Moving from Protection to Connection:

An Integrative NeuroSomatic Approach to Engaging People in Change

2019 CACC Conference

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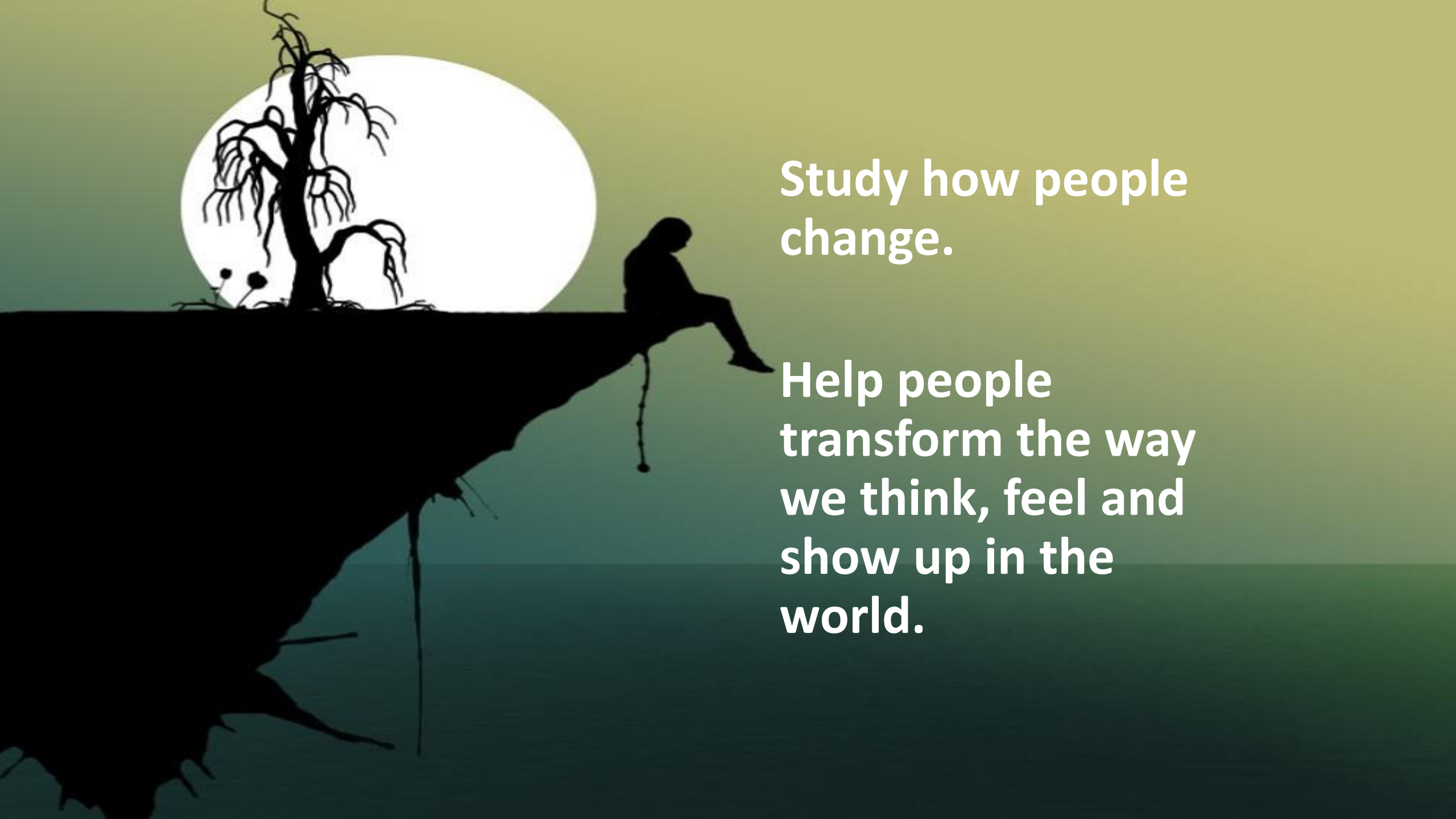
ZERO POINT LEADERSHIP

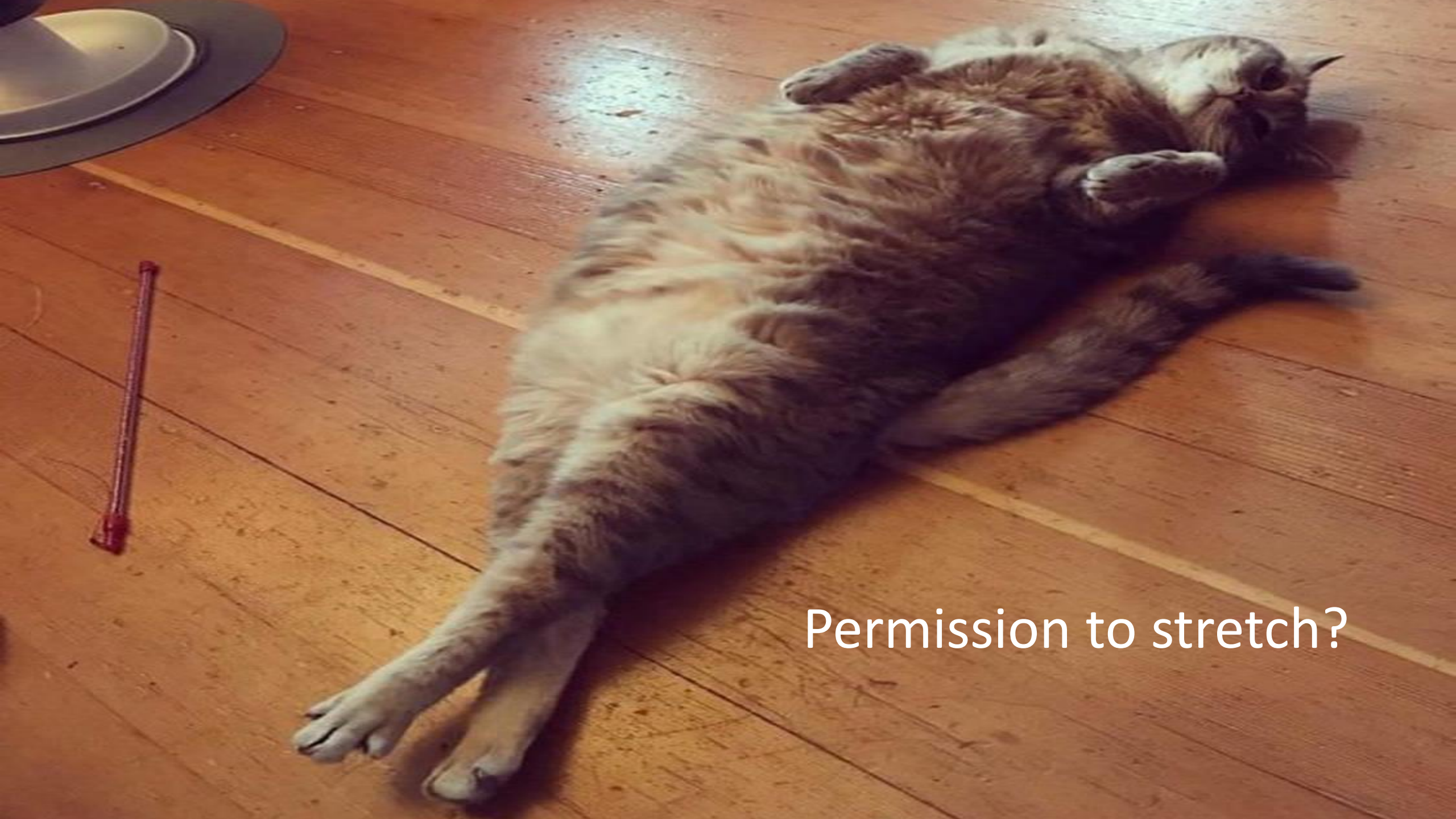
USING SCIENCE TO UPGRADE HUMAN INTERACTIONS AND EXPAND CONSCIOUSNESS!


Study how people change.
Help people transform the way we think, feel and show up in the world.

Lifting the hood

Most of what drives us is below the line.

Upgrade human interactions


Permission to stretch?

