

MYT

Maximize Your Talent

Wisdom Integrity Growth Kindness Contribution Leadership

We help people leverage their strengths, overcome their limitations, and create richer relationships at work and at home.

What are your goals for this training and beyond?

What concrete changes would add the most value to your life?

How will you actualize these goals?

Today's Roadmap to Optimal Performance

Essential Ideas

The Awareness-Intention-Action (A-I-A) Sequence

What are Emotions?

What is Stress?

Emotional Intelligence looks like, sounds like, feels like...

Practicing for Success

Positive Emotion Refocusing Technique

Cognitive Distortions, Reframing, + Thought Records

Mindfully Visualizing Success

Humility

Gratitude

The Awareness-Intention-Action Sequence

The Path to Your Goals



Intention

Awareness

Action

Breathe and become aware.

Awareness

Notice your intention.

Intention

Let your intention drive your action.

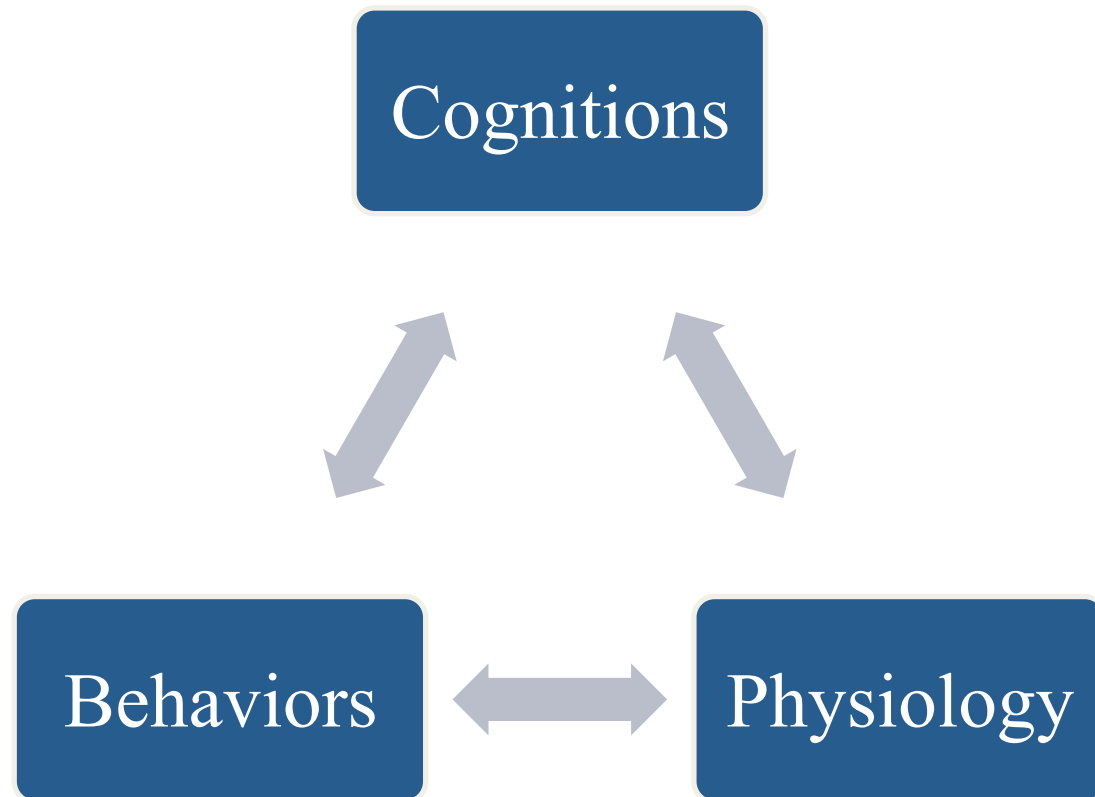
Action

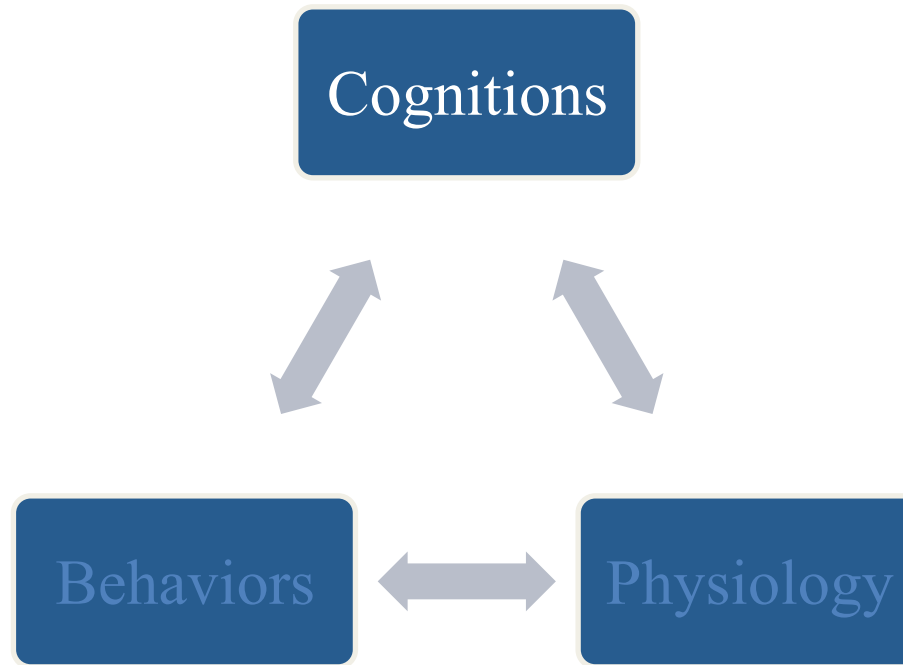
Emotions

Mind-Body Connection - Emotions

What Are Emotions?

Emotions are comprised of three components:



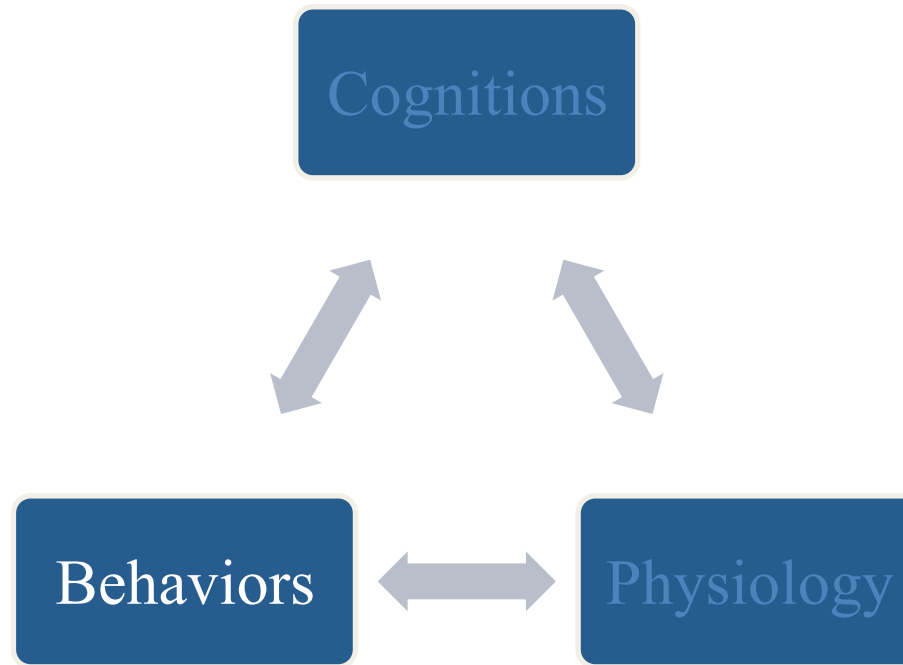


Cognitions are:

The thoughts, beliefs, attitudes, and world-views (cognitive schemas) we use to interpret events.

Emotional Intelligence manifests as:

Awareness of how we interpret events, skills in challenging maladaptive thoughts (cognitive distortions), and the adoption of accurate, adaptive thinking.

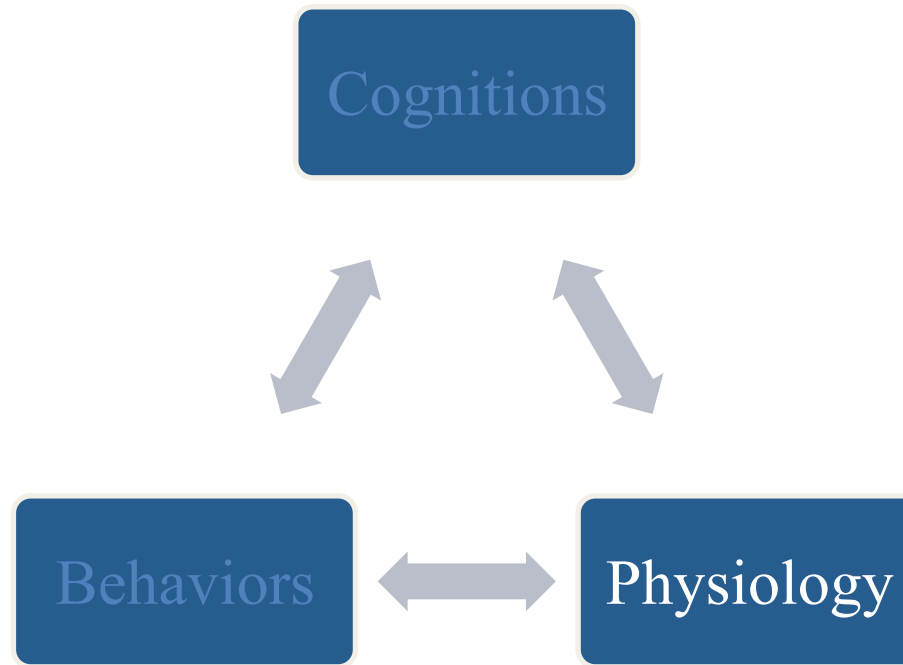


Behaviors are:

What we actually say and do.

