

THE SCIENCE OF *Change & Influence*

Handouts



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2019 WINNER
MENTOR OF THE YEAR



2019 FINALIST
MENTOR OF THE YEAR



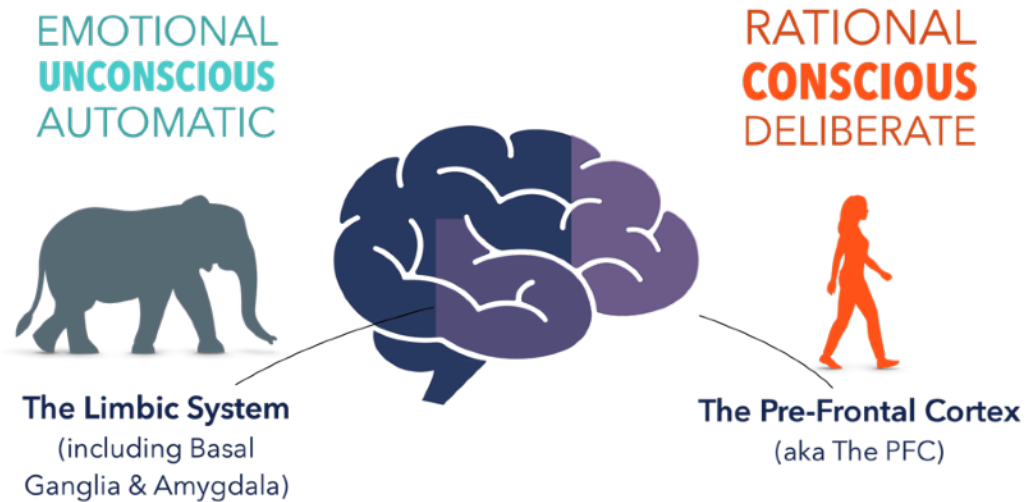
2019 / 2020 FINALIST
EMERGING LEADER / SMALL BUSINESS

Forbes

COACHES COUNCIL MEMBER



Mindset Essentials





Cognitive Appraisal:

Your personal interpretation of a situation that ultimately influences the extent to which the situation is perceived as stressful.

Your cognitive appraisal influences your neurophysiology, which influences how you perform.

Crisis vs Opportunity

 Crisis / Threat	 Opportunity
<ul style="list-style-type: none">Increases self-doubt, degrees energy and inhibits judgement	<ul style="list-style-type: none">Increases adrenaline
<ul style="list-style-type: none">Increase in noradrenaline which results in vasoconstriction of the smooth muscle lining the blood vessels	<ul style="list-style-type: none">Dilation of the lungs and relaxation of smooth muscle lining blood vessels, meaning more oxygenated blood flow reaching the areas that need it
<ul style="list-style-type: none">Results in a decrease in oxygenated blood reaching the muscles and tissues that need it (including the prefrontal cortex)	<ul style="list-style-type: none">Increase in energy, clarity and perspective required for rational decision-making