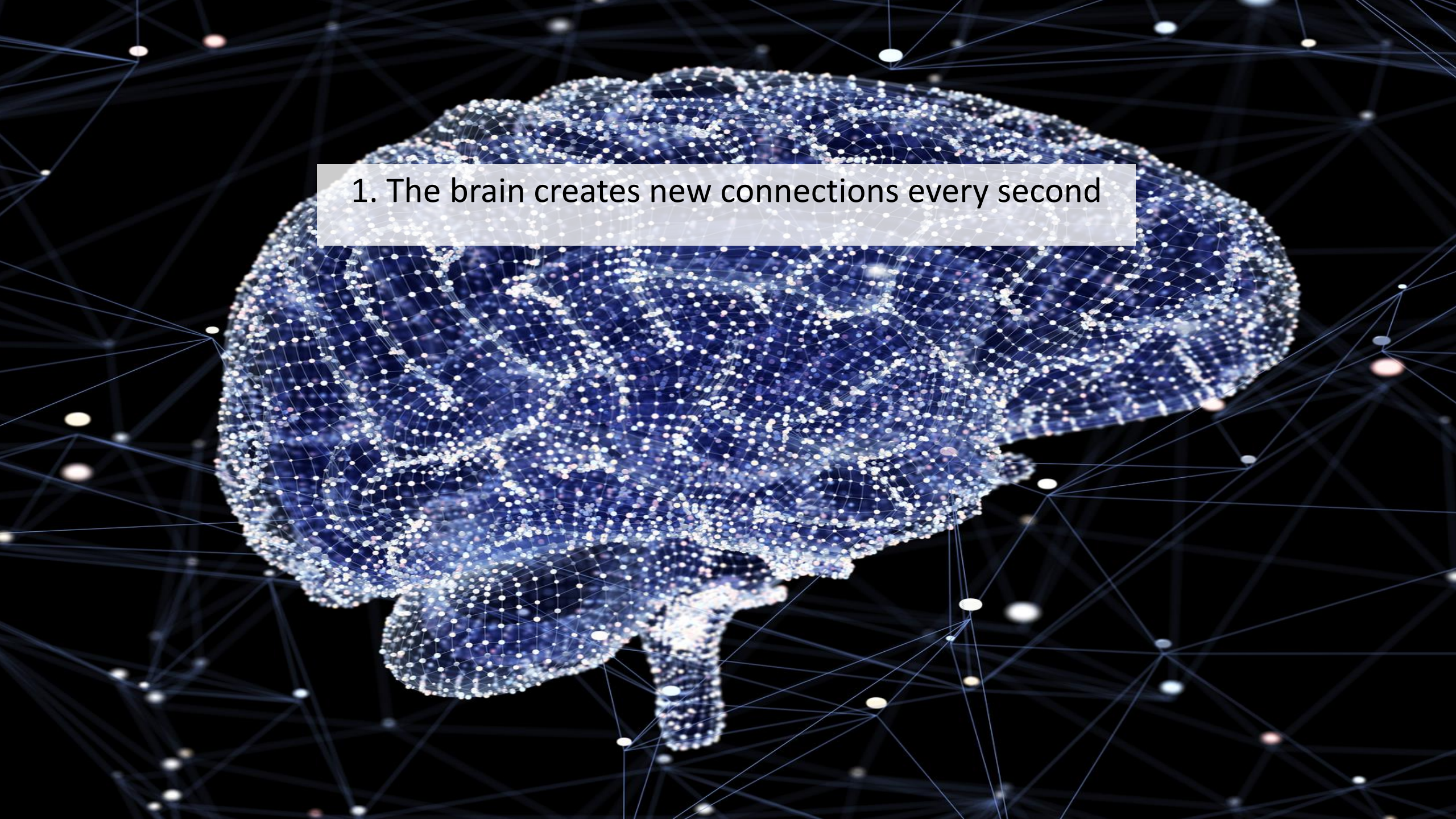
Where are we headed?

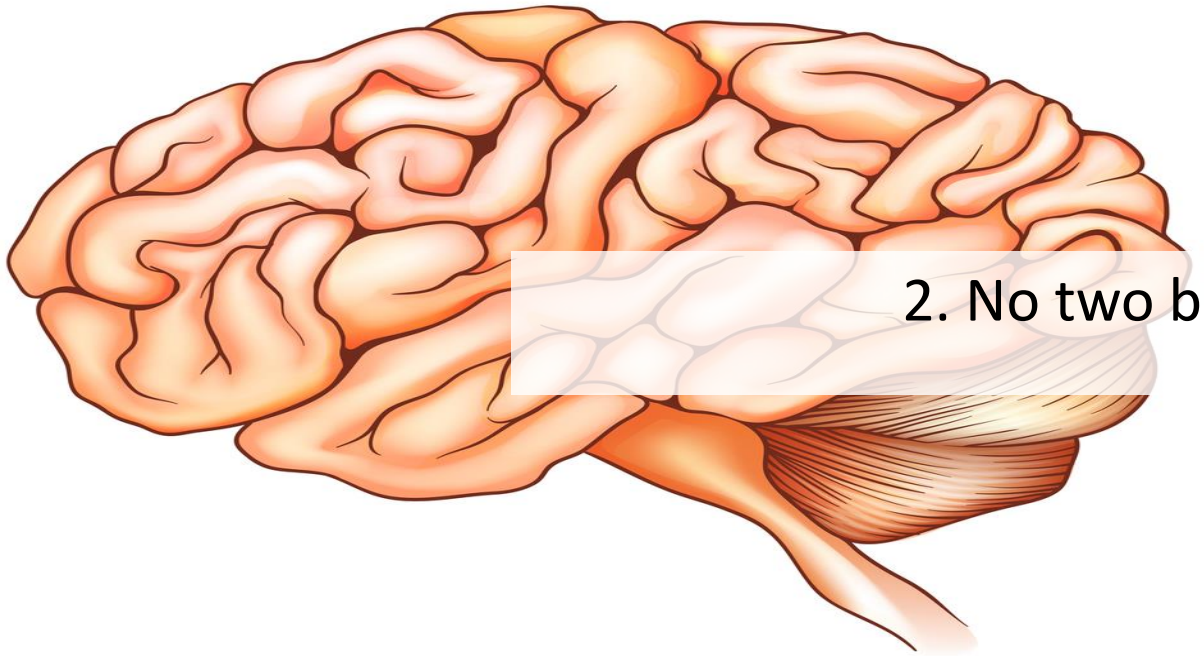
1. Six insights from brain science that tell us how people learn
2. Neuroplasticity and behavior change
3. The deeply social brain in the context of collaborative courts
4. A brain-based model for increasing trust & engagement
5. Self-Regulation
6. Action

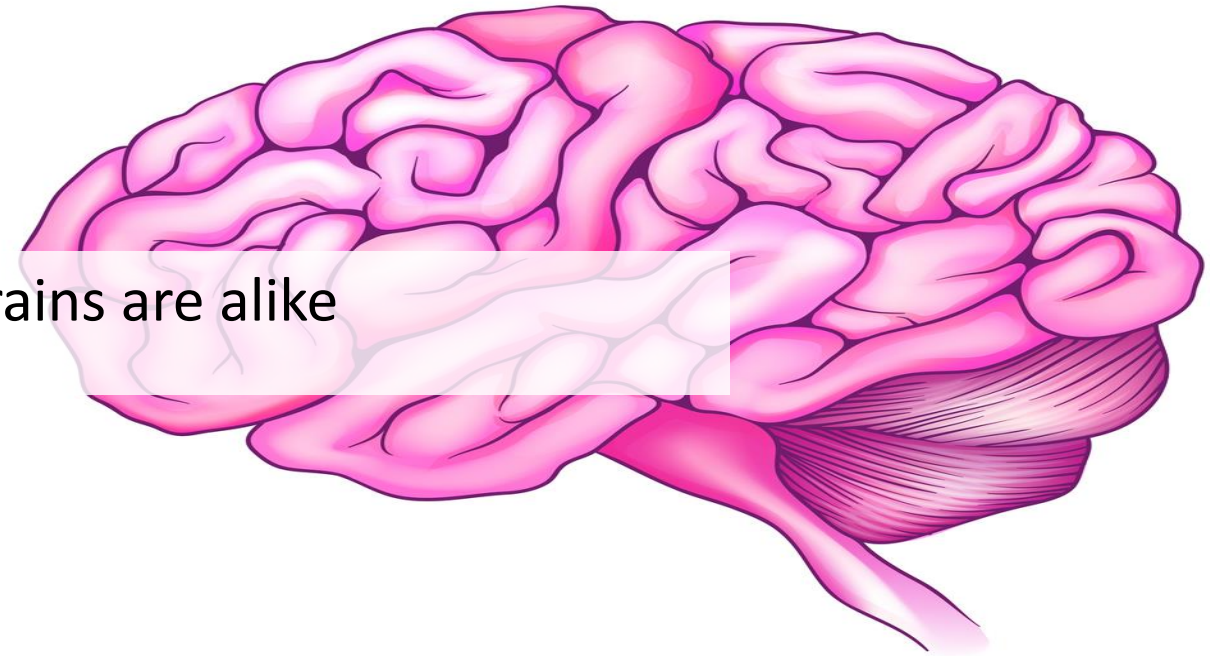
New science

Six Important Discoveries About the Brain

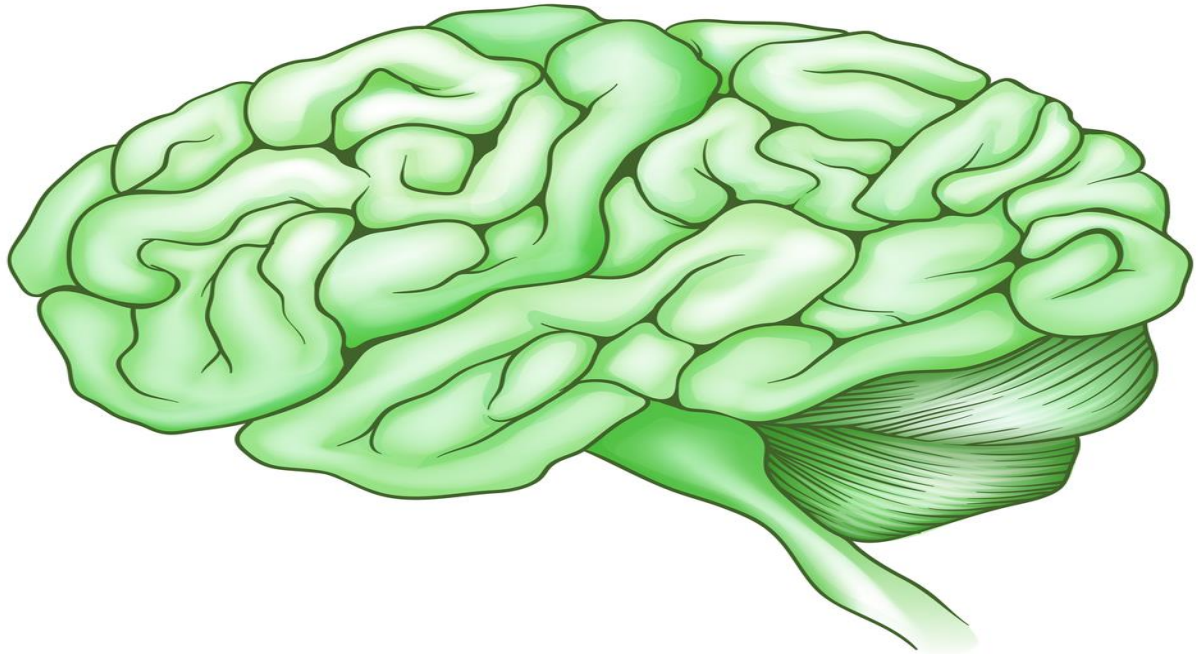
David Rock (2006). *Quiet leadership: Six steps to transforming performance at work.*