Emotional Intelligence manifests as:

Awareness of and more control over our actions. For example, the choice of whether we talk, withdraw, yell, throw things, hug, or smile in response to stimuli within any given context.



Physiological markers are:

Breath depth and pace, heart rate, blood pressure, muscle tension, SNS vs. PNS engagement, stress response vs. relaxation response.

Emotional Intelligence manifests as:

Awareness of these physiology indicators and the ability to influence them through the application of relaxation skills (deep breathing, progressive muscle relaxation).

The Stress Equation

$$\text{Stress} = \frac{\text{Perceived Demands}}{\text{Perceived Resources}}$$

Two ways to decrease stress:

1. Decrease demands (or your perception of demands).
2. Increase resources (the number of tools in your toolkit).



Fight or Flight in the Body

**Sympathetic Nervous System
(SNS)**

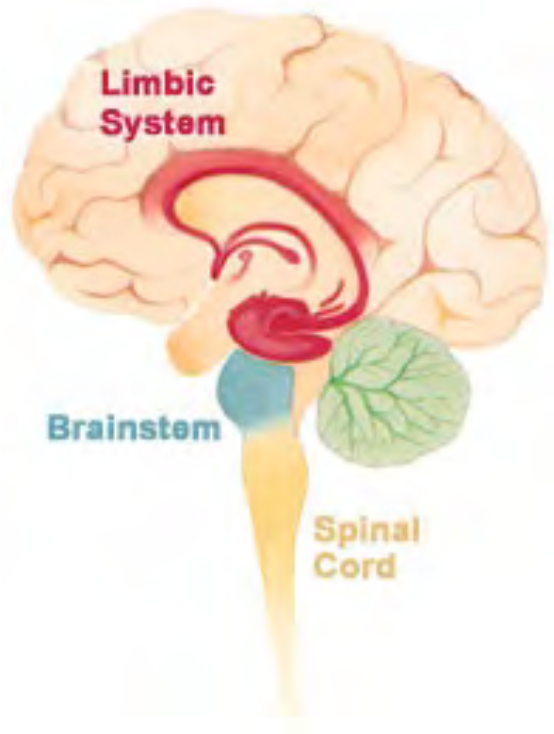
Vs.

**Parasympathetic Nervous
System (PNS)**



Fight or Flight in the Brain

Limbic System



Prefrontal Cortex



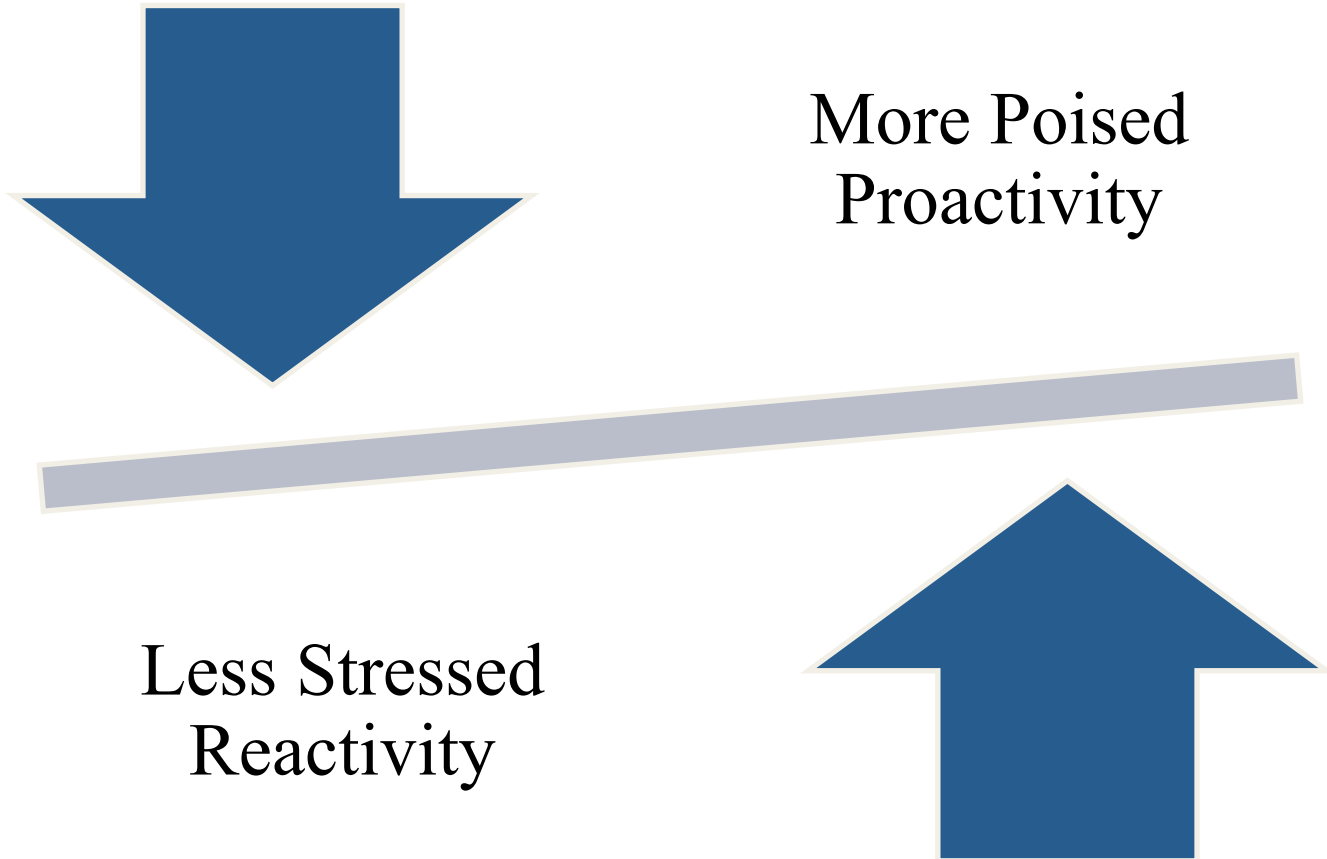
Vs.