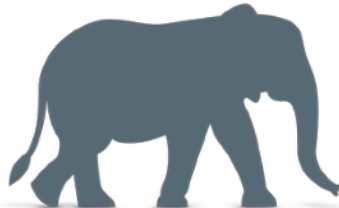


Three-Part Framework for Change

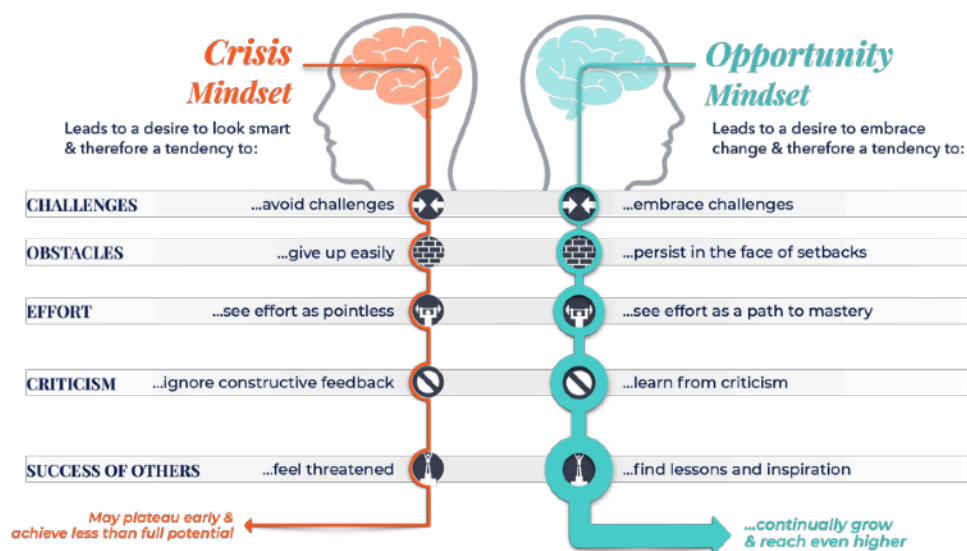
1
Guide
the Rider



2
Motivate
the Elephant



3
Collaborate



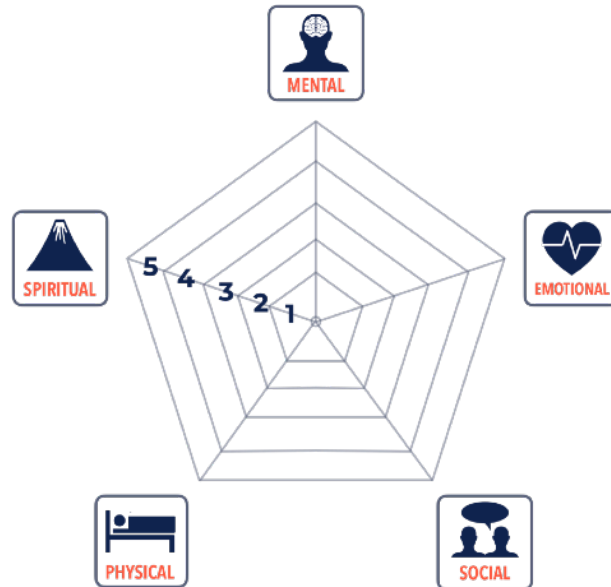
Shift from crisis to opportunity mindset via Cognitive Shifting

COGNITIVE SHIFTING EXPRESSIONS

- What are my options?
- What can I learn here?
- What's within my control?
- What's the opportunity here?
- What could I do differently next time?
- What action will I take?



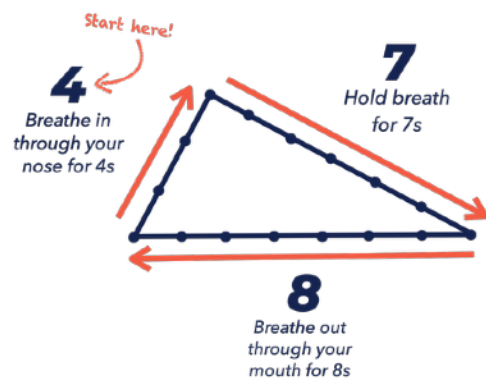
Changesilience Matrix



Breathing Technique - 4-7-8

Used by Navy Seals.

- Instantly calms the mind (engaging the conscious mind through counting), better enables you to manage your emotional responses and mental processes and reduces your body's stress response by calming the central nervous system, helping you feel more relaxed.
- **Inhaling & Alertness:** When you **inhale**, your diaphragm moves down, allowing more space for your heart. Blood flows more slowly through the heart, which triggers the brain to send a signal to speed up your heart rate. Thus, if you want to be more **alert**, inhale longer than exhale.
- **Exhaling & Relaxation:** When you **exhale**, your diaphragm moves up, resulting in less space for the heart. Blood flows faster through the heart, which triggers the brain to send a signal to slow down your heart rate. Thus, if you want to be more calm, **exhale** longer than inhale.





