

Emotions As Information: How to Use Skills of Congruence to Build Capacity and Motivation

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Topics We Talk About with Leaders and Teams

Internal

- Integrate work and life
- Develop self awareness
- Regulate emotion
- Build confidence
- Deal with overwhelm
- Strengthen inner life
- Improve Executive Function

External

- Manage time
- Business Development
- Run effective meetings
- Improve public speaking
- Hire the right people
- Get unstuck or clear about career
- Improve Executive Function

Team

- Build a congruent team
- Provide feedback to people that gets results
- Personality Profiles
- Improve communication
- Have someone to check in with
- Not sure

“I just want the drama to stop.”

Congruence

The inner certainty about where to put your Energy and Attention. It's when our outer choices match our deepest internal realities.





4 Intuitive Skills of Congruence

Energy

Pressure

Intent

Connection

“I just want the drama to stop.”

The only drama I have control
over is the story I'm telling
inside of me.

Start with Working on Your Own Emotions



Energy



Pressure



Intent



Connection

Your colleague Sarah missed the deadline again. And when you brought it up, she got all defensive, saying she's overwhelmed and acting like you don't understand. You get that she's busy, but we're all busy. It feels like she's making a big deal out of it instead of just taking responsibility and helping you get everybody back on track.

Start with Working on Your Own Emotions



Energy

Describe your Energy in the situation



Pressure

What Pressures are shaping that Energy?



Intent

What are you trying to make happen? What do you want?



Connection

How do you move towards Connection?

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Estimate the Other Person's Experience



Energy

Describe your best estimate of the other person's Energy



Pressure

What Pressures might be shaping that other person's Energy?



Intent

What's the other person trying to make happen?
What do they want?



Connection

What does the other person need to move towards Connection?

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Let's Look at Your Situation



Energy

Describe your Energy in the situation

Describe your best guess of the other person's Energy



Pressure

What Pressures are shaping that Energy?

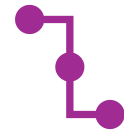
What Pressures might be shaping that other person's Energy?



Intent

What are you trying to make happen? What do you want?

What's the other person trying to make happen?
What do they want?



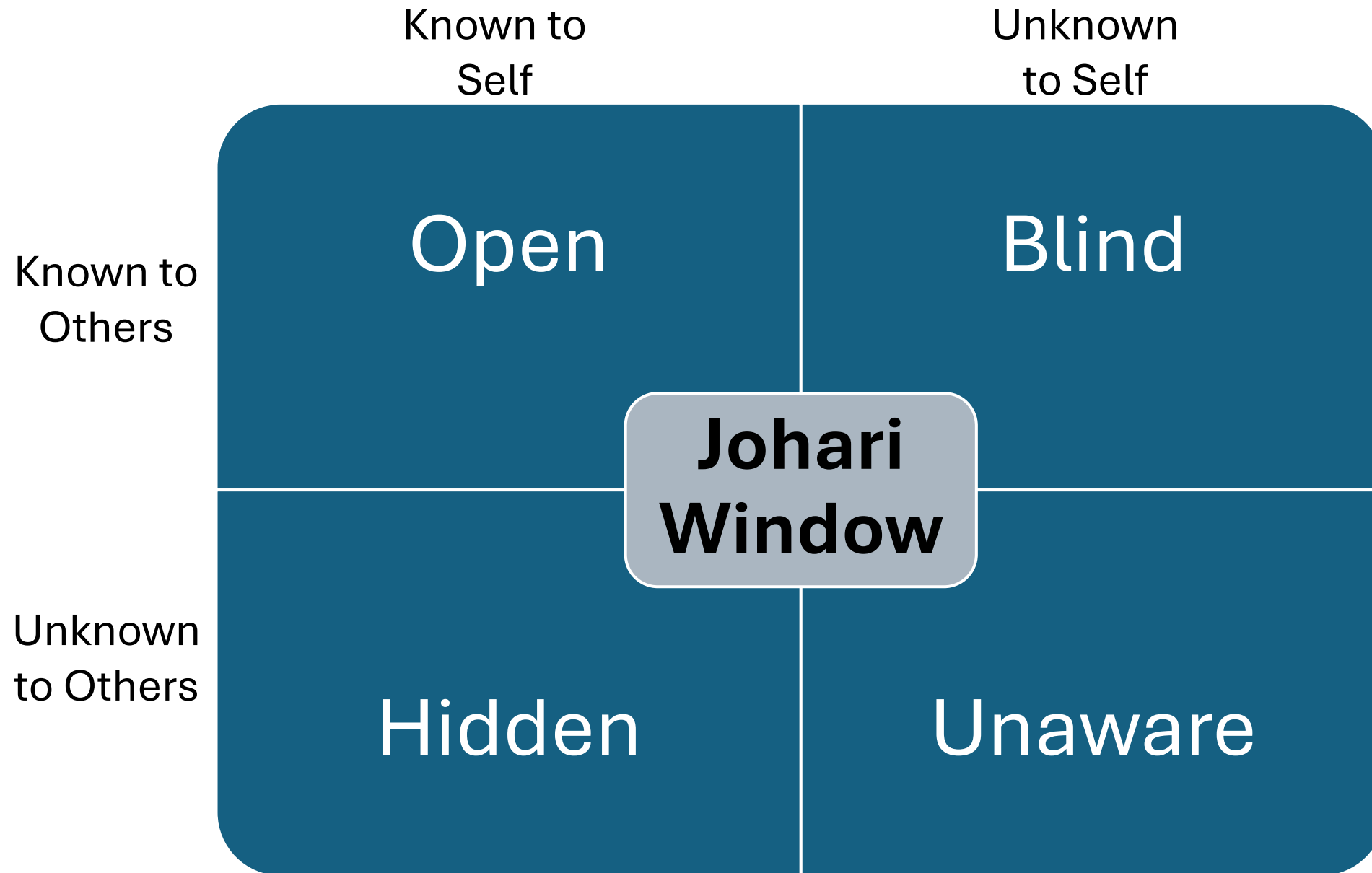
Connection

How do you move towards Connection?

What does the other person need to move towards Connection?

This process is not a conclusion, a judgement or a even a solution.

Its always about finding options for what's next.



Thank you!



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