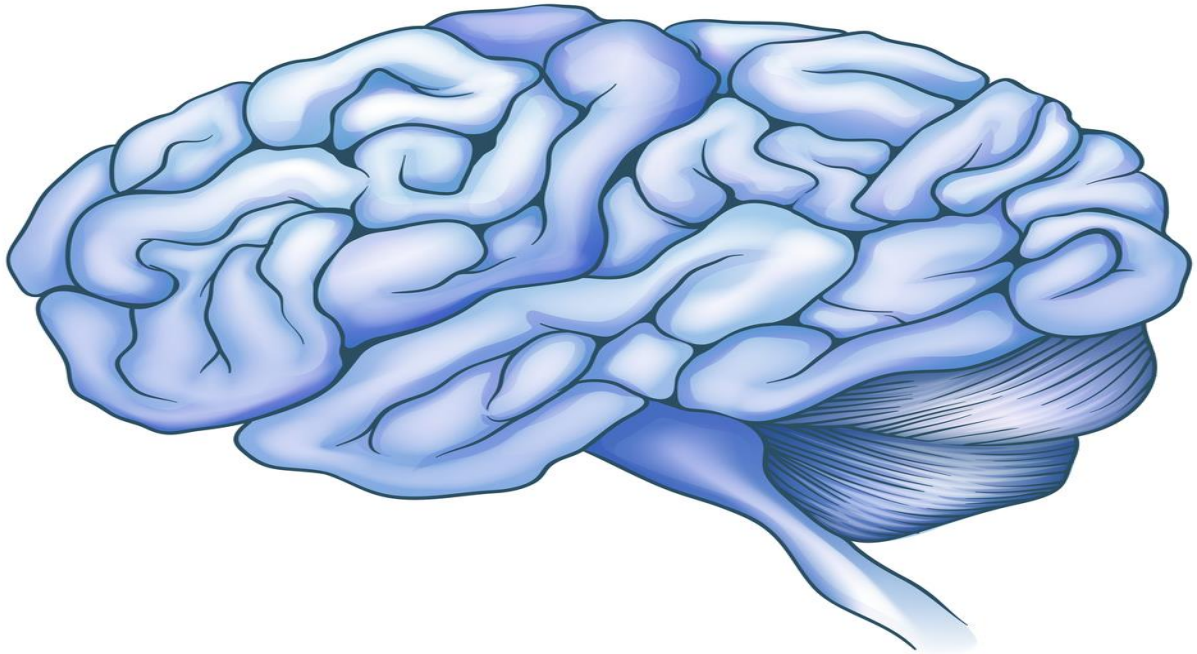

1. The brain creates new connections every second





2. No two brains are alike

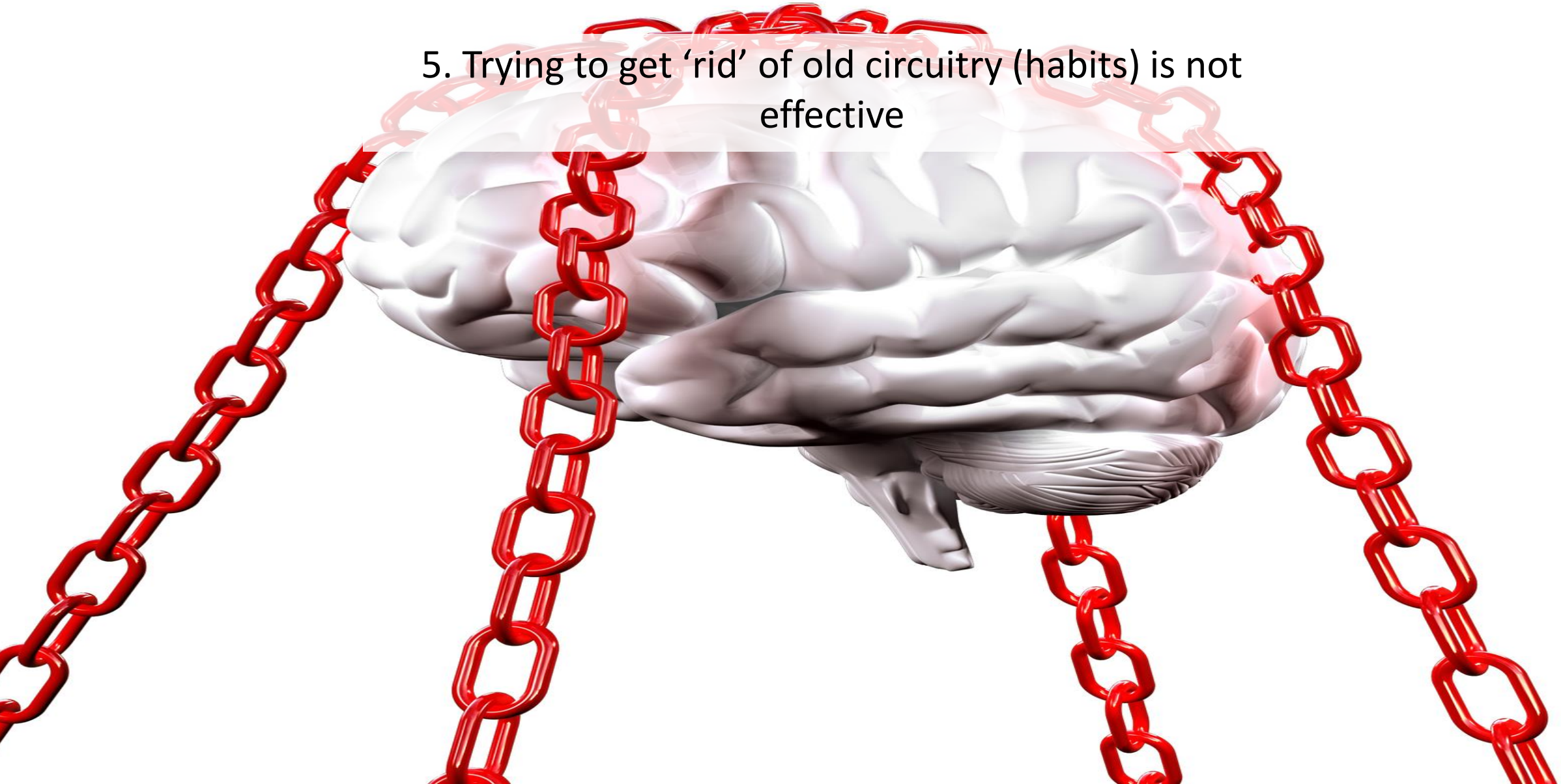


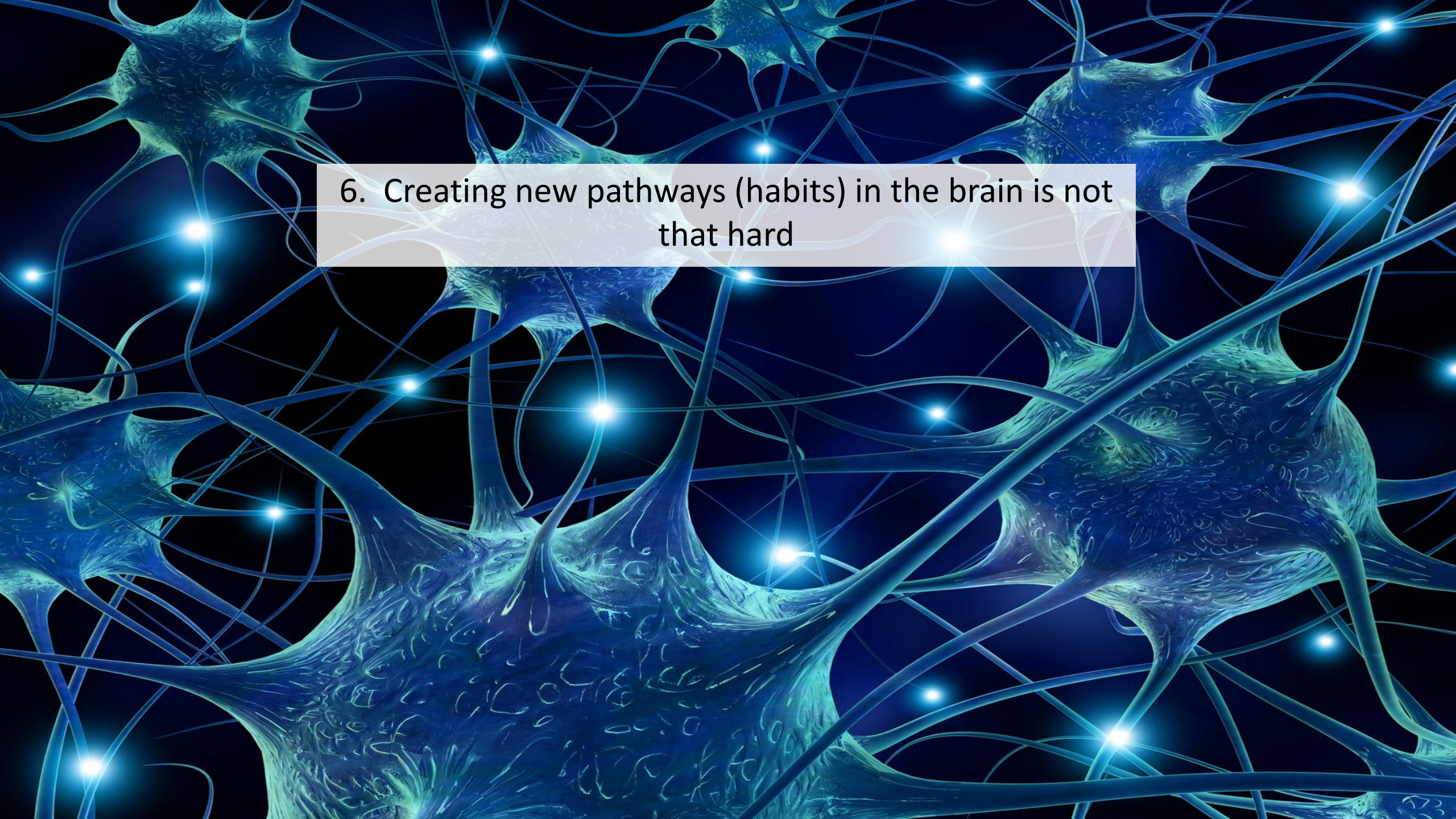


3. Repeated behaviors become hardwired


4. People see the world through their hardwired beliefs

5. Trying to get ‘rid’ of old circuitry (habits) is not effective





6. Creating new pathways (habits) in the brain is not that hard

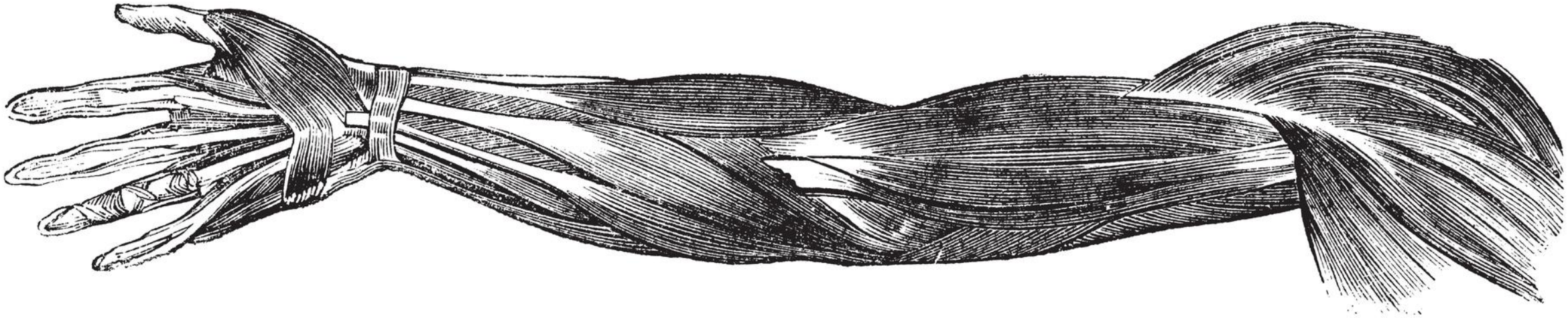
The Plastic Brain

Neuroplasticity….the brain's ability to change, adapt, and rewire itself based on experience.


Breng me 'n grote whisky.
-Wat zitten jullie nou te grijnzen?

Obsessive Compulsive Disorder

Attention



Self-directed neuroplasticity

The neurobiology of trauma

Neglect - poverty of experience

Defensive accommodations

Window of tolerance

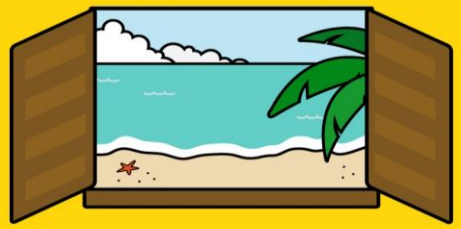
How Trauma Can Affect Your Window Of Tolerance

HYPERAROUSAL

Anxious, Angry, Out of Control, Overwhelmed
Your body wants to fight or run away.
It's not something you choose – these reactions just take over.

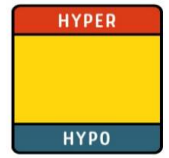
WINDOW OF TOLERANCE

When you are in your Window of Tolerance, you feel like you can deal with whatever's happening in your life. You might feel stress or pressure, but it doesn't bother you too much. This is the ideal place to be.



When stress and trauma shrink your window of tolerance, it doesn't take much to throw you off balance.

Working with a practitioner can help expand your window of tolerance so that you are more able to cope with challenges.



