

Leading Disruption Without “Being” Disrupted

Mindfulness training for thriving in the
face of change

Jennifer Davis



Give Yourself Permission To



Stop what you are doing/thinking

Take a breath

Observe what is happening: body, emotions and mind

Proceed to what is most important right now



Poll:



HOW WOULD BEING MORE PRESENT
HELP YOU IN YOUR WORK?



What Is Your Emotion or Mindset When...



Volatility – challenges can appear overnight and be of unknown duration and intensity

Uncertainty – forced to operate with incomplete information in unpredictable environments

Complexity – challenges are highly interdependent, difficult to map, there are unknown unknowns

Ambiguity – causal relationships are un-seeable; centering up on what something means is difficult





Mindfulness is a state where we are aware of our inner experiences, without being swept away by them.






SOUND SIMPLE?



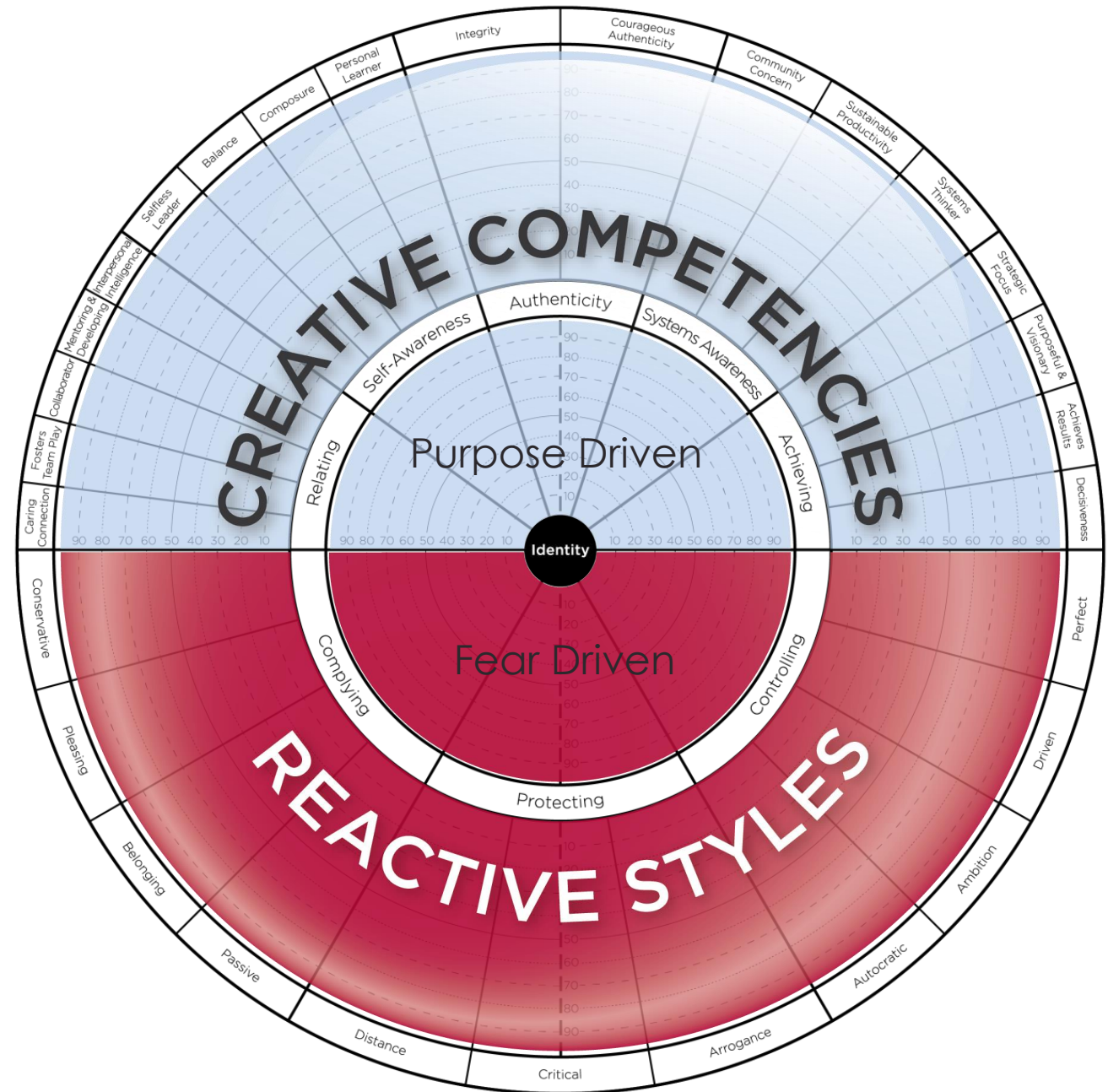
CHAT IN: How often does your mind wander?

- 46.9%. Regardless of the task pleasantness.