Resulting in . . .

Cognitive tunnel vision and loss of choice.



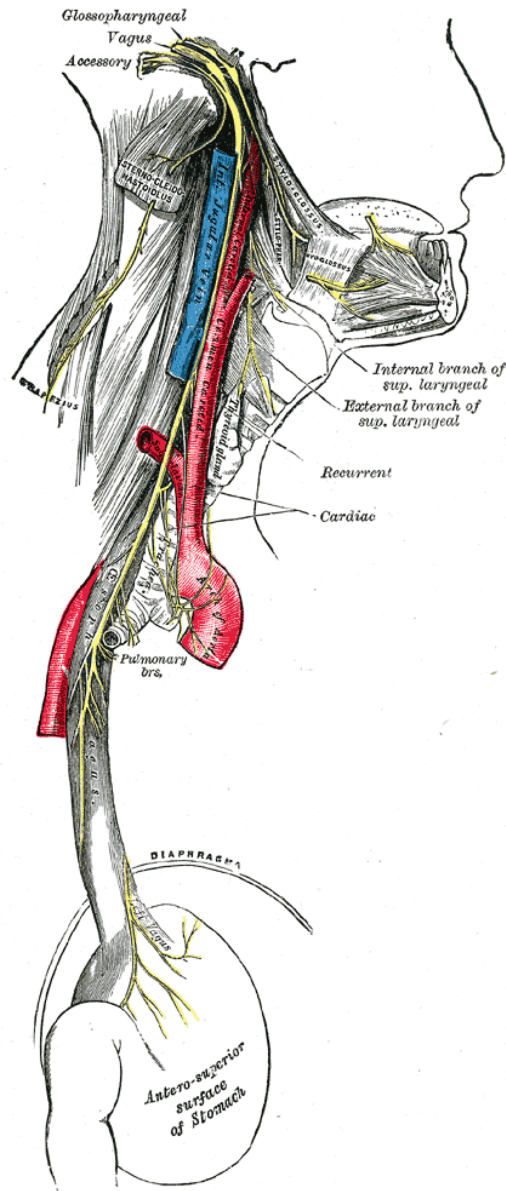
We want:



