them.



Reframe Perceptions

Step 1 What I Dislike ...	Step 2 Benefit to them is...	Step 3 Opposite of <u>What I Dislike...</u>	Step 4 Disadvantages of Opposite...
Describe the attitudes / behaviours that you dislike about this person.	What might be the benefits /desirable aspects of these behaviours?	What are the opposite traits of these attitudes / behaviours you dislike in Step 1?	What are the non-desirable aspects of these behaviours in Step 3?
This is how you experience them. Your reality.	Is it possible this is how they see themselves? Their reality.	Is it possible this is how you see yourself? Your reality.	Is it possible this is how they experience you? Their reality

“Maybe they are not difficult, just different.”



We need to have empathy and compassion for ourselves first, to be able to have it for others.

**What is the +1 I will commit to?
To better leverage my strengths, unhook from
emotional hijacks, and better manage difficult
relationships?**

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