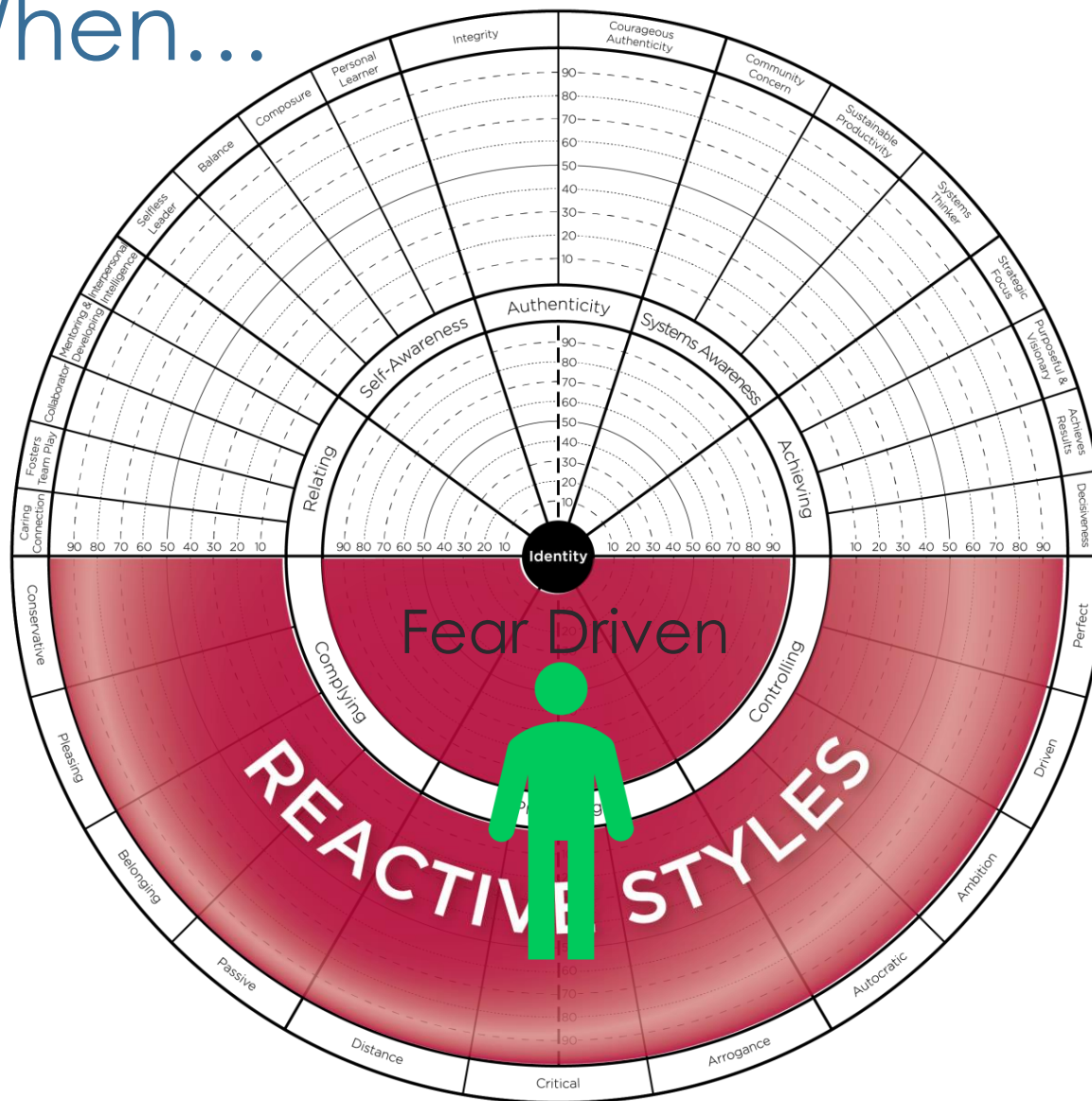
(Killingsworth & Gilbert. Science Magazine.org. Nov 11, 2010)

- If we are not here, where are we?
 - What about when we perceive threat?
- 

Why Is It So Difficult To Meet Complexity + Change?



Poll: Which Are Your Habitual Reactive Competencies When...



Responding With Clarity, Clam and Connection Requires...

Relating

*Caring Connection
Fosters Team Play
Collaborator
Mentoring and Development
Interpersonal Intelligence*

Systems Awareness

*Community Concern
Sustainable Productivity
System Thinker*

Self Awareness

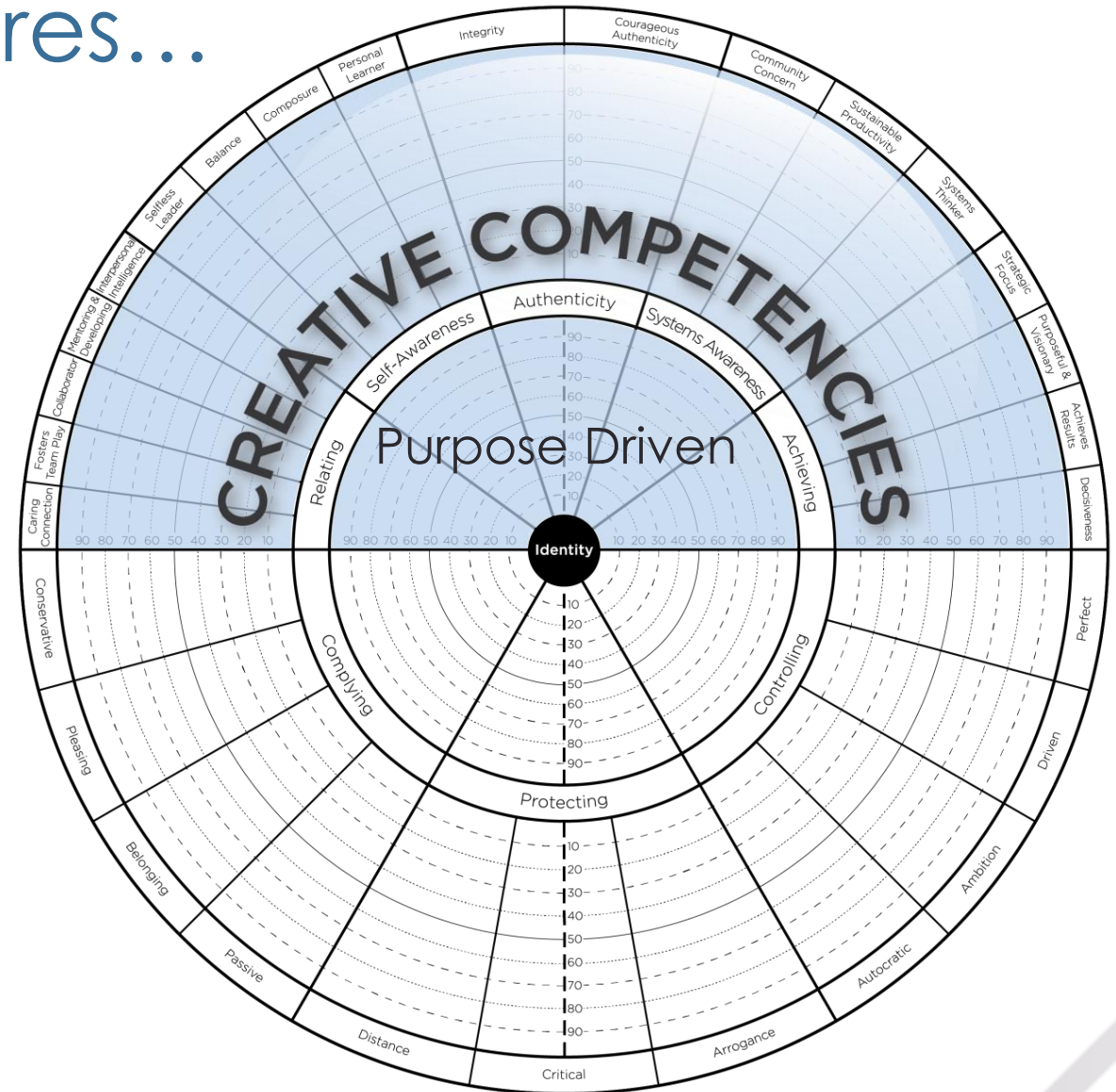
*Selfless Leader
Balance
Composure
Personal Learner*