Optimal performance flows from a wide cognitive vista



The 10th Cranial Nerve

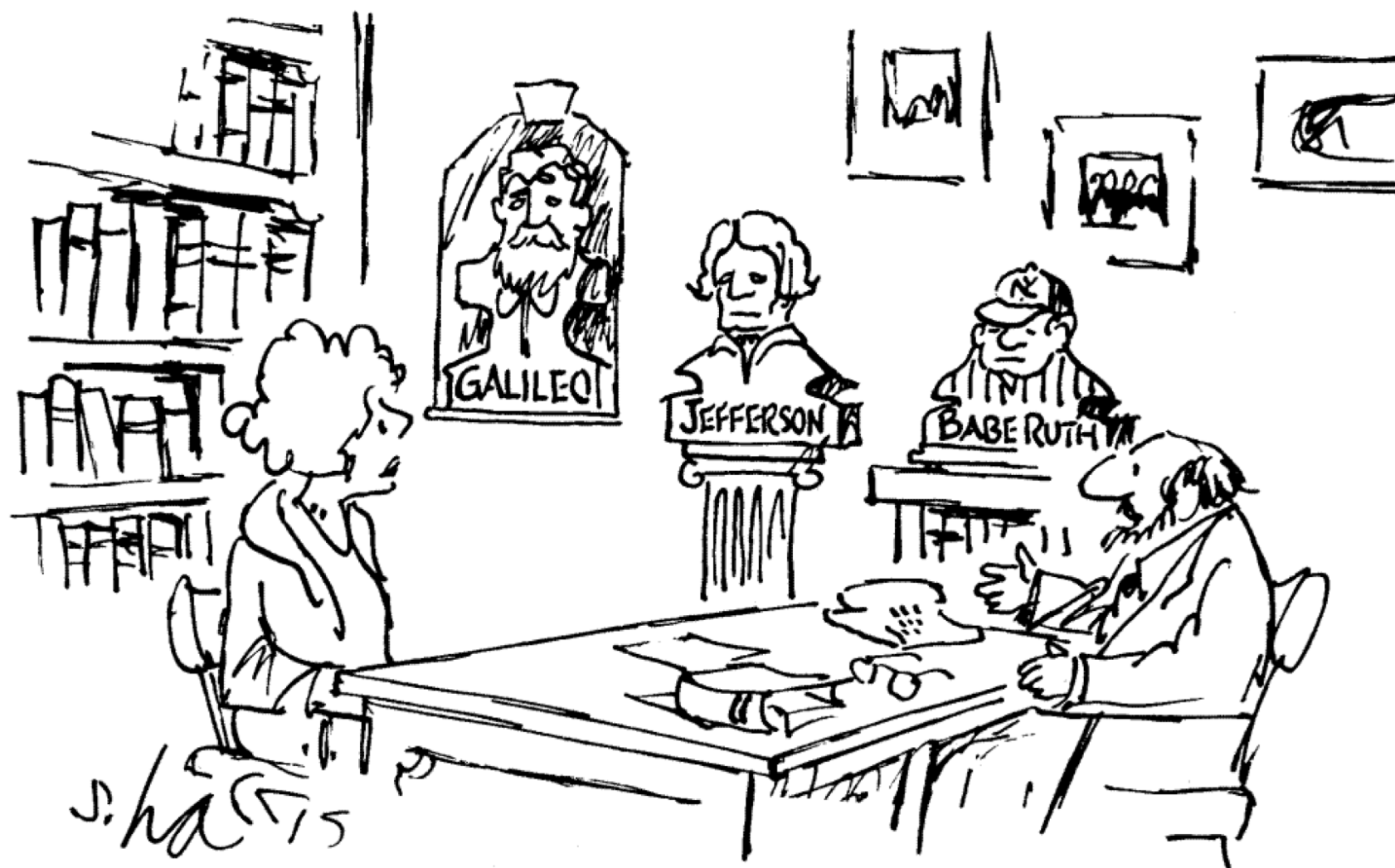


**One nerve connects
all the key
components of your
nervous system.**

Positive Emotion Refocusing Technique (PERT)

1. Close your eyes. Bring your attention to your belly.
2. Breath slowly into your belly.
3. Focus on your heart.
4. Reflect on someone you love or a scene of beauty.
5. Fully feel the positivity present.





"I ADMIRE THE INQUIRING MIND AND THE PRAGMATIC MIND,
BUT I ALSO ADMIRE SOMEONE WHO CAN HIT."

Cognitive Psychology



“The Cookie Thief” by Valerie Cox

A woman was waiting at an airport one night
With several long hours before her flight
She hunted for a book in the airport shop
Bought a bag of cookies and found a place to drop
She was engrossed in her book but happened to see
That the man beside her as bold as could be
Grabbed a cookie or two from the bag between
Which she tried to ignore to avoid a scene
She munched cookies and watched the clock
As this gutsy cookie thief diminished her stock
She was getting more irritated and the minutes ticked
by
Thinking “If I wasn’t nice I’d blacken his eye”
With each cookie she took he took one too
And when only one was left she wondered what he
would do
With a smile on his face and a nervous laugh
He took the last cookie and broke it in half

He offered her half as he ate the other
She snatched it from him, and thought oh brother
This guy has some nerve and he’s also rude
Why he didn’t even show any gratitude
She had never known when she was so galled
And sighed with relief when her flight was called
She gathered her belongings and headed for the gate
Refusing to look back at the thieving ingrate
She boarded the plane and sank in her seat
Then sought her book which was almost complete
As she reached in her baggage she gasped with
surprise
There was her bag of cookies in front of her eyes
“If mine are here,” she moaned with despair
“Then the others were his and he tried to share”
Too late to apologize she realized with grief
That she was the rude one, the ingrate, the thief.

The Reframe Process

Problem

Challenge

Opportunity
for Practice



Cognitive Psychology in Action

Example 1:

Thought: “That jerk cut me off on the freeway.”

Emotion: Anger

Example 2:

Thought: “The person in that car may be on the way to the hospital and did not see me.”

Emotion: Empathy, Compassion

Cognitive Psychology in Action

The Key Question

What kinds of thoughts typically lead to negative mental states (anger, agitation, anxiety, depression) rather than positive ones (happiness, empathy, compassion, gratitude)?

The Answer

The so-called “cognitive distortions” tend to push us in the direction of the negative at the expense of the positive.

The Goal

To become aware of our habitual cognitive distortions so we can challenge them. Instead of automatically following them or reacting from them, we consciously shift to more adaptive and accurate modes of thinking. It’s a skill that takes practice.

Remember our motto: “Never give up!”



Remember this?



“There’s no such thing as a problem, only a pause between ideas.”

- David Morrell
(Brotherhood of the Rose)

Difficult Interpersonal Situation

Please write down a description of an interpersonal situation in your life where you have experienced relationship difficulty. For example, if you argued with a coworker or fought with your significant other, these would be good examples.

