

Better Together
"Make Tiny Changes To Earth"

**Frozen by Fear:
 Recognizing and Overcoming
 Fear and Anxiety**
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- Composure, empathy, and resiliency
- Lead learners as mentors and guides
 - Regardless of position or place
 - Agency
- Relevant, balanced, confident, & engaged
 - "If not me, then who?"

Objectives

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**Where am I now as an
 instructional/community leader?
 Where do I wish to be?**

- What must I start to do/continue to do/stop
 doing right now to become the leader
 I wish to be?

Essential Question


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Where is your “place” as an instructional/community leader in your school, district, organization?

Culture, Systems, Leadership

... It's About A Mindset ...



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The Art of Understanding


Why do you lead?

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- Any organization that cannot afford to fail—power grids, military, air traffic controllers (why not schools?)
- Continually monitor for errors in critical factors
- Implement structures and systems to identify errors
- Immediately take action to prevent errors from becoming system-wide failures
- System failures in their operations make headlines

High Reliability Organizations



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The characteristics of chronically anxious families:

- Reactivity
- Herding
- Blame Displacement
- Quick-Fix Mindset
- Lack of Differentiation in Leadership

Freedom to Fail—Edwin Friedman




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- Reactivity vs. self regulation/instinct
- Herding vs. adaptation toward strength
- Blame Displacement vs. growth via challenge
 - Quick-Fix Mindset vs. time to mature
 - Lack of Differentiation in Leadership?

(All of the above!)

Anxiety vs. Biology



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Why do you lead the way you do?

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- Rampant sabotaging of leaders who try to stand tall
- It is a highly reactive atmosphere throughout society
- A regressive mood that contaminates the decision-making processes of government and corporations
- There is “something in the air.”

Blame Displacement & Place




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Regret

- **ideal self:** what we believe we could be (hopes and dreams)
- **ought self:** what we believe we should be (duties, commitments, responsibilities)



Daniel Pink—Regret



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Type of Regret	(sounds like) If Only...	Human Need
Foundation	... I'd done the work	Stability
Boldness	...I'd taken the risk	Growth
Moral	...done the right thing	Goodness
Connection	...reached out	Love

Daniel Pink—Regret

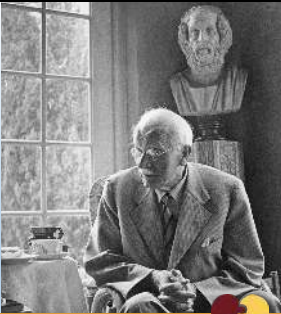


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"I am not what has happened to me. I am what I choose to become."

Conscious Mind
Personal Unconscious
Collective Unconscious



Carl Jung



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What does it feel like to be led by you?


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Exercising some measure of control over at least some aspects of our lives.

- Relevant, balanced, confident, & engaged
- "If not me, then who?"

Agency




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Do you believe you have free will?
(82% yes)

Do you believe our lives unfold as part of a larger plan and beyond our control?
(78% yes)

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How do you define success?

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- Time and distance; can separate from surrounding emotions
- Led by clarity for own principles and vision; not crisis
 - Strong enough to take a stand, and does
 - Willingness to be vulnerable
- Mature sense of self; persists in face of inertial resistance
 - Can self-regulate in the face of sabotage

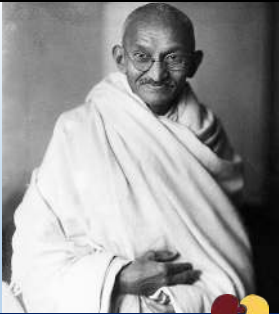
Agency and Differentiation



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“For me, Truth is the sovereign principle . . . This truth is not only truthfulness in work, but truthfulness in thought also—the Absolute Truth, the Eternal Principle. . . I worship God as Truth only. I have not yet found Him, but I am seeking after Him. I am prepared to sacrifice the things dearest to me in this quest. Even if the sacrifice demanded my own life, I hope I may be prepared to give it.”




Finding Your Truth

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“Let us not wait for other people to come to us and call upon us to do great deeds. Let us instead be the first to summon the rest to the path of honor. Show yourself to be the bravest of all the captains, with more of a right to leadership than those who are our leaders at present.”

- Xenophon



Your “Right” to Your Place

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