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Professional Wellbeing

For Effective Leadership Within the In-house Sector

Antoinette Moriarty and Seán Ó Tarpaigh

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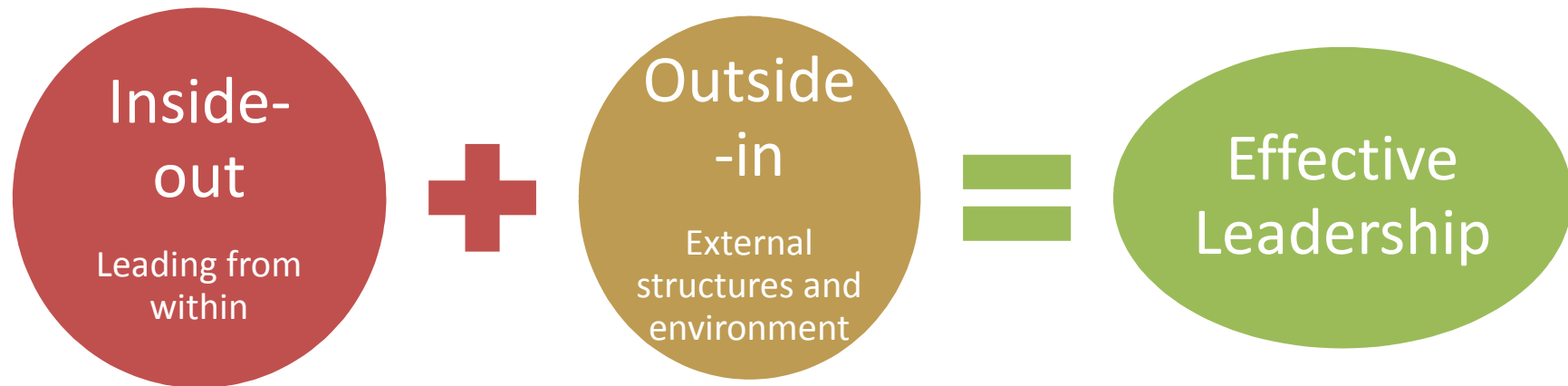
OVERVIEW

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- Why?
- Let's arrive.....
- The science bit: psychology and neuro-science of well-being and its link with effective leadership
- Let's breathe.....
- Over to you

What are the elements of effective Leadership development?