Please try and include as much detail as possible in your description. *Direct quotations* and *paraphrases* of what was said are helpful. Also, write down all the *thoughts* you remember having and the *behaviors* you remember enacting. What *feelings* and *emotions* were present?

If you don't remember exactly, guess what they might have been.

Cognitive Distortions

All or Nothing Thinking
Overgeneralization
Negative Mental Filter
Disqualifying the Positive
Mind Reading
Fortune Telling
Catastrophizing
Emotional Reasoning
Shoulds and Musts
Personalization
Labeling



Thought Record

<u>Situation</u>	<u>Feelings (Ratings)</u>	<u>Automatic Thoughts</u>	<u>Cognitive Distortions</u>
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<u>Evidence For</u>	<u>Evidence Against</u>	<u>Replacement Thought</u>	<u>Feelings (Re-ratings)</u>
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“Yesterday is history.
Tomorrow is a mystery.
Today is a gift.
That’s why we call it ‘the present’.”

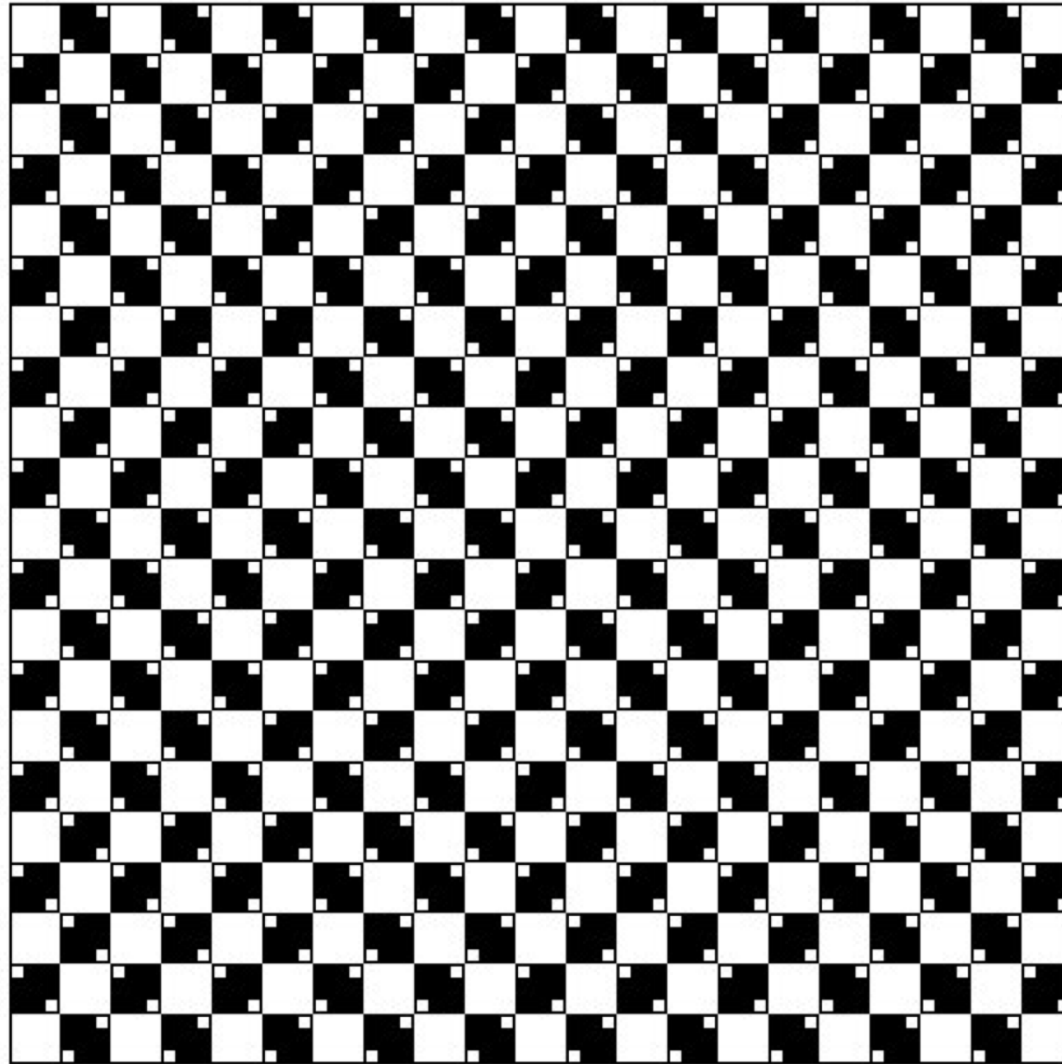
- Eleanor Roosevelt

Visualizing Success

1. Close your eyes and take 4 breaths into your belly.
2. Visualize the situation where you want success.
3. Step-by-step, visualize your success scenario playing out.
4. Ask yourself reflective questions about the journey.
5. Picture yourself actualizing positives outcomes.



Is your perception always correct?



Humility

Recognizing that our perception of ourselves, others, and events, as well as our interpretations of behaviors, are subjective and tentative.

