

Invitation to Ease™: Leadership & Wellbeing

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Objectives

- 1 Explore personal survival strategies and thriving practices that shape leadership of organizations navigating the impact of gun violence and subway surfing
- 2 Describe a strategic organizational framework for reducing workplace stress and promoting wellbeing when working with asylum seekers and other systems-involved clients
- 3 Implement simple well-being practices that promote employee engagement

Overview

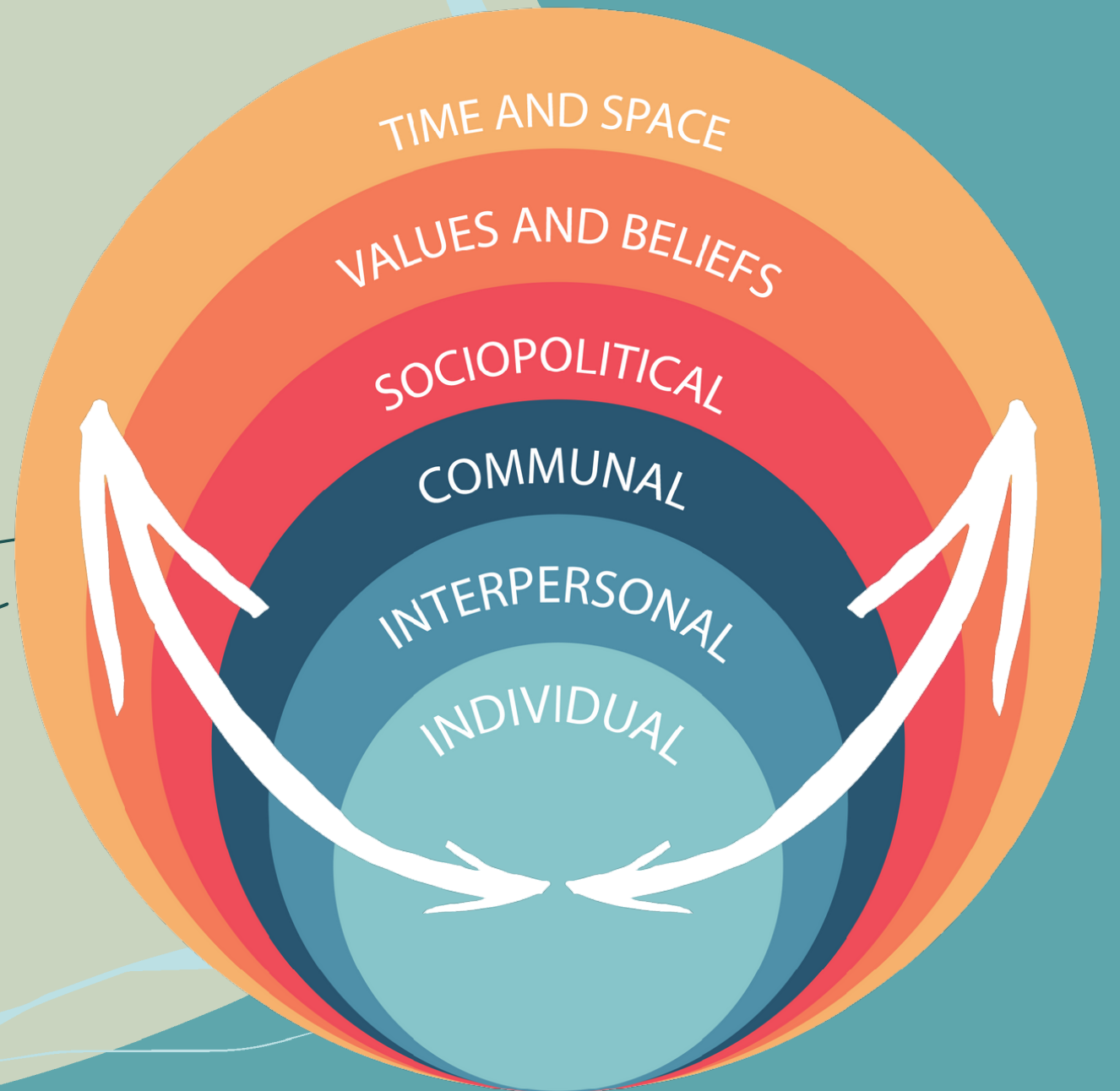
- Objectives and Overview
- Frameworks
- Small Group Practice
- Large Group Reflection