Energy Management:

The Intelligent use of emotion ('emotional intelligence').

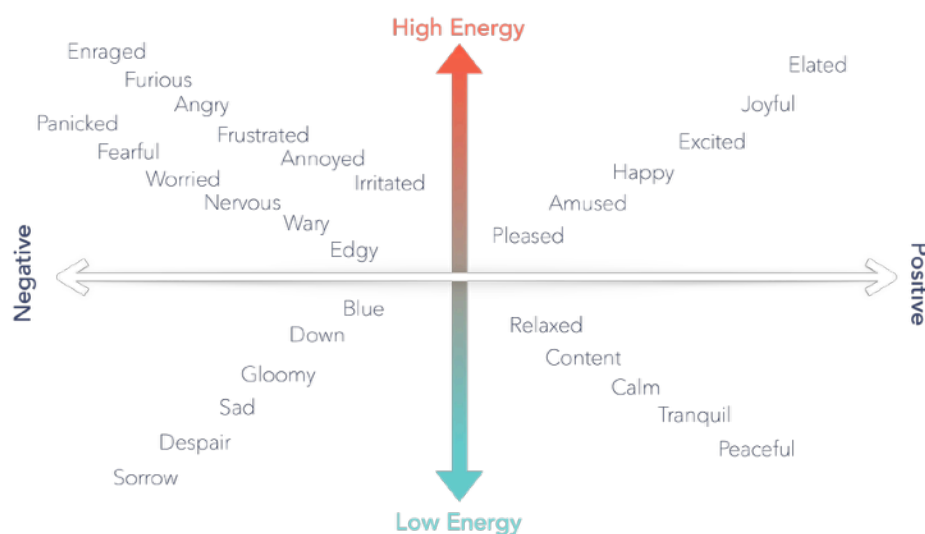
Emotions = Data

In psychology, emotional state is derived from two factors:

1. **A Physiological component** – *sensation based on physiological arousal, and*
2. **A Cognitive component** – *your brain 'interprets' this arousal in light of 'context'.*

Energy Management Tool – Energy Plot

- All emotions have energy behind them, and these energy states manifest across two dimensions: either high energy or low energy, and leading to a 'positive' feeling or a 'negative' feeling.
- Psychologists will use these two dimensions to help individuals identify their emotional state, and this 'data' can be vital if it's 'intelligently' and 'strategically' used.



- Different energy quadrants are conducive to different tasks. For example:
 - **A high energy, positive state** is vital for cognitive tasks involving creativity, innovation, blue-sky thinking and big-picture problem solving;
 - **A slightly low energy, slightly negative state** is best suited for cognitive tasks involving detail-oriented problem finding and critiquing.



Gratitude causes...



Changes the molecular structure of the brain; reducing stress



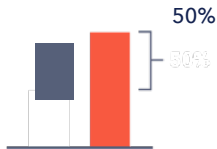
A 25% increase in happiness by boosting serotonin and dopamine



Activates multiple brain 'reward' regions and the hypothalamus

Emmons & McCullough, 2003, Mindfulness Awareness Research Center, UCLA; National Institute of Health, 2009; Fox, Kaplan, Damasio and Damasio, 2015.

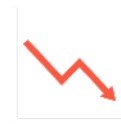
Benefits of Social Connection



50% increased chances of longevity



Stronger gene expression for immunity



Lower rates of anxiety and depression



Higher self esteem and empathy



Better emotional regulation skills



Social connection creates a positive feedback loop of social, emotional and physical wellbeing

Based on the work of Emma Seppälä, Science Director, Stanford Center For Compassion And Altruism Research And Education

Influencing through Change

Leading the team:



COMMUNICATE
RELENTLESSLY



SAY
THANKS



EMPOWER &
DELEGATE



CELEBRATE
MILESTONES



CLARIFY
THE 'WHY'



RADICAL
CANDOUR

Leading yourself:



PRACTICE
MINDFULNESS



GROWTH
MINDSET



MANAGE
STATE



GET YOUR
ZZZ's