Achieving

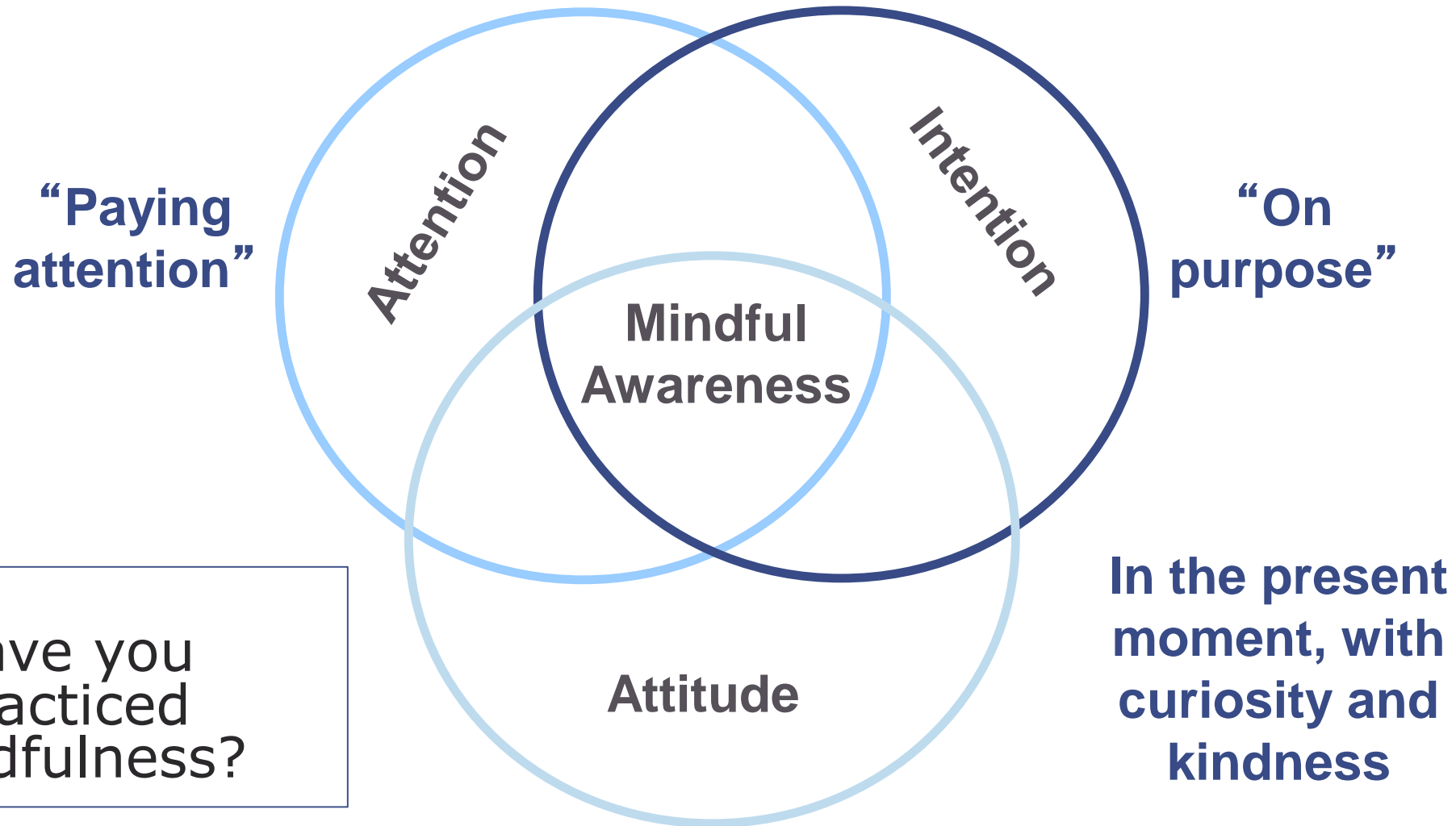
*Strategic Focus
Purposeful and Visionary
Achieves Results
Decisiveness*

Authenticity

*Integrity
Courageous Authenticity*



What Is Mindfulness?



Have you practiced mindfulness?