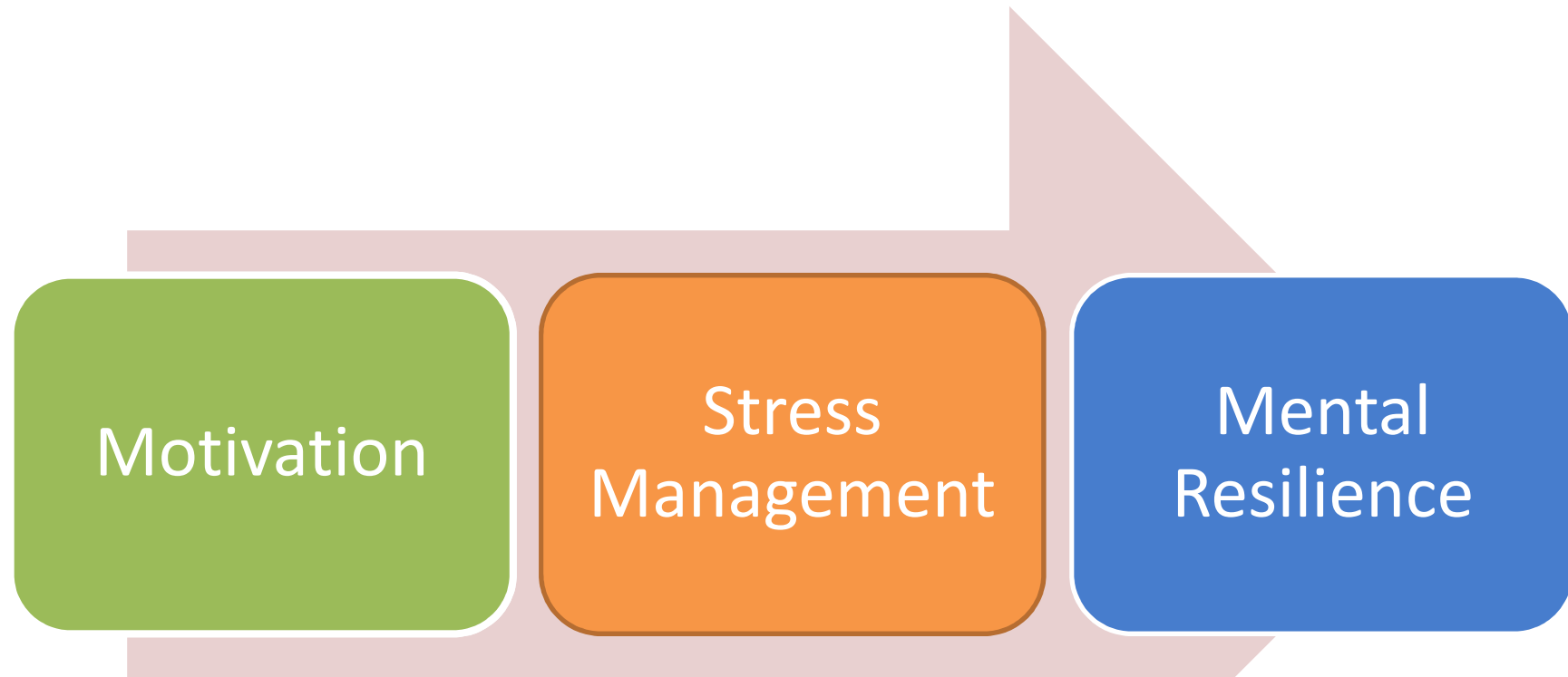


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Key aspects of Inside-out Leadership development



Motivation to become a Leader: what is YOUR why?

Internal (personal)

- Values
- Legacy
- Level of competence and expertise
- Personal growth
- Self-actualisation
- Psychological & Developmental Life stage
- Desire for connection & collaboration

External

- What is driving you from outside?
- Are these factors compatible with your internal motivators?



Stage	Psychosocial Crisis	Basic Virtue	Age
1	Trust vs. mistrust	Hope	Infancy (0 to1 ½)
2	Autonomy vs. shame	Will	Early Childhood (1 ½ to3)
3	Initiative vs. guilt	Purpose	Play Age (3 to 5)
4	Industry vs. inferiority	Competency	School Age (5 to 12)
5	Ego identity vs. Role Confusion	Fidelity	Adolescence (12 to 18)
6	Intimacy vs. isolation	Love	Young Adult (18 to 40)
7	Generativity vs. stagnation	Care	Adult hood(40 to 65)
8	Ego integrity vs. despair	Wisdom	Maturity (65+)



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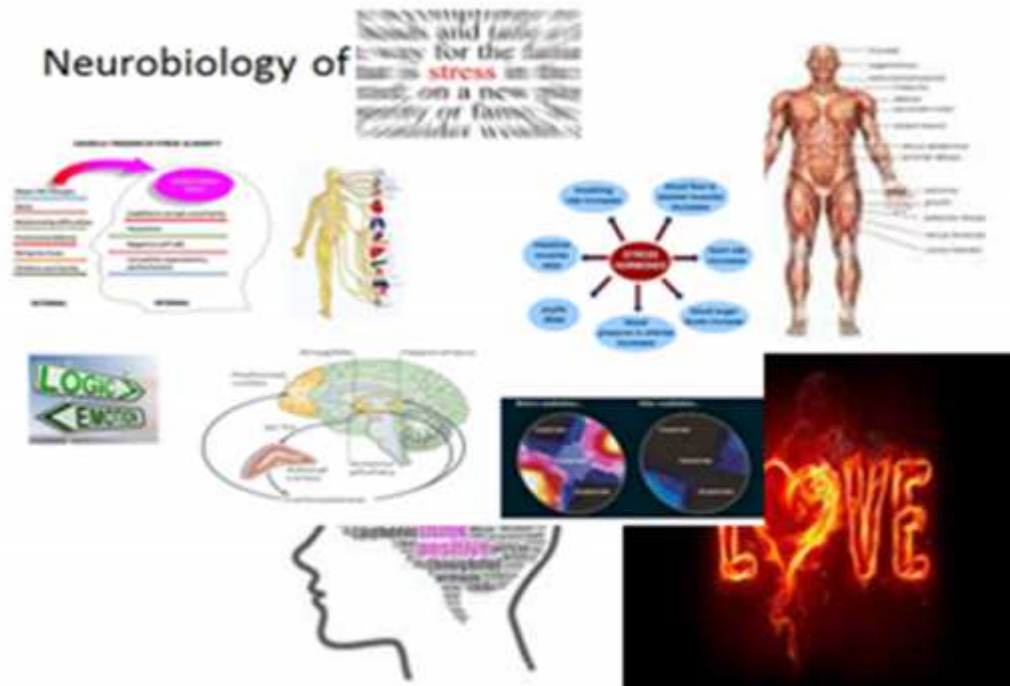
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Neuroscience of Stress- understanding your brain