1) **Subjective** – Others perceive events differently

Think of an example of when you interpreted an event one way and someone else interpreted it differently.

(Example: The correct number of minutes/hours before returning a call.)

2) **Tentative** – Our interpretations and perceptions change over time.

Think of opinions and beliefs you had 10, 15, and 20 years ago and how they changed over time.

How certain are you of our beliefs right now? Will they not also change with time?

Exercise: Visual Illusions



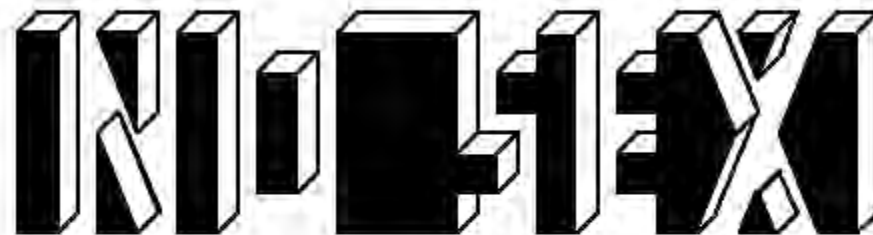


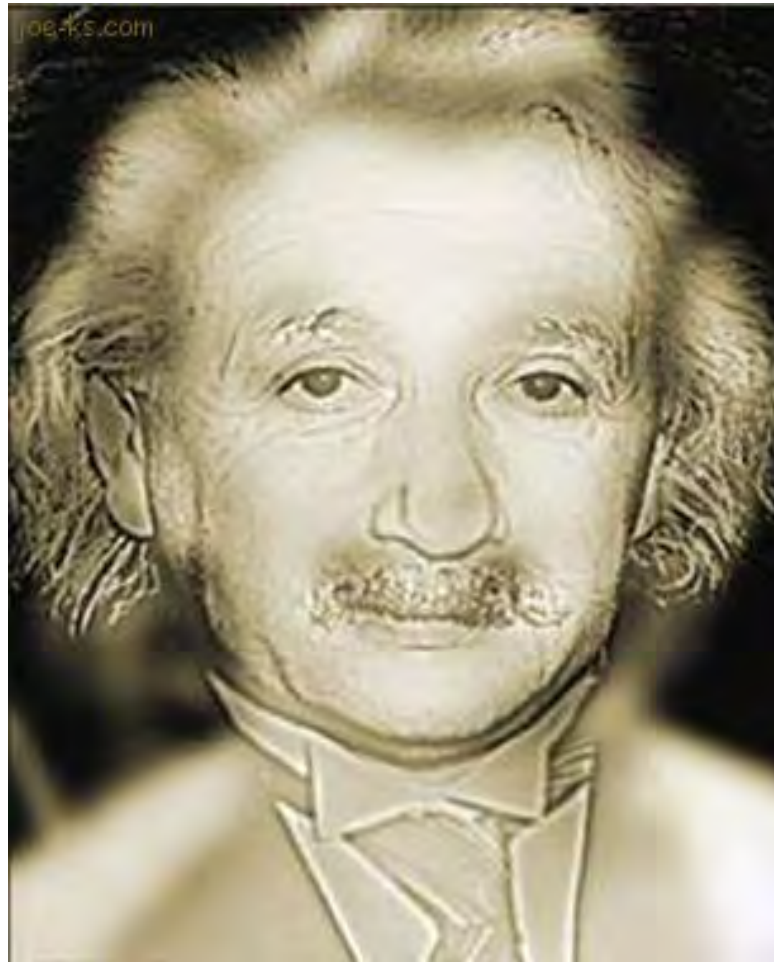


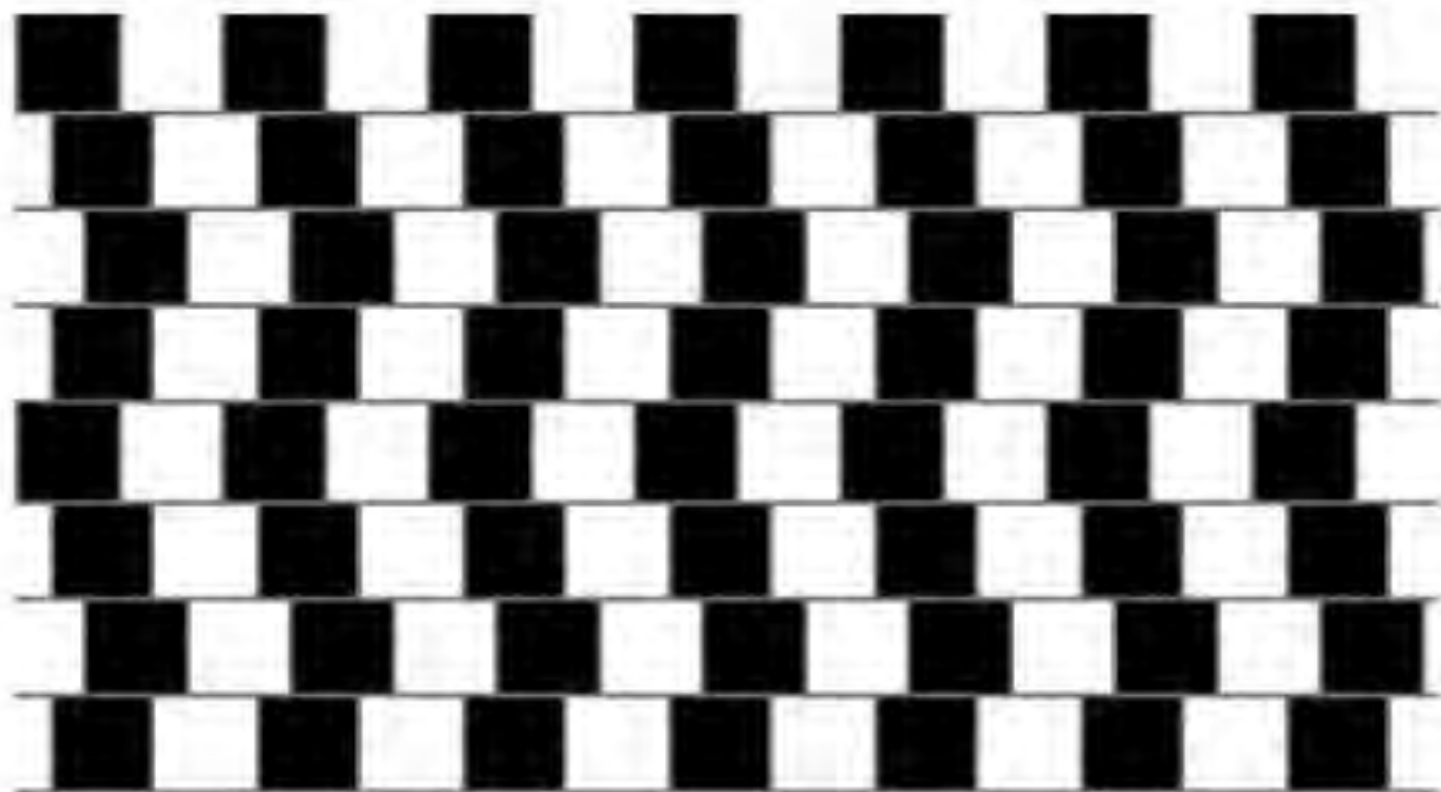


Eye Examination Chart

Increase distance from chart until it is readable







Are the horizontal lines parallel or do they slope?

Humility in Practice – A Thought Experiment

Think of something that made you anxious or angry in the last few days or weeks. Was it the experience that “made you angry” or your perception of it? (Remember “The Cookie Thief”?)

Think about how you interpreted that event. Assumptions? Cognitive Distortions?

Think of an alternative way that you could interpret it right now.

Think of an alternative way that you may interpret it 10 or 20 years from now.

Think of an alternative way that someone else could interpret it.

Remembering the visual illusions and how certain those seemed... How willing are you to admit some uncertainty about your interpretations & assumptions?

The Cosmic Calendar – Humility on a Grand Scale

Big Bang	Jan 1 (When did we appear?)
Origin of Our Galaxy	May 1
Formation of the Earth	September 14
Oldest bacteria fossils	October 9
Invention of Sex	November 1