HYPOAROUSAL

Spacy, Zoned Out, Numb, Frozen
Your body wants to shut down.
It's not something you choose – these reactions just take over.

NICABM, 2019

Every social interaction shapes the way our brains respond.

This impacts every decision we make.

The brain is a deeply social organ.

Non-conscious

Basal Ganglia

- *Fast*
- *Automatic*
- *Hardwired habits*
- *Large volume*

Conscious

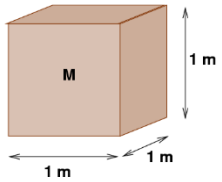
Prefrontal Cortex

- *Slow*
- *Decision Making*
- *Thinking*
- *Self-regulation*
- *Small volume*

Limbic System

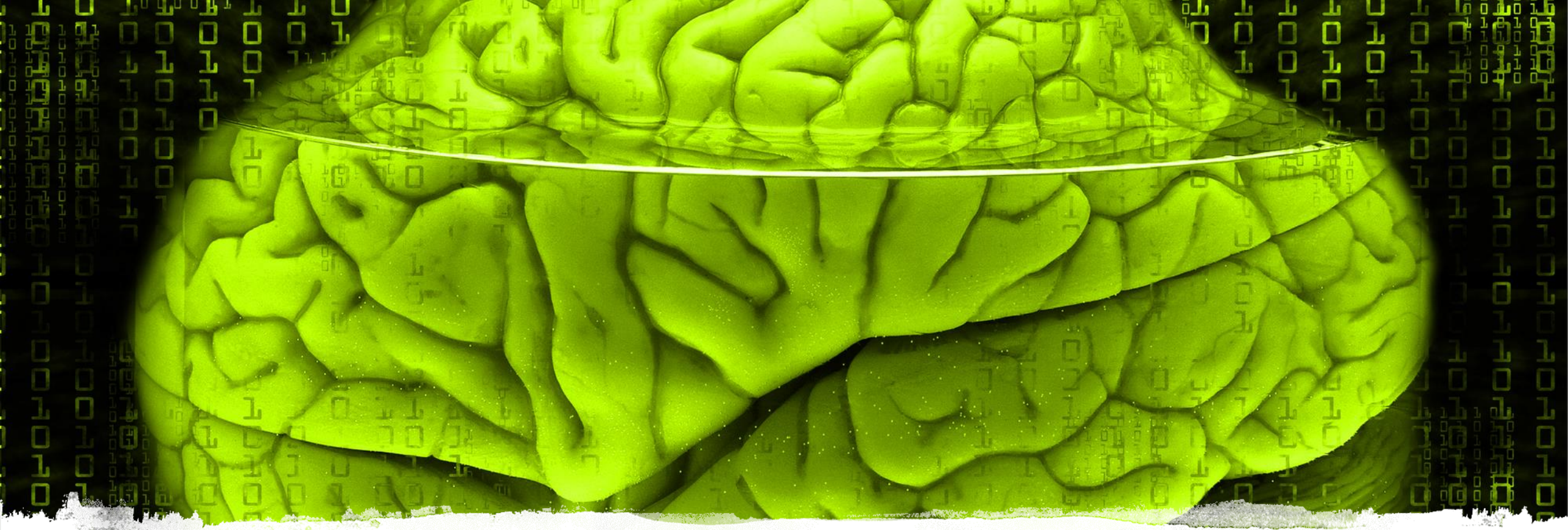
- *Emotion*
- *Memory*
- Motivation

Conscious



Non Conscious

82 x 7



11 Million Pieces of Information

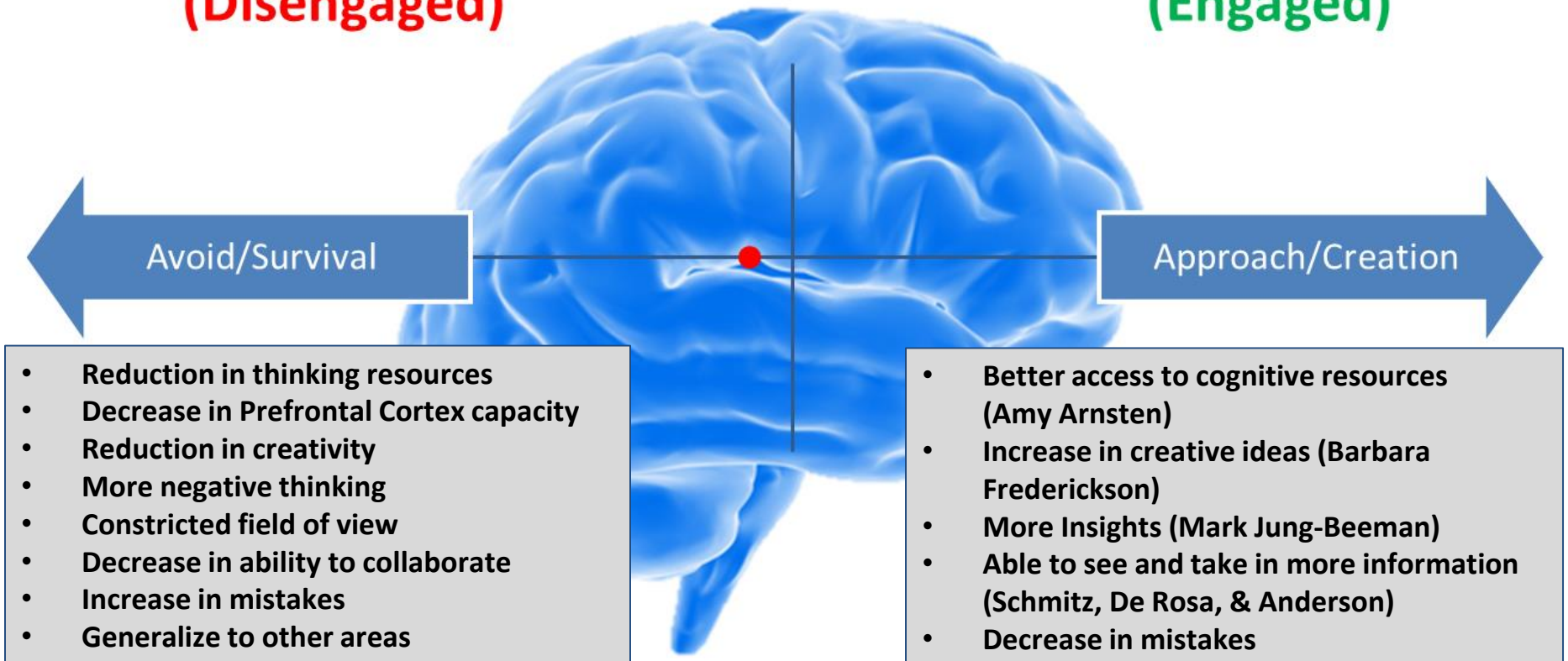
Aware of

40

Minimize Danger, Maximize Reward

Threat/Danger
(Disengaged)

Reward
(Engaged)



- **Reduction in thinking resources**
- **Decrease in Prefrontal Cortex capacity**
- **Reduction in creativity**
- **More negative thinking**
- **Constricted field of view**
- **Decrease in ability to collaborate**
- **Increase in mistakes**
- **Generalize to other areas**
- **Increase in cortisol (stress hormone)**

- **Better access to cognitive resources (Amy Arnsten)**
- **Increase in creative ideas (Barbara Frederickson)**
- **More Insights (Mark Jung-Beeman)**
- **Able to see and take in more information (Schmitz, De Rosa, & Anderson)**
- **Decrease in mistakes**
- **More collaborative**
- **Increase in dopamine levels**

Strong predisposition to threat!

