



Brain Boss Tools

1. Learn **micro-expressions** to understand other people's emotions. Ask them, if appropriate, instead of misreading them. Recognize your own!
2. Develop the **direct experience network** in your brain. Switch to this with daily practice, using your five senses in a systematic and relaxed way to be more aware, if even for a few minutes. Know whether you are in **narrative** or **direct experience** network.
3. When you sense a negative emotion coming on, either **label** it or **reappraise** it (re-interpret, normalize, reorder, or consider another viewpoint).
4. Remember your **S.C.A.R.F.** Any person can respond as if facing a primary threat if their Status, Certainty, Autonomy, Relatedness or sense of Fairness is threatened. Positive experiences in any of the other five can result in feeling rewarded and help subdue the threat. If they are threatened in one area, provide reward in another area.
5. Shift your mindset (if not already there) from a **fixed** to a **growth** mindset. Listen for fixed mindset phrases coming from your team and help them learn the power of the word **yet**. "I just have not learned how to do that, YET!"
6. **Leading for Change**
 - A. Help your people stay in a "toward" state, reduce threat.
 - B. Lead people to have their own insights, coach with questions.
 - C. Keep the social brain in mind so people are connected and trusting.
 - D. Over communicate! Do they REALLY know everything they need to know?
 - E. Regulate your own emotions and help your team to do likewise. Project your leadership style as calm, cool, and collected.
 - F. Keep goals and expectations crystal clear. Don't make them guess.

MINDCAP PRO Workshops available

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