Adapting to Change – 3 Mindfulness Capacities

Be Present



Stability of
Mind

Turning
Toward



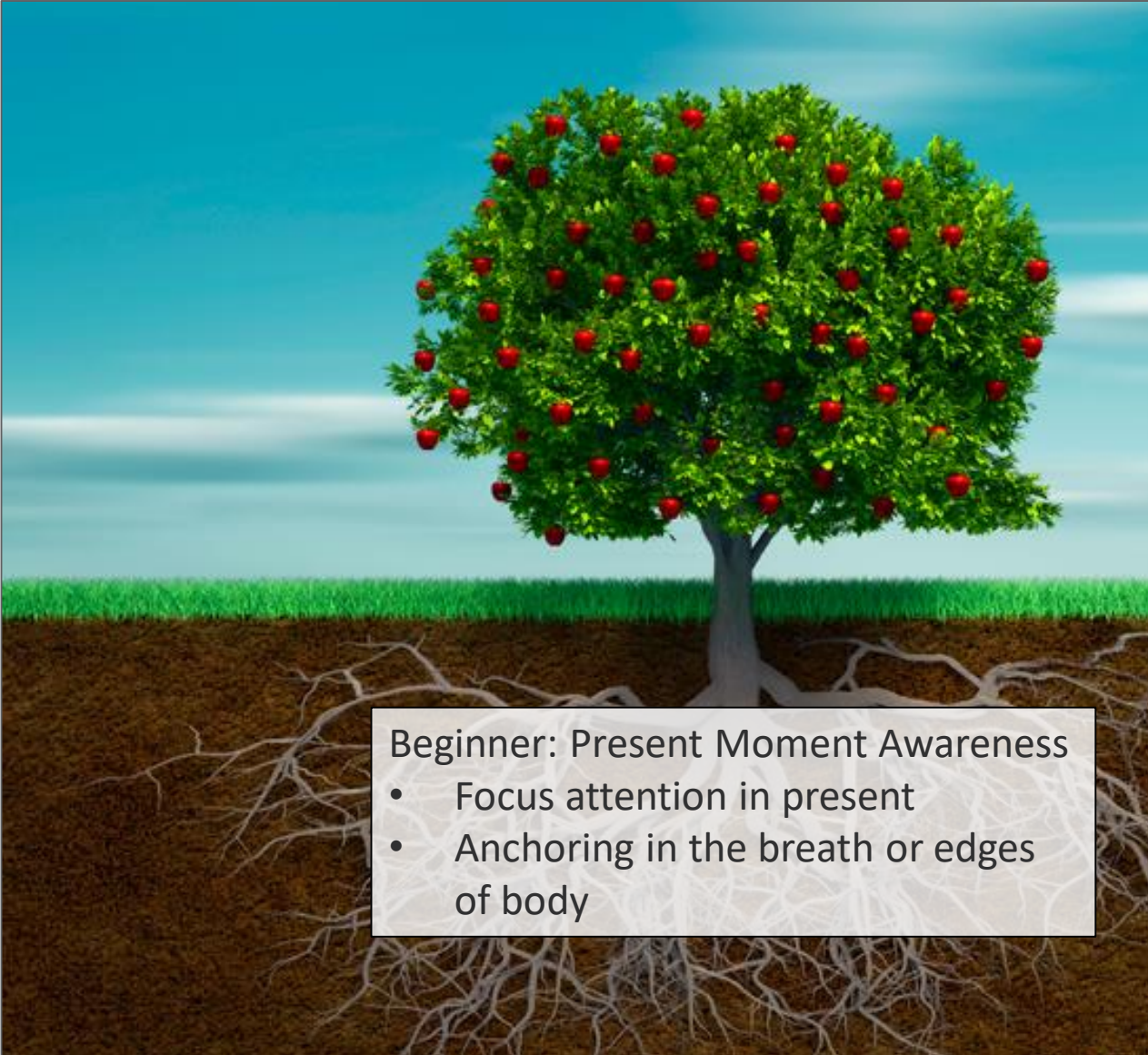
Curiosity

Adaptive
Resilience



Compassion

Adapting to Change – Developing Stability Of Mind

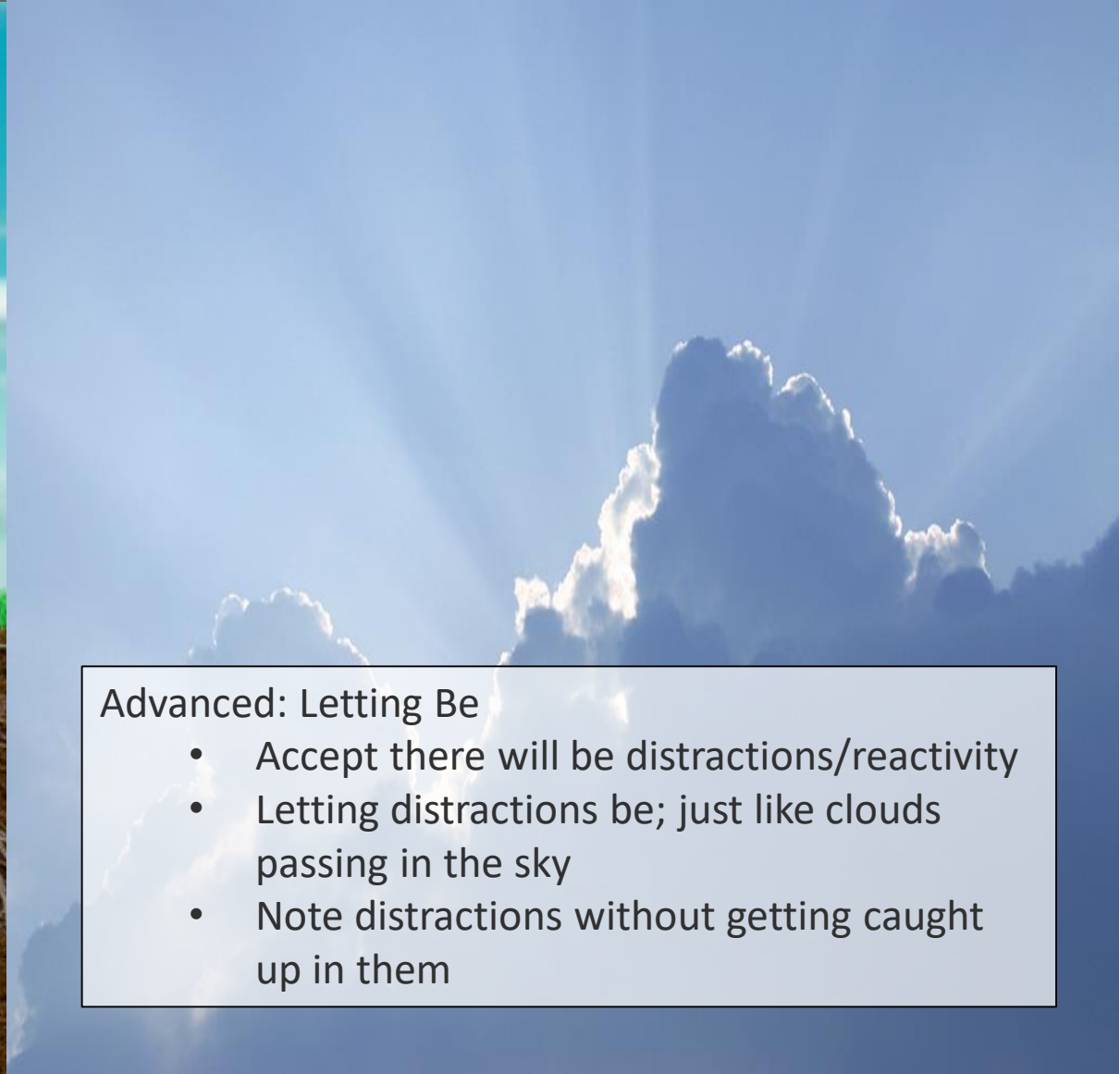


Beginner: Present Moment Awareness

- Focus attention in present
- Anchoring in the breath or edges of body

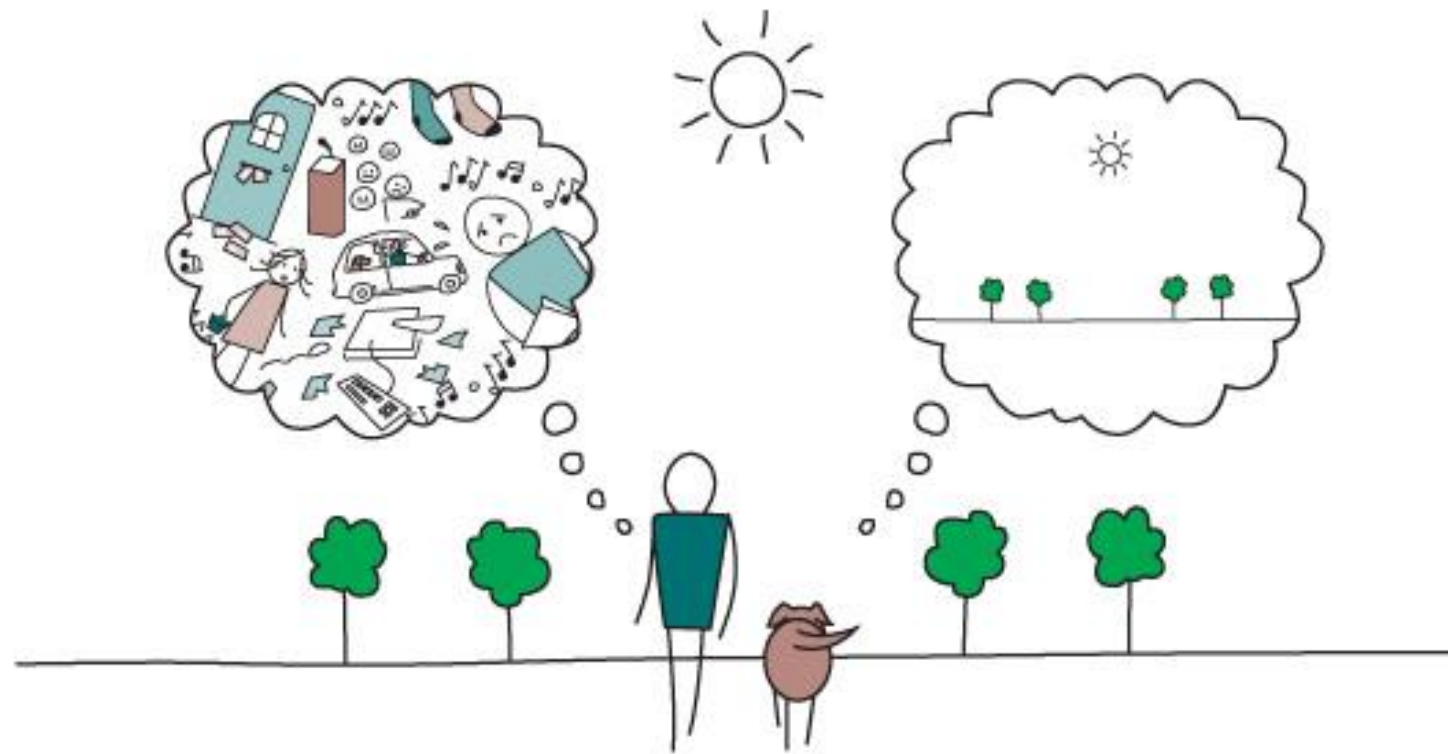
Advanced: Letting Be

- Accept there will be distractions/reactivity
- Letting distractions be; just like clouds passing in the sky
- Note distractions without getting caught up in them

