

## گزارش مشاهده جلسه ششم کارگاه مربیگری

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### محتوای گزارش

#### 1- What Have you observed in yourself? What do you feel?

- A. I learned two things from these workshops, one is to give myself some time and take it easy on myself. I need to give my brain enough time to get trained with a concept and learn to deal with it. Before this, I believed that successful programmers had a special ability and brain and I will never reach their level. Now I know that my brain needs enough time and practice to develop relevant neural networks to be able to understand new concepts, so I read patiently as many times as I can and expose myself to different versions of the same concept via various media and forms.
- B. Secondly, I learned to give people enough time to understand me as their brain also needs enough time and training for that. Now I don't force people to get me but let them do it at their own pace.
- C. Before this, I thought I should surprise people when I want to talk about a new or divisive idea so people don't have time to get prepared for a counter argument. Now I know that when we are in the same team (we are not against each other in in war or court) It is more effective to write my ideas and let people read and contemplate it before we discuss the matter, because their brain needs to develop the neural system around the subject (the idea grows on them).
- D. I observed that the workshops have improved my relationship with my daughter. Previously, my context was task and responsibility centric. You have the responsibility of some work and I have the responsibility of reminding you and demanding it. You must do this and I must do that. And it has put much strain on our relationship. Now I am learning to not get mad at her and not label her and it made our life easier.
- E. During this session I was thinking of our own education and how education under the peer pressure and fear of punishment is useless and dysfunctional.

## 2- My take out from the session:

- A. We humans have a stronger ability to communicate with our kindred than other species. Our communication types and quality are vast too. We are able to communicate not only by speech, but also by writing and music.
- B. One of the communication tools that we utilize often and extensively is our facial expression. We have many small muscles in our face that are able to express so many different emotions and intent. We also use our tone of voice to communicate extra meaning, even for the same words.
- C. Although other creatures use their body language and voice as well, we humans undoubtedly use it to a much greater extent.
- D. We are able to convey different meanings by changing our facial expression and voice intonation, which affect the audience differently.
- E. The reason that human beings have this capability is the existence of a special neural network that is responsible for communicating through utilizing these tools.
- F. **Social engagement system** is the human neurobiological network that is accessed when individuals feel safe, which facilitates connection/affiliation with others and surrounding environment through eye contact, facial expressions, vocalization and orienting of the body/face toward others.
- G. This social engagement system usually works unless we experience a specific level of fear (including shock and embarrassment), when other parts of the neurobiological system disable this social engagement system and we are not able to communicate anymore. At this point we are like a completely different being.
- H. There is an important and especial nerve at the top of the spinal cord, named Vagus nerve which has control over the most important organs and systems, including the heart and the blood circulatory system, the lungs and the respiratory system, the guts and the digestive system and so on.
- I. The Vagus nerve is in charge of a very essential process called neuroception. **Neuroception** describes how neural circuits distinguish whether situations or people are safe, dangerous, or life threatening. Neuroception works at an automatic and primitive level, always receiving input from our environment and only outputting one bit of information, constantly deciding whether we are safe or not.
- J. In times of safety, all the organs and systems work as usual, but if the Vagus nerve decides that we are in danger it first tries to get use the social engagement system to get help from other humans, by screaming and such,

and if does not work, then it totally disables the social engagement system. At this point we are not able to communicate in any way.

- K. The next thing that Vagus nerve does is to enable the **flight, fight, or freeze mode (FFF)**. In very unsafe situations we need to run away or fight in order to survive, and if those are not possible then the Vagus would totally paralyze our body.
- L. From the evolutionary perspective, our neurobiological system is evolved to preserve our lives, as all the ancestors that could not do it have perished throughout millions of years. Therefore, the first strategy facing significant peril is to fight, as it has been the one that had the best chance of survival encountering predators in nature.
- M. The next resort is to fight the danger. The reason that fighting does not come first is because the slightest injury could have ended in death in nature. So, all the creatures that would fight first gradually died and we are left with the genes that choose the flight first.
- N. The last resort is to freeze, which has a few advantages to itself. In nature, freezing could possibly distract the predator and perhaps buy some time to find an opportunity to flee. Or if the death is inevitable, at least it would be a painless death, as with this paralysis also comes numbness and calmness.
- O. All of these occur in the subconscious and we have no control over this FFF mechanism. They are of the lower level mechanisms and happen very fast.
- P. The higher the neurobiological system the more access and control we have over them. We effectively do not have any access and control to our lower parts of our brain and neural system including the Vagus nerve.
- Q. To be ready for the FFF mode our whole body changed to be ready to flee or fight. For example, the blood surges from skin and outer parts to the muscles, so we might look pale when we are scared. Moreover, the hearing system changes in a way that hears less of the human voice and more of the environmental sounds. Probably because the source of danger is more likely to come from the environment, not from other people.
- R. The FFF is our inheritance from a long evolution, even though we are no longer threatened by predators and hunters as we were thousands of years ago. Our today's unsafe cases usually involve difficult situations in social interactions. For instance, being in debt is a situation that causes us to feel unsafe. Or to be guilty for a fault and be forced to confess to our faults is a situation where we experience the FFF, in which we might resort to lying in order to save ourselves.

- S. In another word, nowadays feeling insecure is equivalent to feeling unsafe thousands of years ago and today's source of unsafety comes from other human beings.
- T. But what about the risk of death? Are we about to die when we interact with people? For us, the most social creatures on earth, getting rejected from the group has a similar effect as the termination of life, as our life only makes sense in society. In comparison, a primitive human would literally die if he was separated from the tribe.
- U. For this, getting rejected, by our society, team, partner or so, is the most fundamental fear of modern humans, and in any situation that may cause fear of rejection has the potential of triggering the FFF mode, including all social embarrassments and insecurities.
- V. The neuroception response erases millions of years of evolution and backtracks us to our primitive instincts, therefore faced with the risk of rejection we behave not like humans but more like animals. Perhaps we run away by lying, or get into fights with others.

### 3- Instructions:

- A. A mentor's job is to provide a safe environment for the intern to feel secure enough to be able to progress as feeling insecure or scared causes people to be unable to behave normally. A mentor can keep interns at a human level by observing and not judging.
- B. A mentor, as anyone else, should assess attentively and clearly, but they should not judge and label. A mentor only reflects their assessment and gives feedback without attaching any value to the assessment.
- C. Classification, labeling, judging, and assigning values is not in the job description of a mentor.

### W. My questions:

- A. Can we train our brain to be more functional in fearsome situations?