Neuro-Psycho-Bio-Emotional Model of the Human BEing



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Stress 'flips' our brains from executive functioning to reactive reptilian functioning

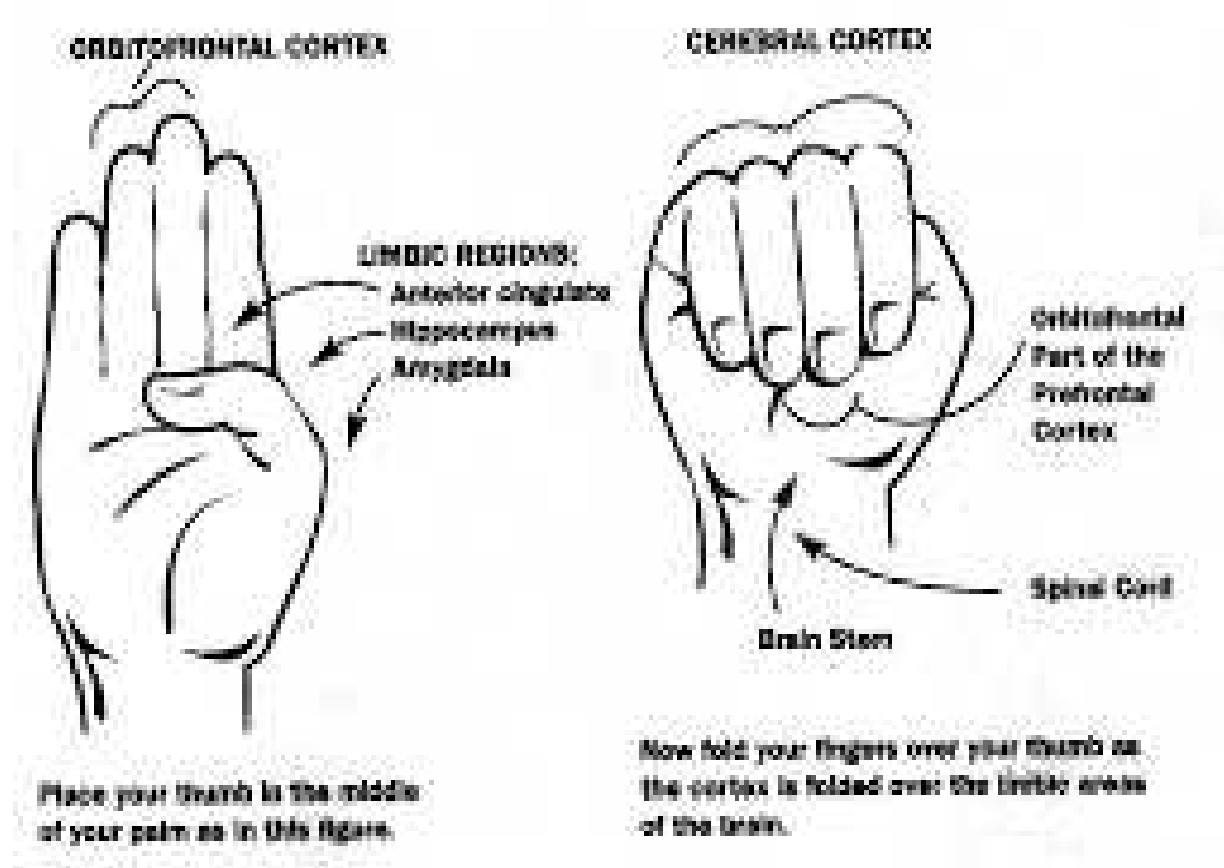


FIGURE 5

Organisational Dynamics and Healthy boundaries



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Relational Communication Model: Intersubjective, Co-created Process

What am I bringing in?

What am I picking up?

What am I falling into (enactments)?

What are my triggers?

How do I resource myself?



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Connection to ourselves and clients/colleagues



Empathy is **severed** when we are stressed, depleted and overwhelmed

What is empathy?

- Perspective taking
- Staying out of judgement
- Recognising emotions in other people
- Communicating that emotion back
- Showing you can relate to and contain their experiences & feelings



Domains of Resilience



Keystone habits build resilience



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Mind Full, or Mindful?

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Leading from the inside out is the most impactful way to lead

- Ground YOUR self so you can be fully present - not lost in the client's world
- Self-care is the pre-requisite to empathy
- Empathy is the foundation for connection with others
- Cultivate a beginner's mind; be curious
- Maintain healthy boundaries – key to professionalism
- Don't be lured into playing communication games – the only way to win is.....
- Get off the drama triangle!
- Resource yourself outside of work
- Maintain a strong personal identity
- Ditch your super-hero
- Create supports and an environment that combined allow you to be real (vulnerable)



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