Gordon, E., 2000

Social Needs = *Survival*

The Deeply Social Brain

- **Human brain is the social organ**
- **Social pain = physical pain**
- **Social pain activates threat state (disengagement)**
- Need for social connection
- Brain's solution to ensure nurturance/attachment
- Think about ourselves and others

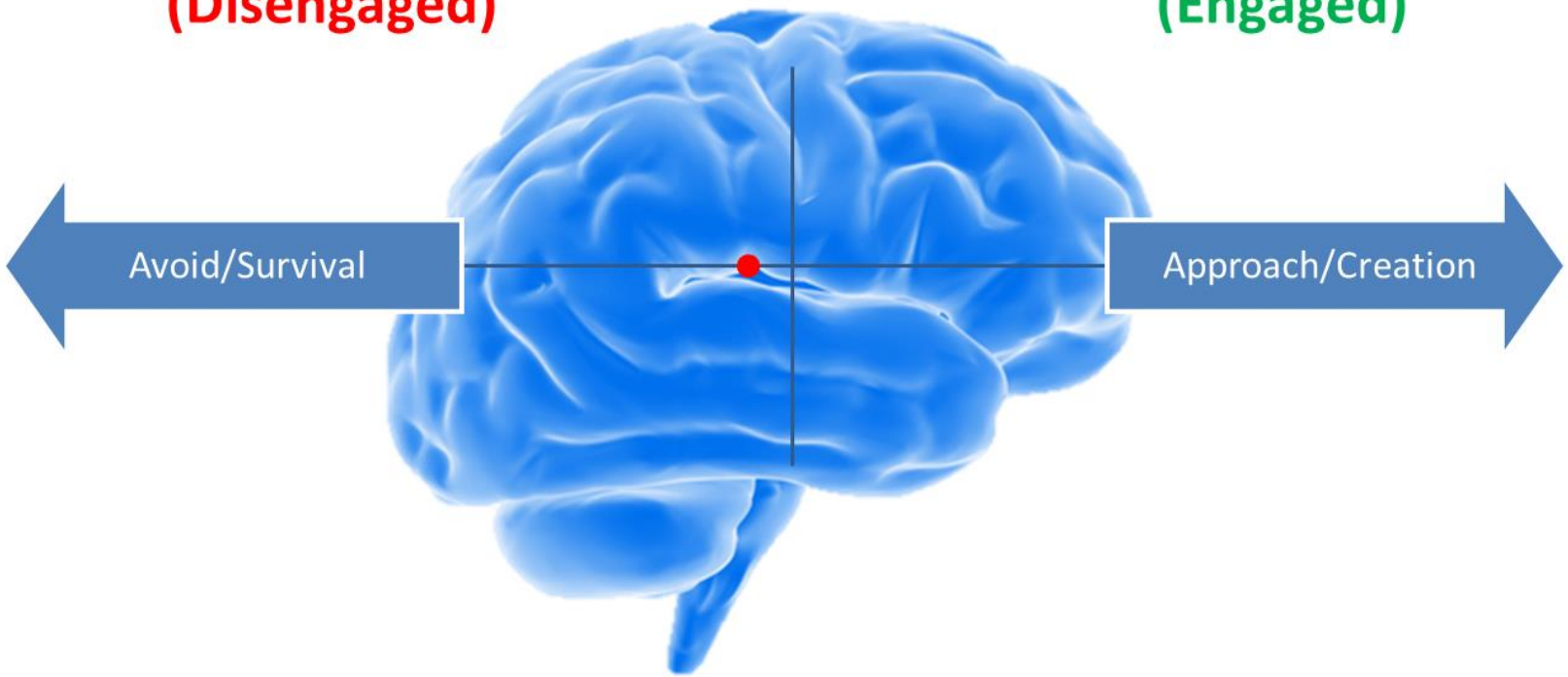
Eisenberger, N & Lieberman, M., 2004

Social disconnectedness is bad for your health

Minimize Danger, Maximize Reward

Threat/Danger
(Disengaged)

Reward
(Engaged)



5 Core Human Needs

Esteem

- Status
- Meaning
- Importance
- How we compare or rank

Choice

- Autonomy
- Control
- Freedom

Understanding

- Certainty
- Clarity
- Knowing

The Brain as Predictor

I cnduo't bvleiee taht I culod aulaclty uesdtannrd waht I was rdnaieg. Unisg the icndeblire pweor of the human mnid, aocdcrnig to rseecrah at Cmabrigde Uinervtisy, it dseno't mttaer in waht oderr the lterets in a wrod are, the olny irpoamtnt tihng is taht the frsit and lsat ltteer be in the rhgit pclae.

Relatedness

- Safety with others
- Connection
- Friend vs. foe
- In-Group vs. Out Group

Equity

- Perception of fair exchanges between people
- Level playing field

Self

- Mindfulness
- Self-awareness
- Self-regulation
- ***Self-mastery***


“We ourselves must walk the path.”
- Buddha

SECURE Connection™

SELF	Self Awareness; Self-Development; Self-Management; Self-Mastery
ESTEEM	Importance; Status; Rank; Purpose; Meaning
CHOICE	Autonomy; Freedom; Control
UNDERSTANDING	Clarity; Certainty; Knowing
RELATEDNESS	Trust; Connection; Safety; In-Group vs Out-Group
EQUITY	Perception of Fair Exchanges; Level playing field

SECURE Connection™

A Brain-Based Framework for Creating a Climate of Trust, Engagement & Collaboration

Ellington, L. & McFadden, P.
Zero Point Leadership, 2016

Treat collaborative courts as a deeply social experience

The human resistance to change is really the human resistance to pain.

What You Can Do

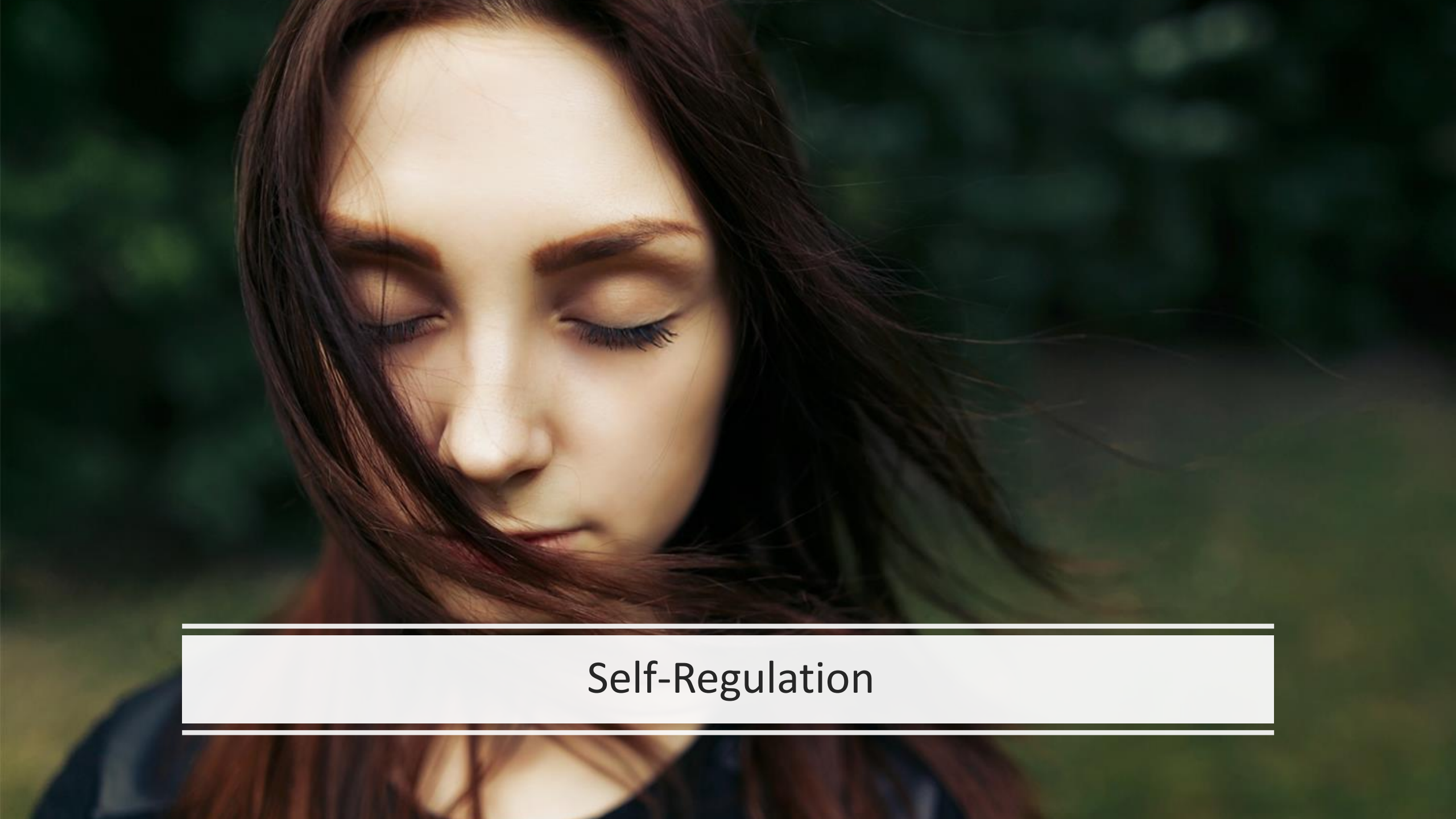
- Create mutual goals & “in-group” attitude
- Emphasize connecting rather than highlighting rank
- Pay attention to how people are improving
- Be more transparent and communicate more than you think you need to
- Increase feelings of “being valued” and on the same team
- Give choices and options
- Be clear on the what the expectations are

