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BEING PRESENT IN UNPRECEDENTED TIMES:
Differentiated Leadership[1] – Talking points for leaders

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1. Non-anxious presence
   a. Is a decision, not a feeling!
   b. Emotional self-regulation of own anxiety in each and every situation
   c. Learn to stay present in high-pressure situation

2. Emotional hooks and differentiation of self[2]
   a. Emotional hooks are other's anxious hooks in my amygdala (lizard brain)
   b. Self-differentiation: where do I end? Where does the other begin?
   c. Stay connected to self without taking on group anxiety/ other's anxiety
   d. I-statements, not we-statements
   e. Being response-able, not reactive

3. Boundaries
   a. Differentiated beings know where they end and where others begin
   b. Good boundaries depend on practiced self-differentiation
   c. Are established around a core principle of healthy self-nucleus
   d. Boundaries are like your neighbor's picket fence – you can look, but not enter uninvited

4. Triangles
   a. *Emotional triangles* = enmeshed with the anxiety and drama of others
      i. Being roped into others' drama – get out of group think
      ii. Promote emotional stuckness and more anxiety
      iii. Main cause of burnout
   b. *Communication triangles* – cause of stress and conflict
      i. Indirect communication leads to misunderstandings
      ii. Otherizing (us vs. them) language
      iii. Breeding ground for gossip

5. Emotional Sabotage
   a. Chronic anxiety in Self and organization
   b. Poor differentiation leads to homeostasis (it's always been like that)
   c. Needs non-anxious response by leadership to get everyone to practice 1-5
   d. Practice Self-Compassion instead of emotional sabotage[3]

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[1] Friedmann, Edwin. H. (2007). *A Failure of Nerve: Leadership in the Age of the Quick Fix*. Seabury Books
[2] Bowen Family System Theory Introduction to the Eight Concepts — The Bowen Center for the Study of the Family
[3] Dr Kristin Neef: *Self Compassion in difficult times*