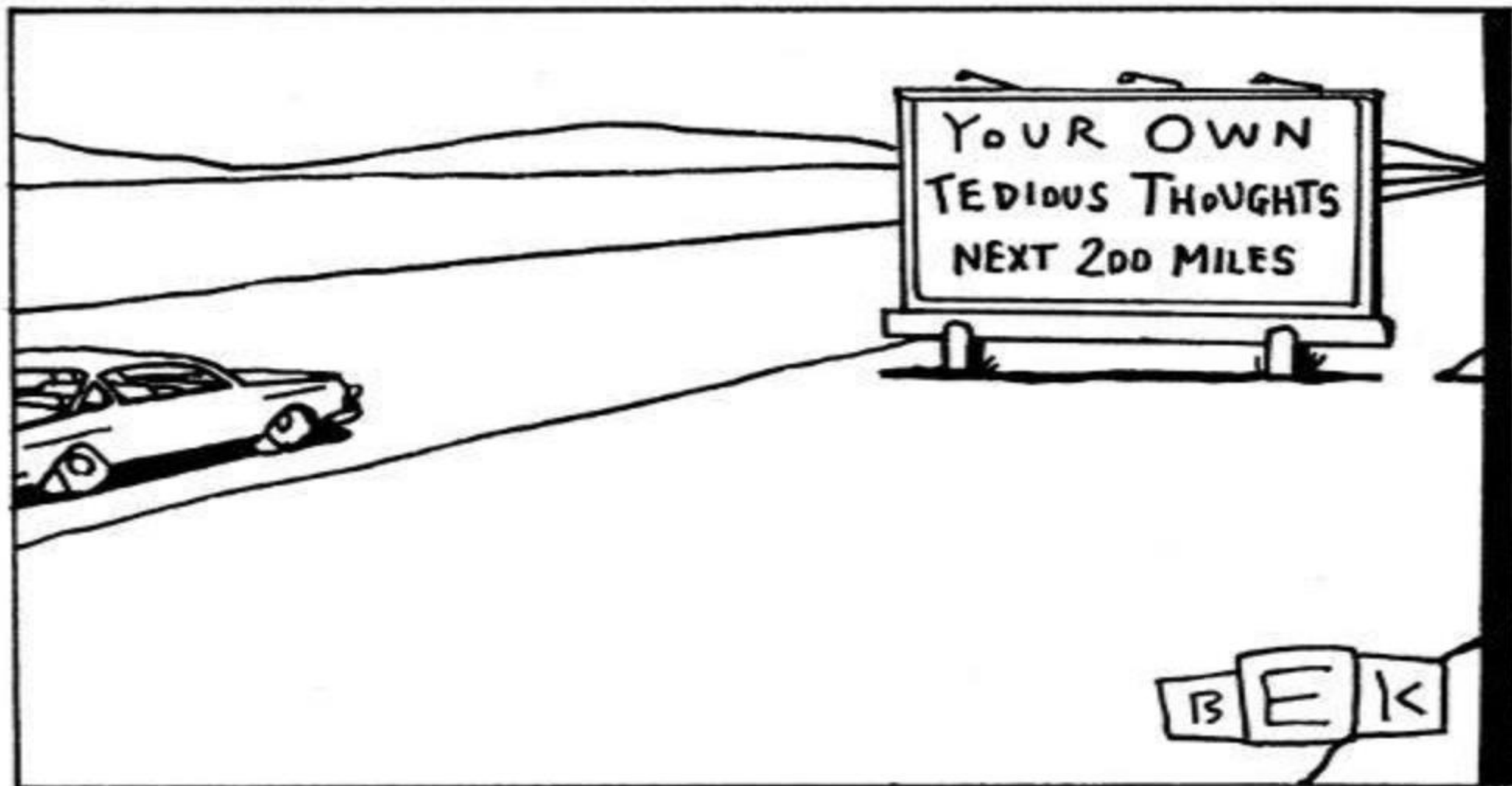




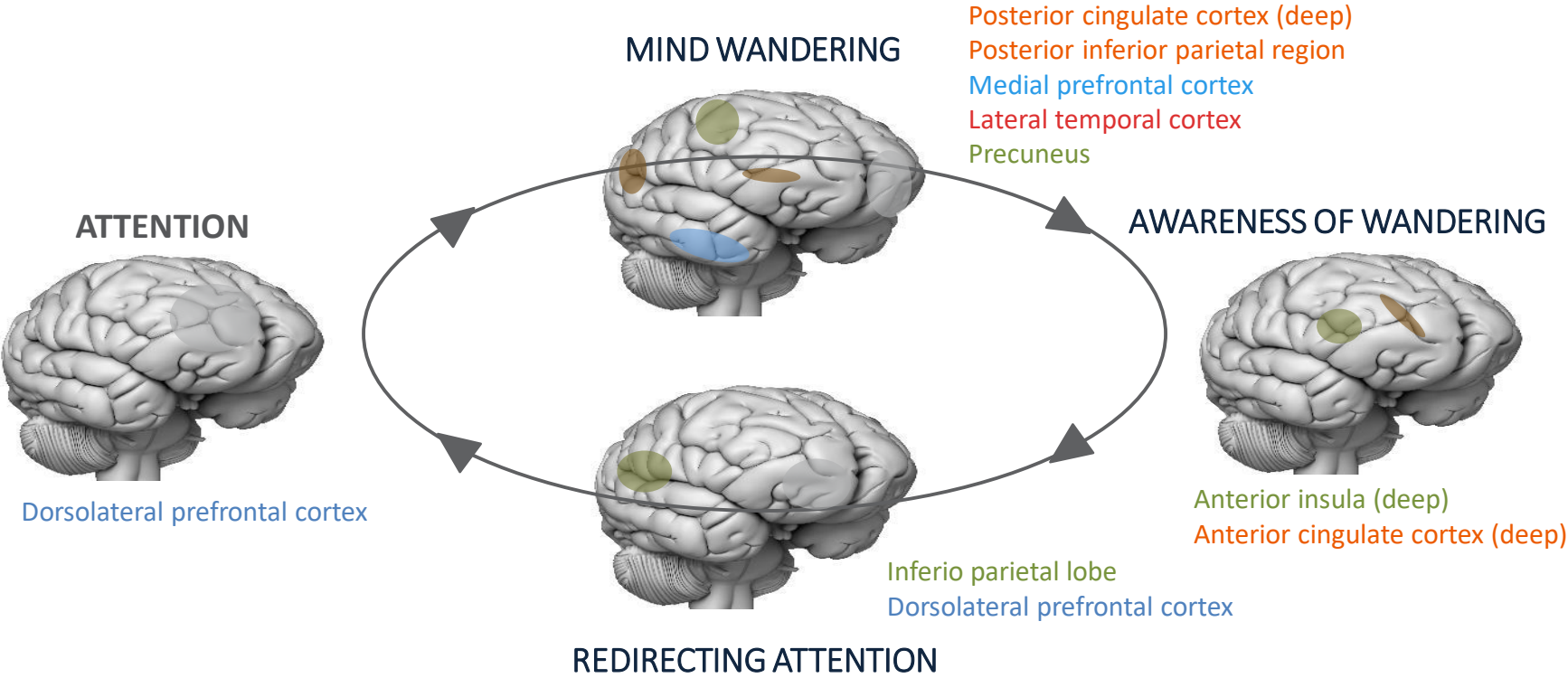
Poll: What Did You Notice?



Mind Full, or Mindful?



THE NEUROLOGY OF PRESENCE



Slide credit to:



Practice 1 - Stability Of Mind

S

Say “Stop” and pause what you are doing

T

Take a slow breath. Shift your attention to the sensations of the next few breaths moving through the body

O

Observe what is happening; body, emotions and mind (clouds passing by)

P