***Mindfulness, Self-Awareness, Self-Regulation**


Psychological
Safety
First

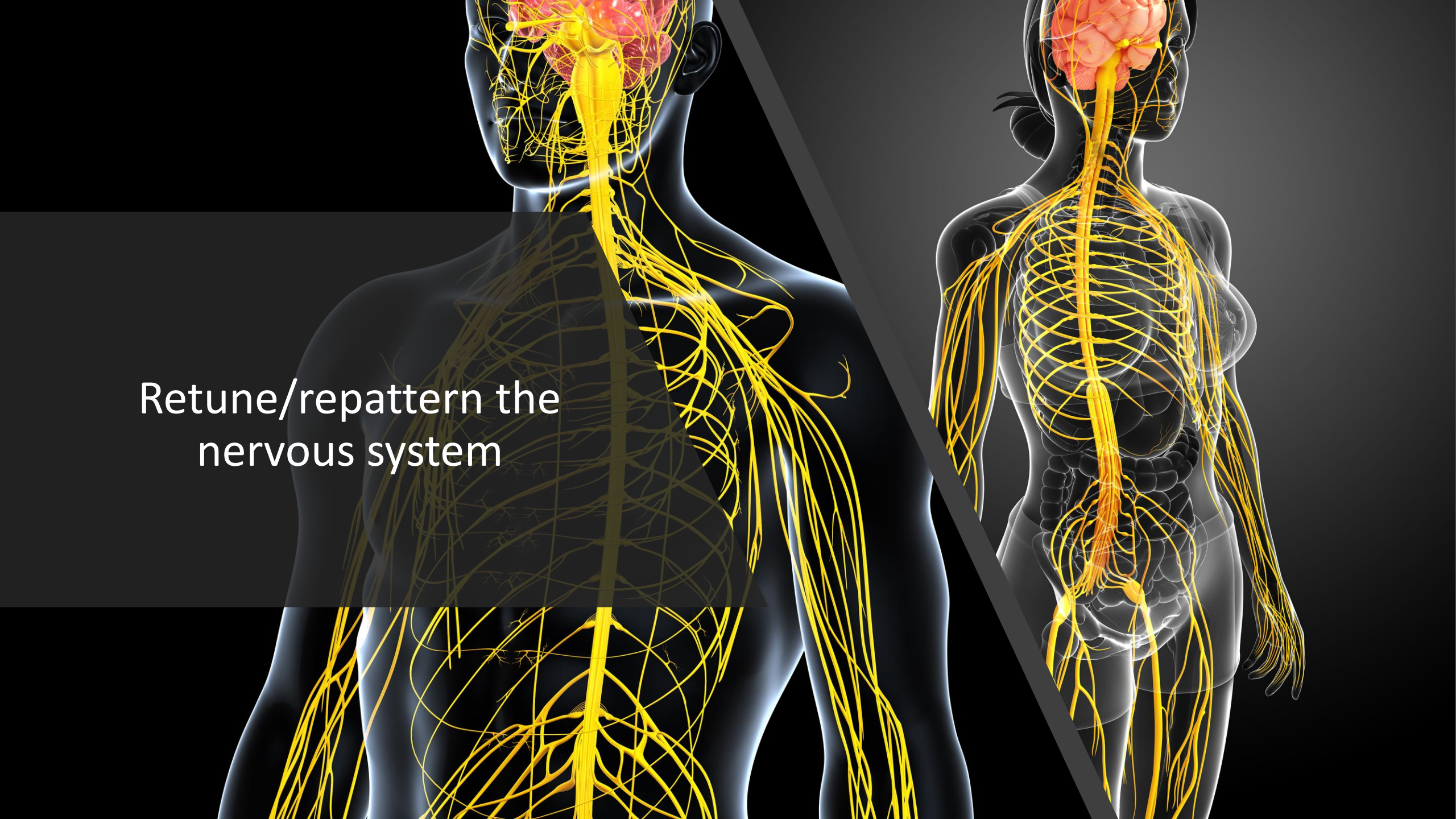
SECURE Connections Deepen Engagement & Create the Conditions for Change

- **Reflect on the Secure Connection™ framework for engagement.**
- **Identify 1 thing you could do to move someone from protection to connection (engagement).**