First Cells	November 15
First worms	December 16
First Insects	December 21
First mammals	December 26
Jurassic Period, First birds	December 27
First flowers, Dinosaurs extinct	December 28
First Primates	December 29
Early evolution of frontal lobes	December 30

(From *Dragons of Eden* by Carl Sagan)

The Cosmic Calendar – Humility on a Grand Scale

December 31

First humans	10:30 p.m.
First tools	11:00 p.m.
Cave Paintings	11:59 p.m.
Invention of the alphabet	11:59:51 p.m.
Bronze Age, Trojan War	11:59:53 p.m.
Birth of Buddha	11:59:55 p.m.
Christ born, Euclidean geometry, Roman Empire	11:59:56 p.m.
Crusades	11:59:58 p.m.
Renaissance, Ming Dynasty, Science	11:59:59 p.m.

The Powers of Ten

Another Thought Experiment:

When small is big and big is small.

Gratitude

“There are worse things than getting a wrong number call at 4am;
it could be the right number.”

“Otherwise” by Jane Kenyon

I got out of bed
on two strong legs.
It might have been
otherwise. I ate
cereal, sweet
milk, ripe, flawless
Peach. It might
have been otherwise.
I took the dog uphill
to the birch wood.
All morning I did
the work I love.

At noon I lay down
with my mate. It might
have been otherwise.
We ate dinner together
at a table with silver
candlesticks. It might
have been otherwise.
I slept in a bed
in a room with paintings
on the walls, and
planned another day
just like this day.
But one day, I know,
it will be otherwise.

Gratitude Practice

1. Make a gratitude list and ensure each item is meaningful.
2. Breath slowly and savor every line of that list.
3. Focus on one in particular and bring your sense of gratitude even more alive.
4. Commit to paying it back/forward.

