



## **The Power of Emotional Regulation to Impact Leadership and Performance: A Culture of Enlightened Leadership**

Humans have a tendency to point the finger at each other and to assign blame when it is not necessary to do so. In fact, we often start out looking to blame someone and this blinds us to the many important details that could grow our understanding of what really happened and how it came into being. We confuse blame with accountability and in so doing, we harm others.

Simply shifting to a better contextual question can make a big difference in terms of understanding and final outcomes.

### **Asking the right contextual question**

- Who or what is to blame? (POOR)
- Who or what is responsible? (BETTER)
- What could be at cause? (WINNER!)

A prime filter is a lens through which we see the world. The prime filters we use is actually a question of personal choice. These filters set us up to approach, process and reason in different ways. Some filters are far better at getting us into our right mind and make it easier for us to think in terms of solution centered problem solving.

The right prime filter can make it easier for us to instill hope, respond with compassion and achieve better decision making.

### **A prime filter questions for heightening leadership ability**

What would love do (to be life-affirming)?

- Love at the level of thinking
- Love at the level of feeling
- Love at the level of doing

As an approach, the 7 living principles below outline a process that support behaving in life-affirming ways. They lead to greater acceptance, higher engagement and a deeper understanding of causal factors underlying events and incidents.

The first 4 principles help us with emotional regulation and creating a life-affirming mind-set. The remaining 3 principles guide our actions in terms of having beneficial and purposeful impact in the world (an essential leadership imperative).

### 7 Living Principles

1. Suspend your notions of right or wrong (give up judgement).
2. Dump the idea of looking for blame or punishment (give up the claim to revenge).
3. Get curious about the multiple causes (assume several; go for deeper understanding).
4. Look for the relationships between the incidents (find the causal patterns; awaken compassion).

### Use a PRIME FILTER to activate your higher reasoning brain.

5. Parcel out responsibility for affecting beneficial change (in this together; do my part).
6. Foster mindfulness and compassion in decision making (repair, learn, modify & measure impact = restoration and prevention).
7. Make the world a better place because you showed up in a meaningful way (live purposefully, not robotically).

Before we can be fair and just with others, we need to do a better job at remaining emotionally regulated, supporting life-affirming behaviours, developing bias free processes, and relinquishing our claim to guilt, blame and shame.

Great leaders understand the necessity and value of being in service to others. Enlightened leadership helps us ensure our humanity remains intact and reduces that odds of us harming others under the guise of necessary business decisions.