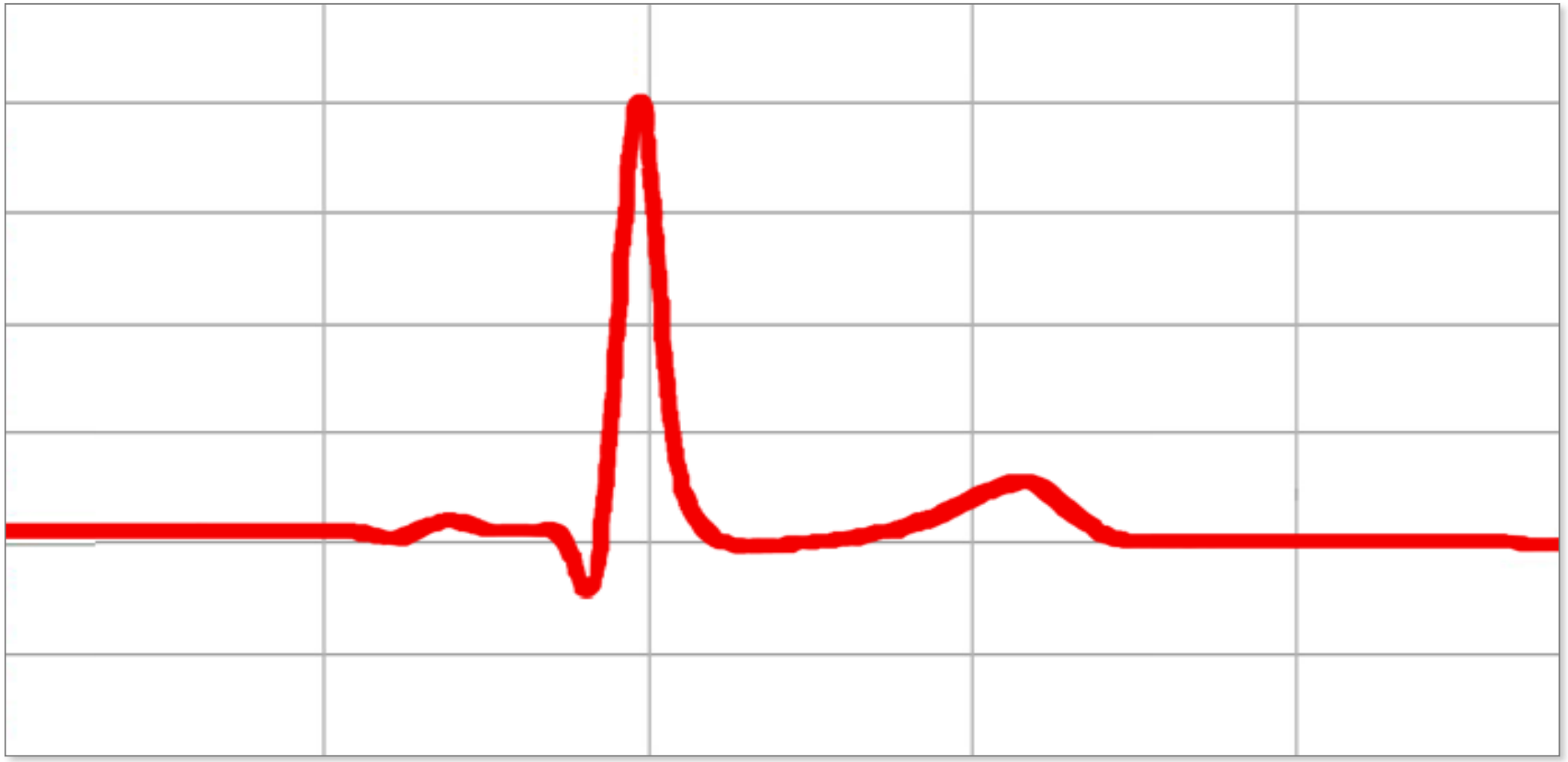


Self-Regulation

Retune/repattern the nervous system



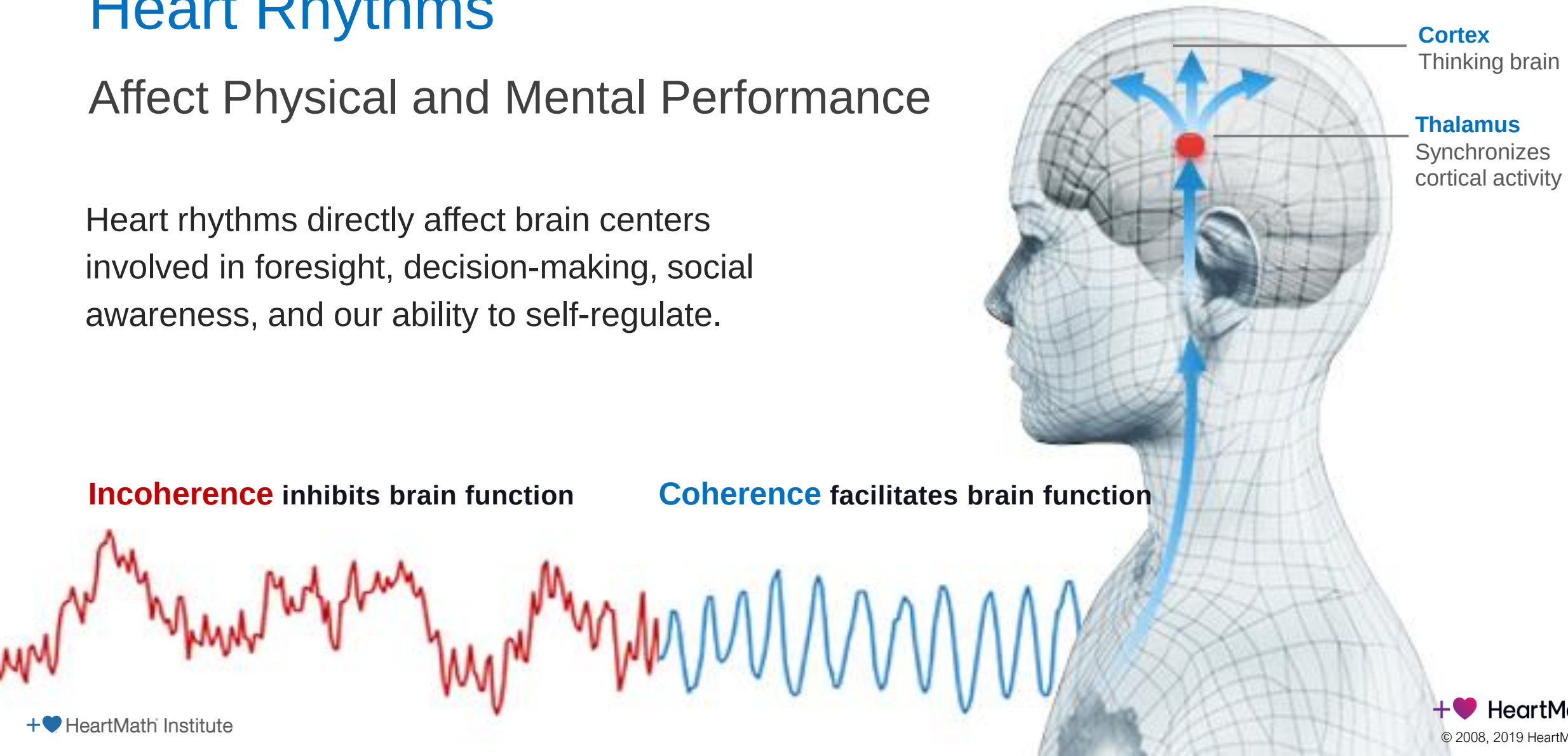
The Electricity of the Heart



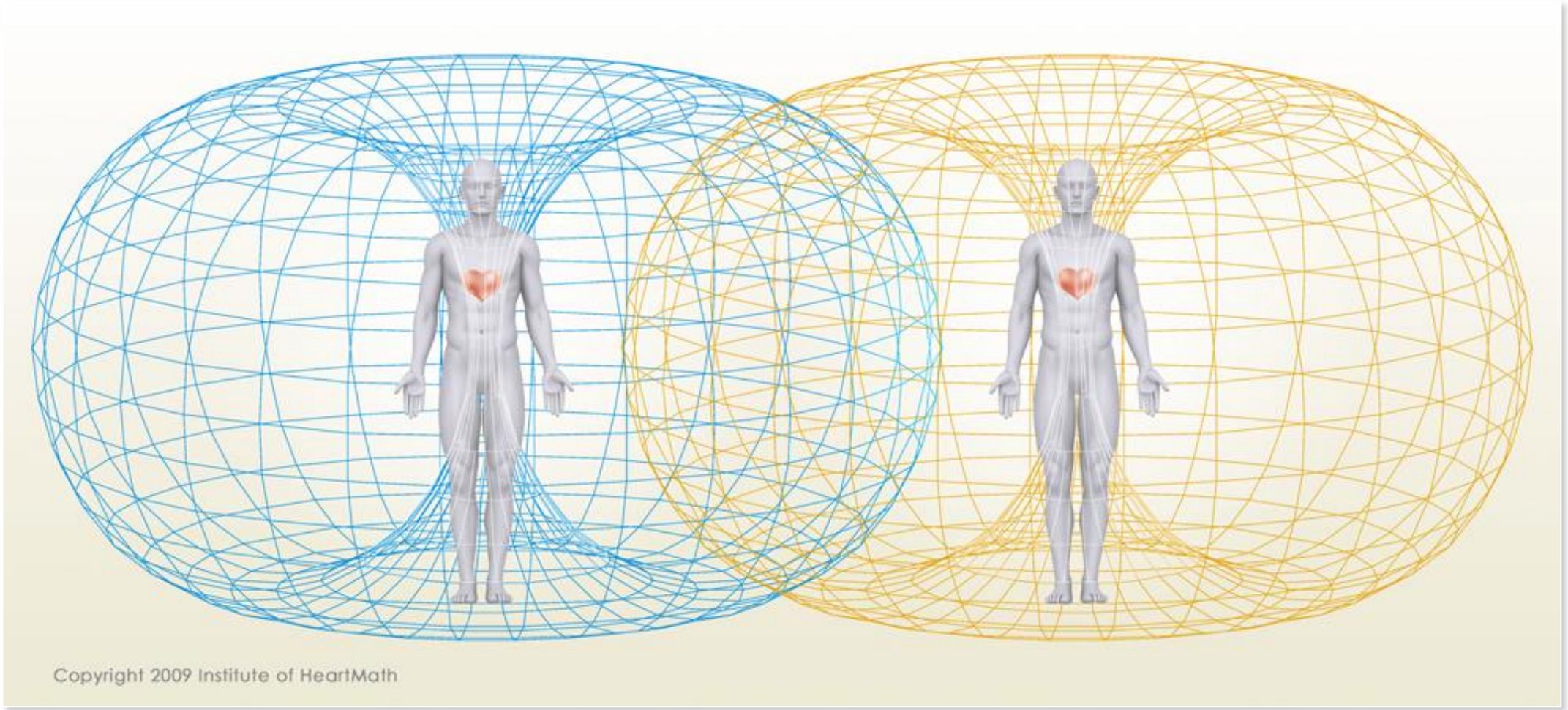
Heart Rhythms

Affect Physical and Mental Performance

Heart rhythms directly affect brain centers involved in foresight, decision-making, social awareness, and our ability to self-regulate.

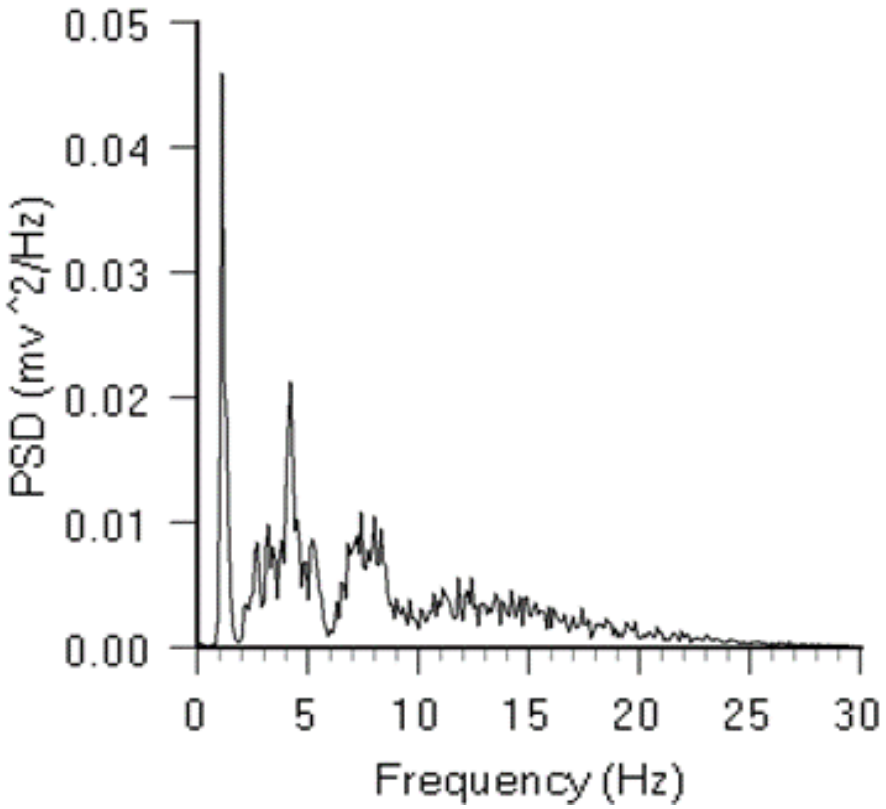


Our thoughts and emotions affect the heart's magnetic field, which energetically affects those in our environment whether or not we are conscious of it.