Proceed grounded in the present moment; make skillful and effective choices to meet what is truly needed now

Brief: 1 breath –
3 min

When would this
be helpful?

Training Stability Of Mind

Practice STOP daily for 3-5 minutes

- Stop, Take a breath, Observe your inner experience, Proceed with greater stability of mind

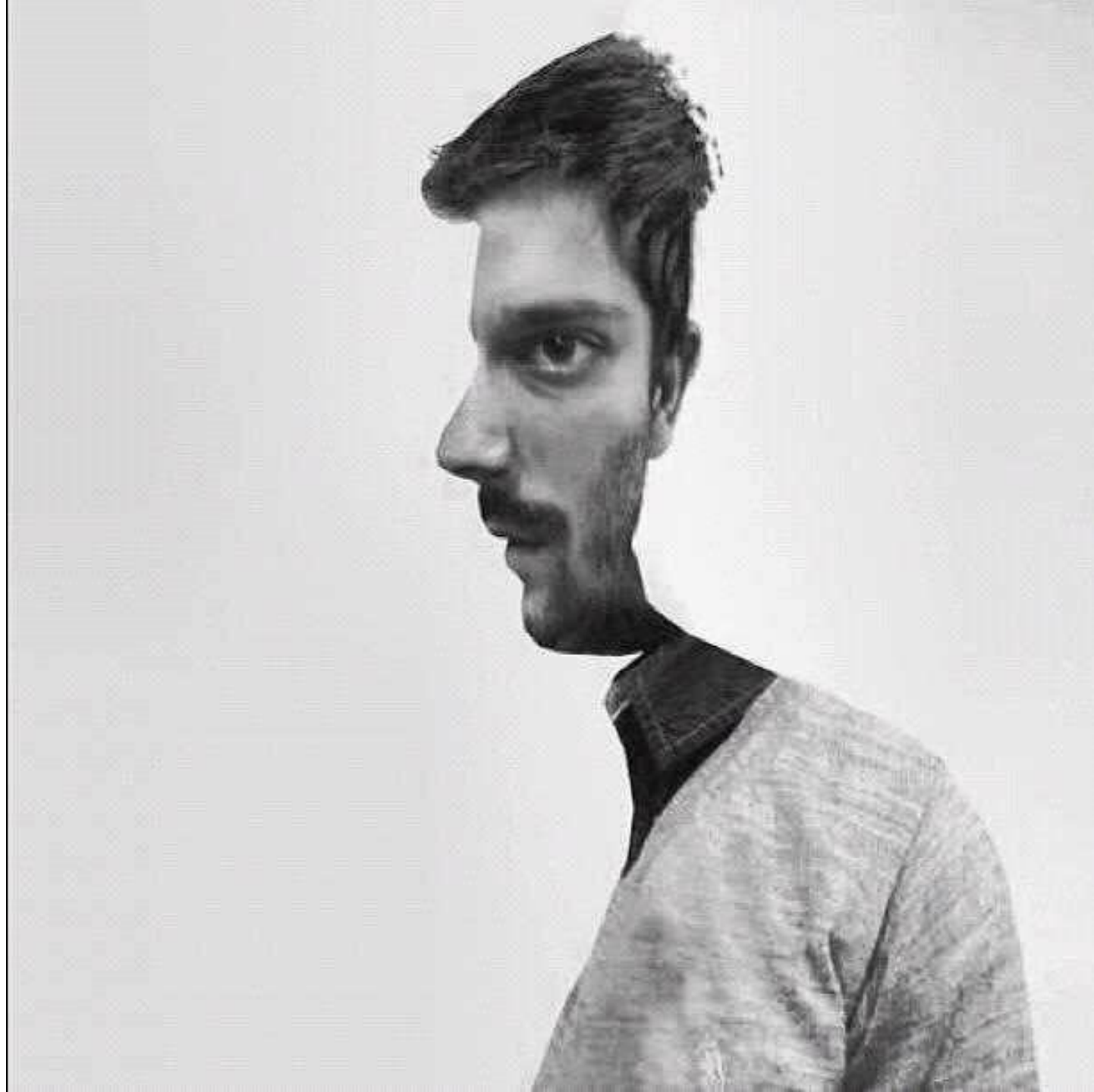
STOP for 1 breath

- When you arrive at your desk
- At the start of a meeting
- At transition points in the day
- When you step out of your home office and engage with family
- When distracted



Adapting to Change – Developing Curiosity





These plates are all flipped upside down except one. Once you see that one, they will all be right side up.



Multitask Often?



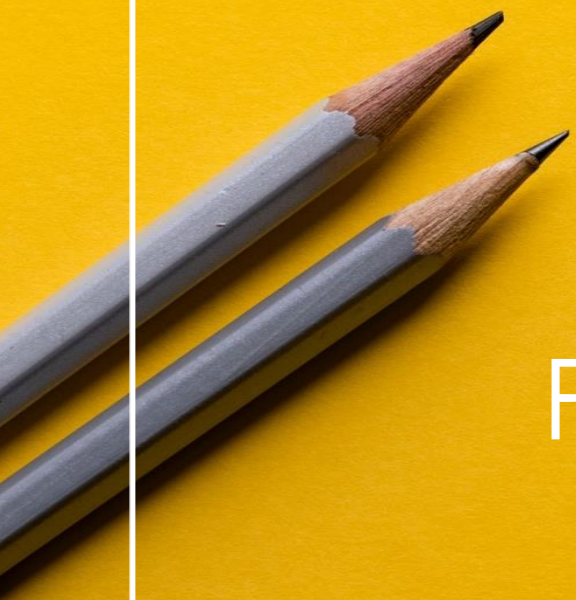
I am a good multi-tasker

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

I a m

1 2 3





Poll: What Did You Notice?

Expectations Interfere With Seeing Clearly



Developing curiosity is the antidote to automatic assumptions & reactions

Training Curiosity



- STOP Daily Practice
 - Cultivate interest and curiosity – fully engaged in observing what is alive/unique in this moment
 - Boredom and curiosity cannot happen simultaneously
 - Notice the impact of beginner's mind on your attention
- Everyday repetitive activities
 - Notice if you are partially attending/tuned out
 - You've never experienced "it" before in this moment
- Notice the urge to multi-task
 - Explore with curiosity what is driving this

Adapting to Change – Developing Compassion



What Is True For You? Self-Compassion vs Self-Criticism





The Compassion Challenge

Compassion requires distance from suffering



We're *in* the suffering – No distance + perspective



Protective instincts – judgment, criticism, blame, shame



We need to calm the nervous system + get distance






Self-Compassion Letter



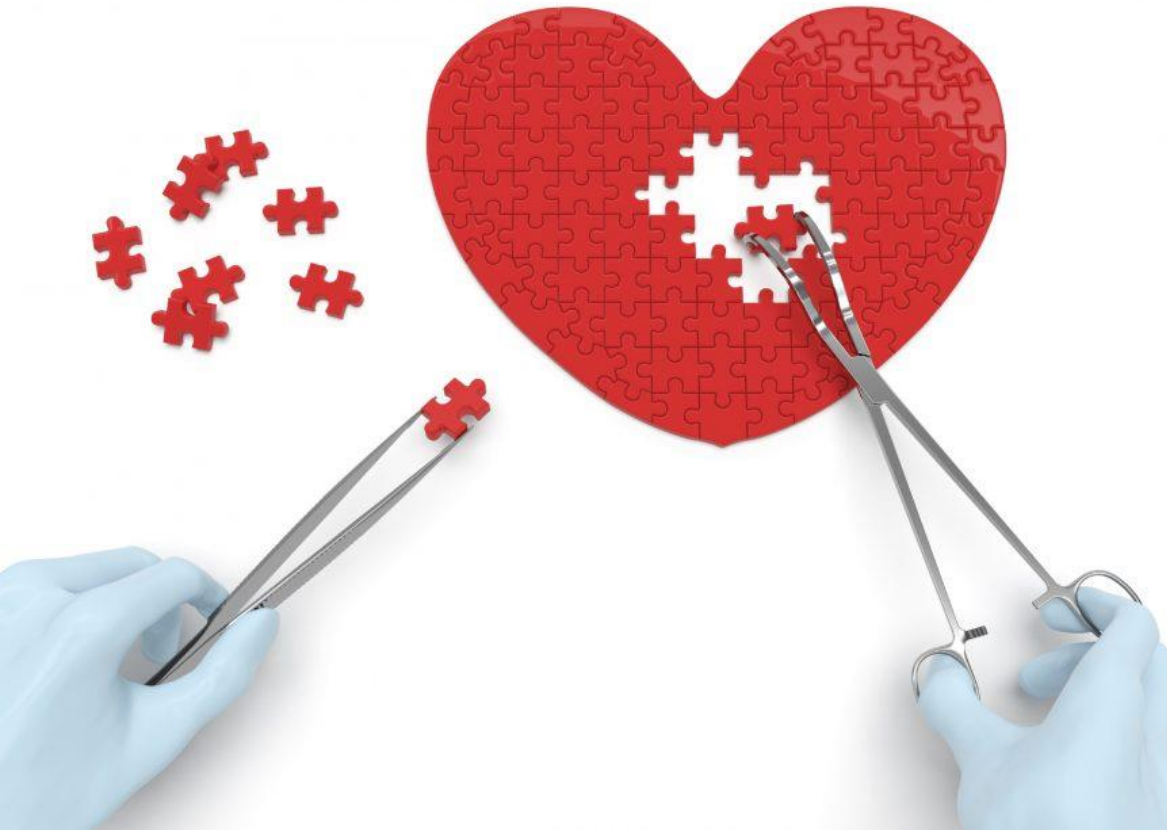
Choose a challenging situation, where you responded from a reactive state. (Not the most difficult situation.)