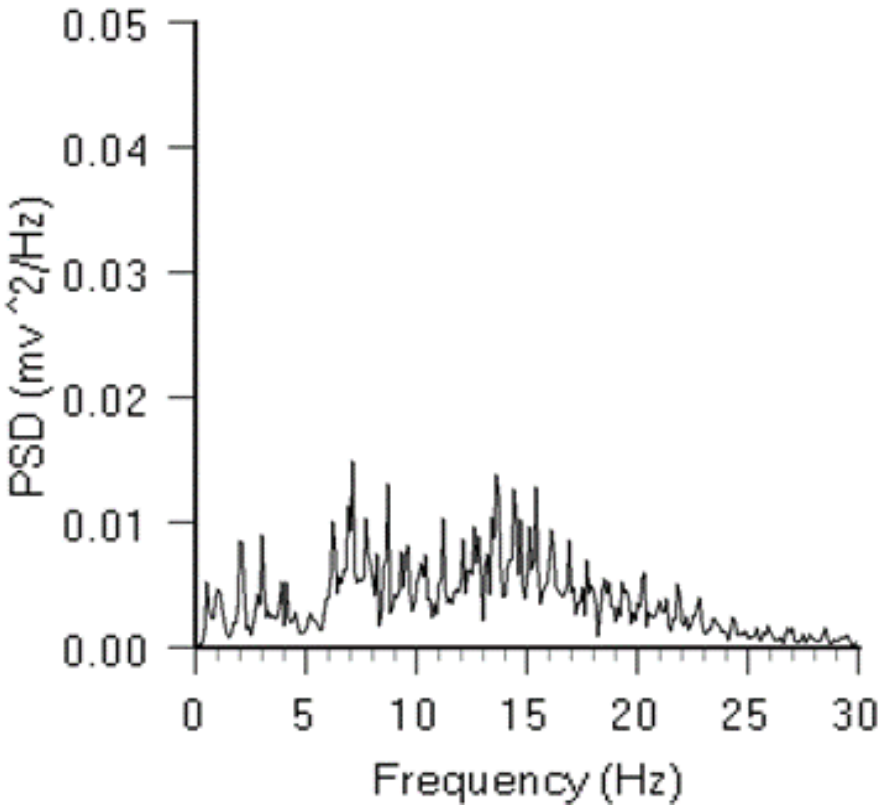


The Heart's Magnetic Field Acts as a Carrier Wave

Appreciation (Coherent HRV)



Anger (Incoherent HRV)

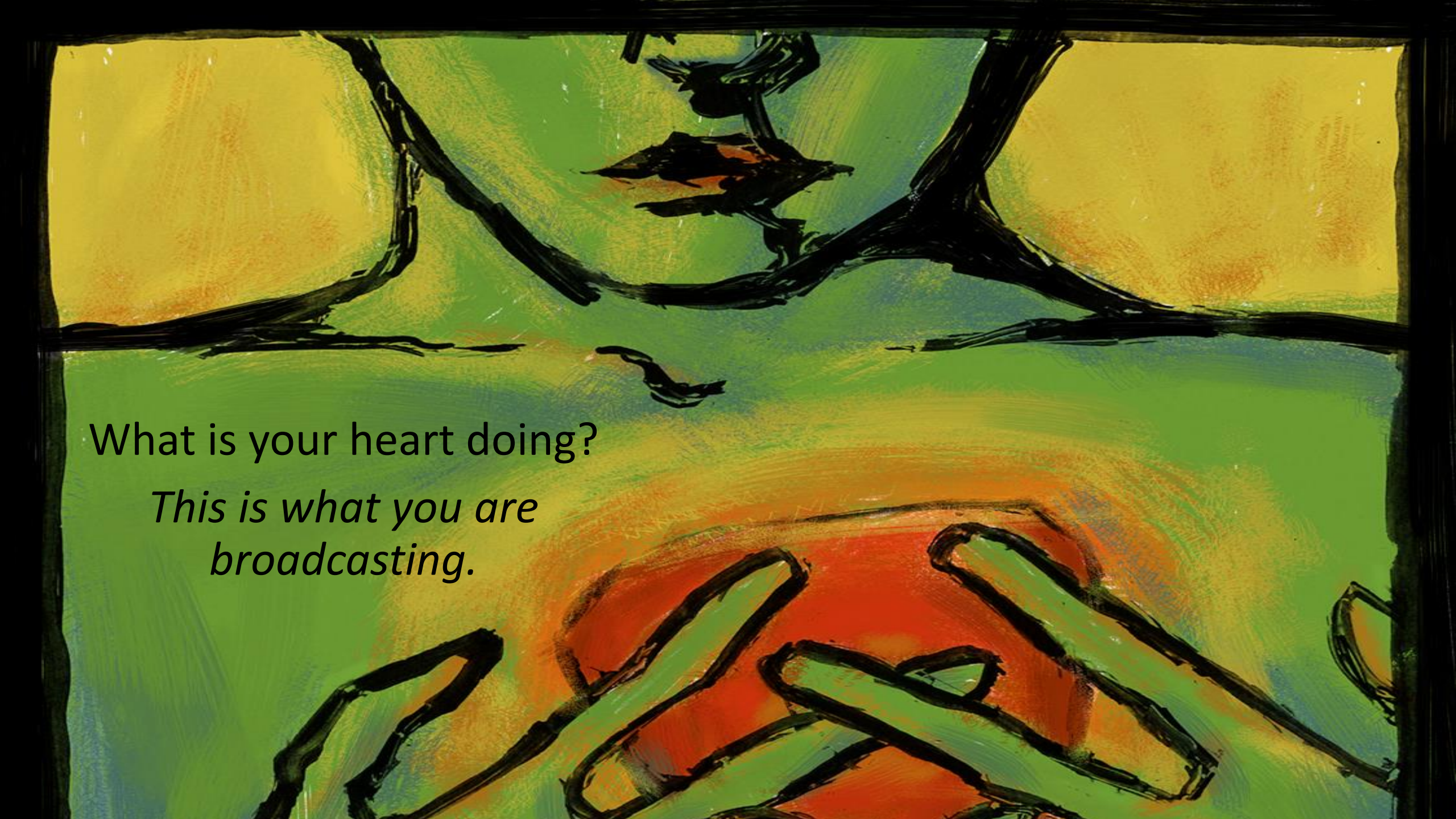


ECG Frequency Spectra

McCraty, 2015

“Failures of self-regulation are central to the vast majority of health and social problems. The most important strength that the majority of people need to build is the capacity to self-regulate their emotions, attitudes, and behaviors.”

- Rolling McCraty


What is your heart doing?
This is what you are broadcasting.

Activate the social engagement (mammalian caregiving) system

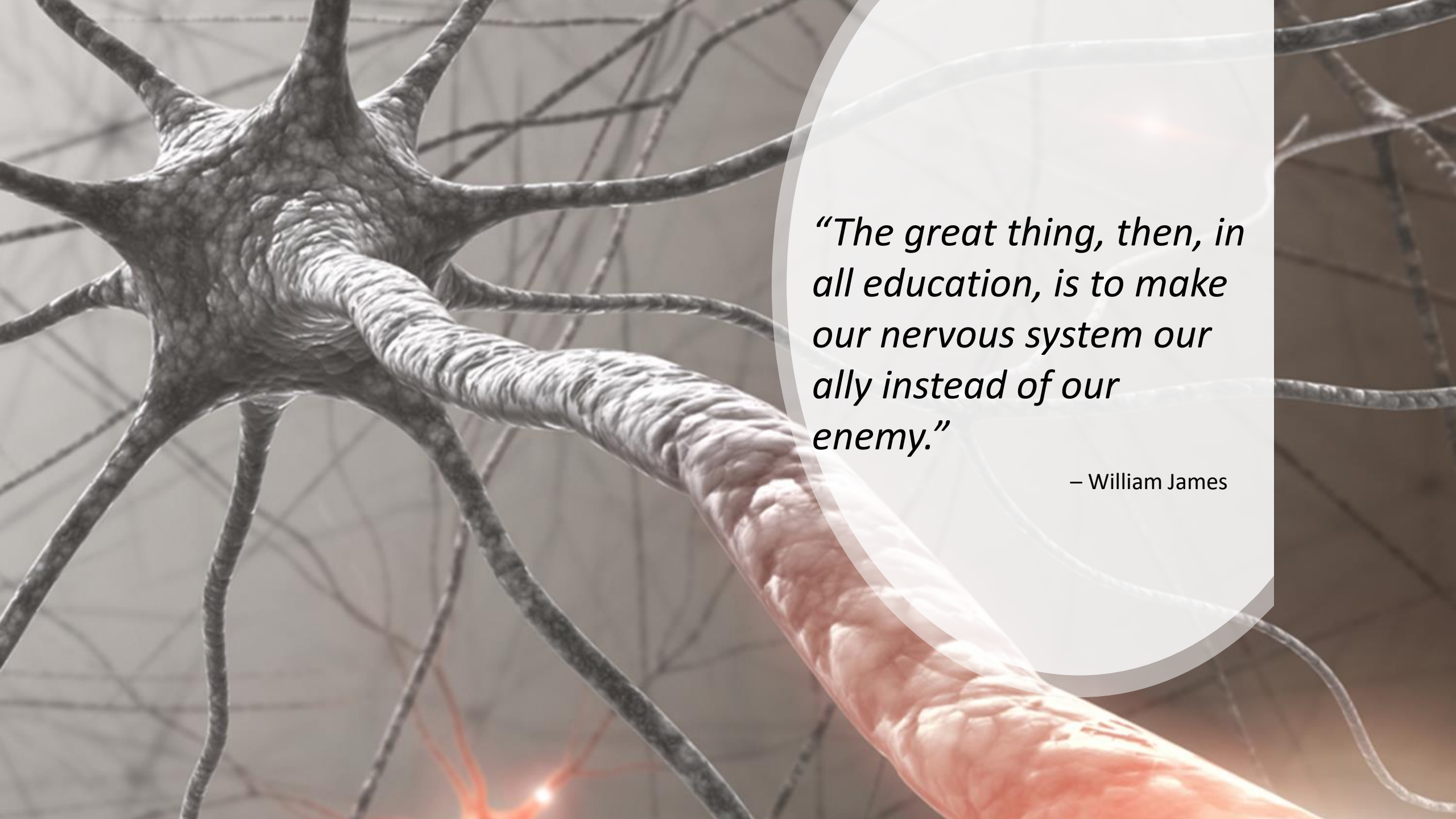
Quick Coherence® Technique

An Intelligent Energy Self-Regulation Technique

What Works

- Focus on solutions/help them make new connections!
- Approach response/reducing threat
- Decrease vs. increase pain levels
- Work with the deeply social brain in mind
- Mindfulness, Self-awareness, Self-regulation
- Teach them and others about the brain
- A quiet brain
- Avoid overreacting
- Avoid trying to get them to talk about trauma
- One relationship with a caring person


ACTION
PLAN


“The great thing, then, in all education, is to make our nervous system our ally instead of our enemy.”
– William James