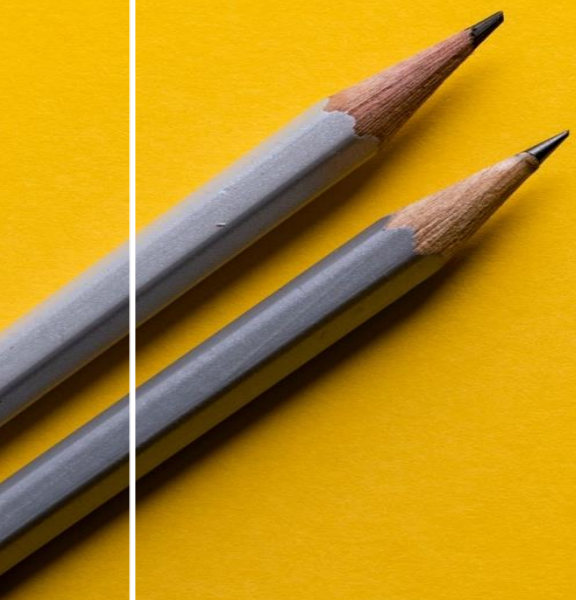
1. Recall: What happened? What were your thoughts? Emotions? What reactive patterns emerged? How did this help/make it worse?
 2. Write a self-compassion letter. (How would you have treated your best friend in this situation?)
 - What's your understanding of why reactive patterns emerged?
 - What were you needing in that moment to be able to shift into a more resourceful state?
 - What do you wish you could go back and say to yourself in that moment?
 - What do you want to say to yourself now?
 - What have you learned about yourself?
 - What is it like to reflect on yourself and this situation with compassion?
- 



Training Compassion

- STOP Daily Practice
 - We can only choose compassion in the present moment
 - Meet distractions, boredom, challenge with compassion
 - Notice the impact of compassion on your attention
- Everyday challenges
 - Recognize criticism as self-protective instincts
 - Get distance (STOP, curiosity, best friend)
 - Offer compassion as you recognize this is painful, we're human, desire to relieve suffering





What Mindfulness Capacities Will Be Most
Helpful To You?

Stability Of Mind, Curiosity, Compassion

Autobiography in Five Short Chapters
by Portia Nelson
“There’s a Hole in My Sidewalk”

Chapter One

I walk down the street.
There is a deep hole in the sidewalk. I fall in.
I am lost . . . I am helpless.
It isn’t my fault . . .
It takes forever to find a way out.

Chapter Two

I walk down the same street.
There is a deep hole in the sidewalk.
I pretend I don’t see it.
I fall in again.
I can’t believe I am in this same place. But it isn’t my fault.
It still takes a long time to get out.

Chapter Three

I walk down the same street.
There is a deep hole in the sidewalk. I see it there.
I still fall . . . it’s a habit . . . but,
My eyes are open.
I know where I am.
It is my fault.
I get out immediately.

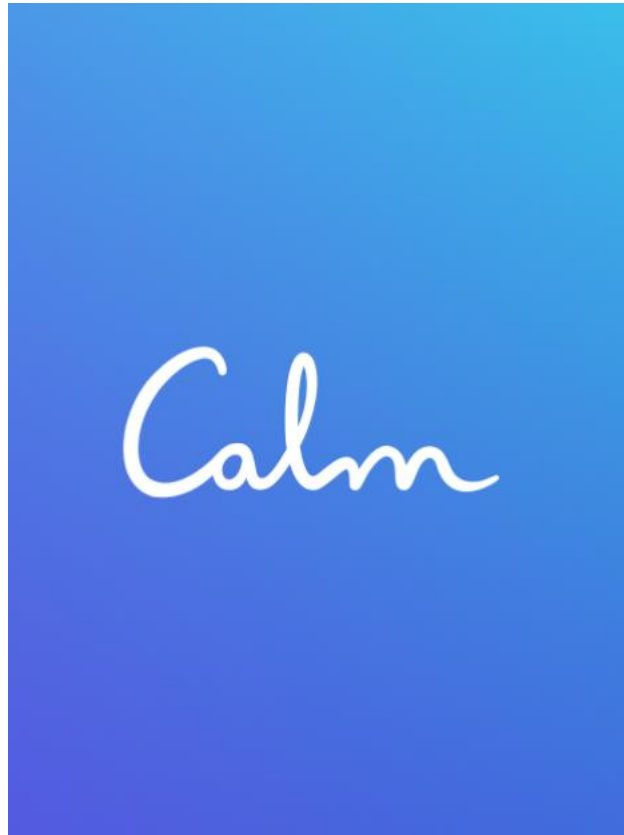
Chapter Four

I walk down the same street.
There is a deep hole in the sidewalk. I walk around it.

Chapter Five

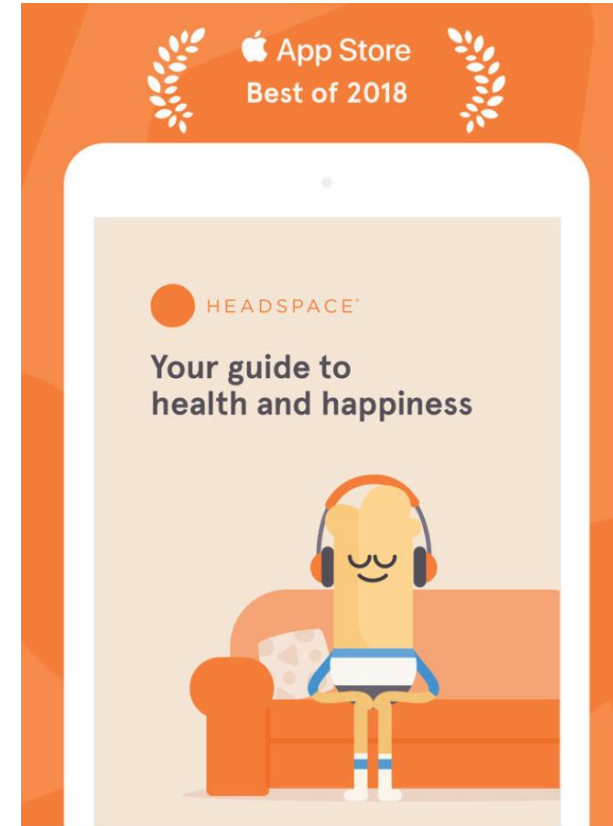
I walk down another street.

MINDFULNESS APPS



10% HAPPIER
MEDITATION FOR
FIDGETY SKEPTICS

with **DAN HARRIS**
and **JOSEPH GOLDSTEIN**





Self-Compassion vs. Self-Criticism

Poll:
Q: What is true for you?

- 1.
- 2.
- 3.
- 4.

What is true for you?



When I fail at something important to me, I am often overwhelmed by feelings of inadequacy.



I try to be understanding and patient towards those aspects of my personality I don't like.



When I'm going through a very hard time, I give myself the caring and tenderness I need.



I'm disapproving and judgmental about my own flaws and inadequacies.