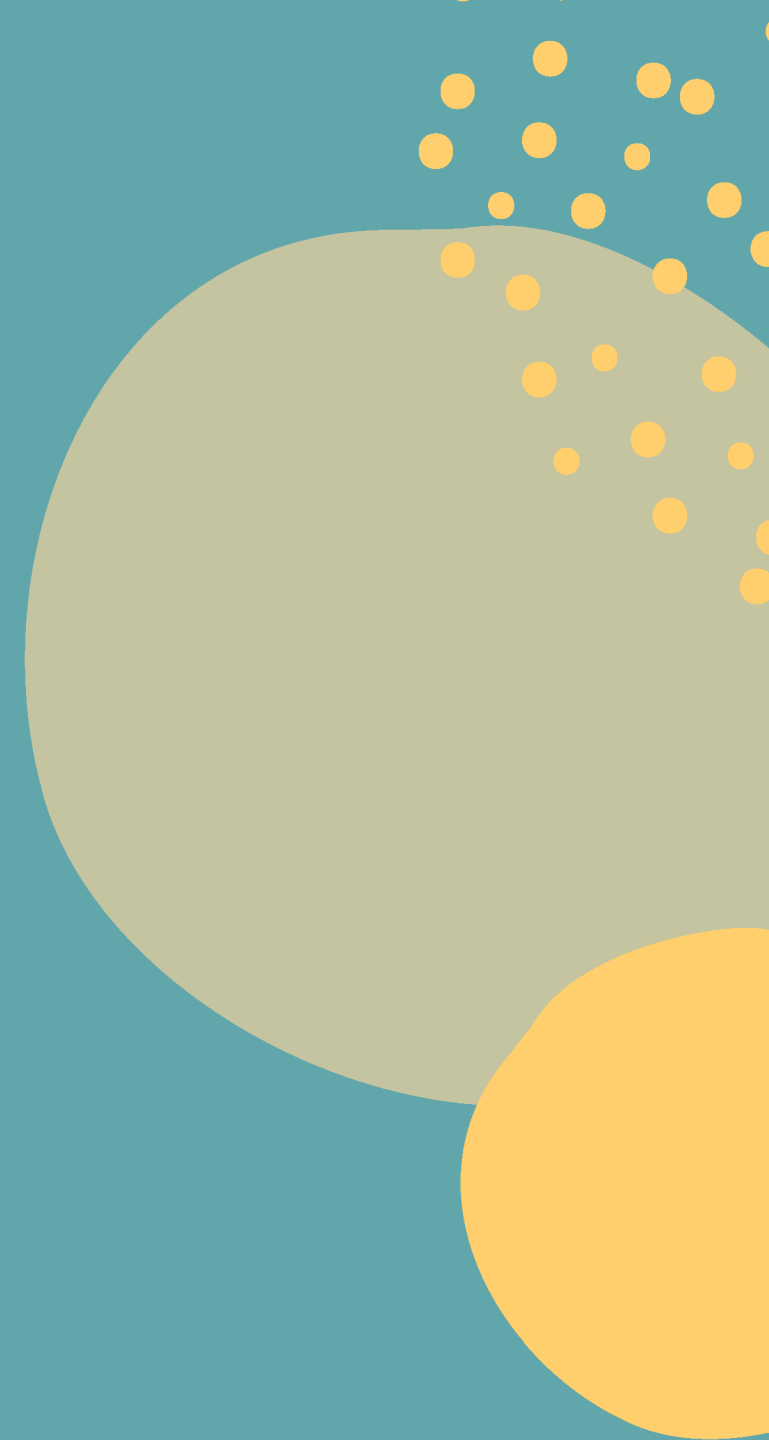
Frameworks



Context shapes

LIVED EXPERIENCE



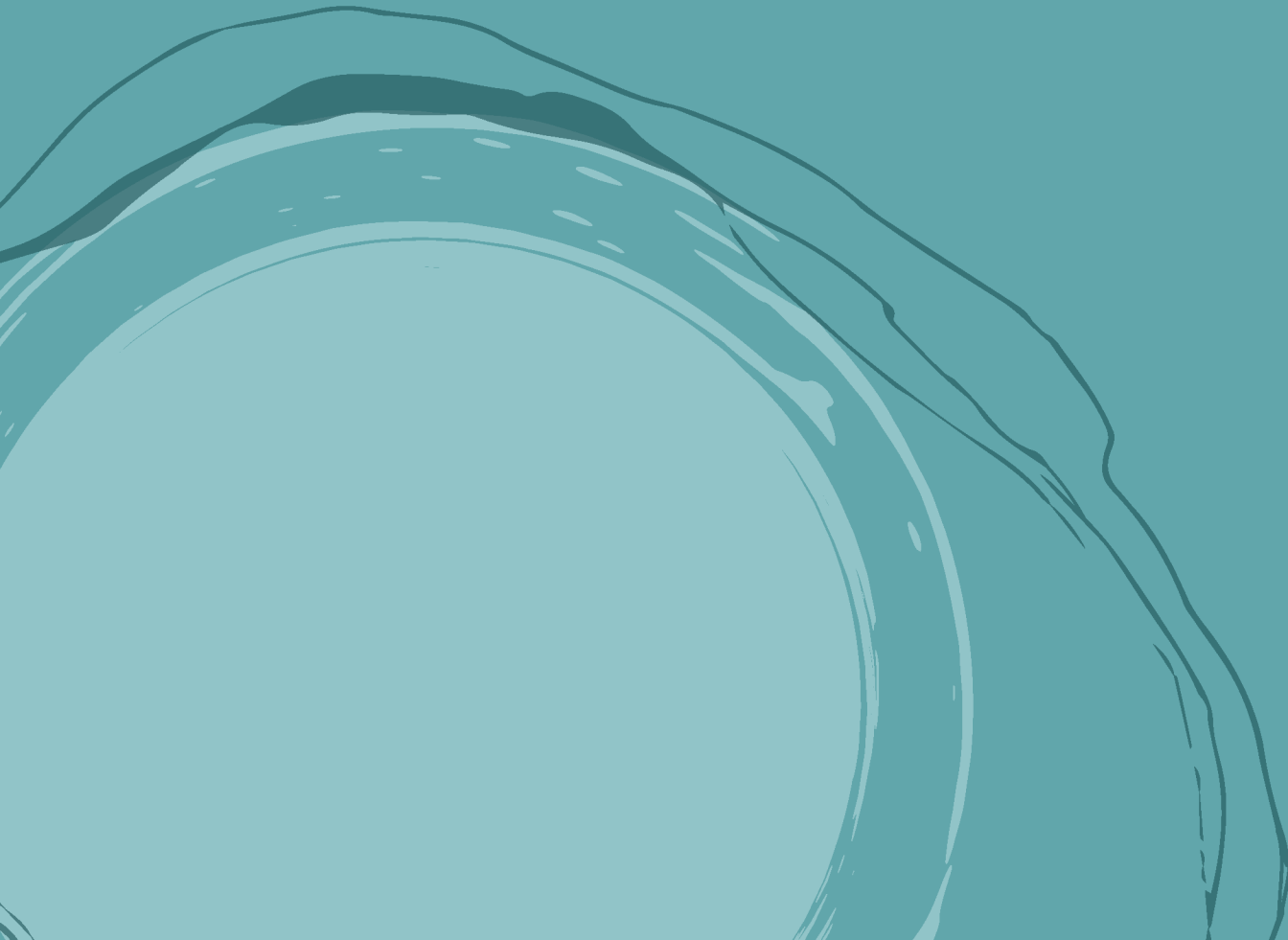


Leading in the Context of Trauma

| Pre-Pandemic | Present |
|---------------------------|---|
| Status Quo/Stress Culture | Human Rights, Dignity and Agency |
| Employee Productivity | Employee Well-being |
| Employee Compliance | Flexible Company Policies and Practices |

Five Dimensions

of Thriving Organizations



| | |
|---|--------------------------------|
| ● | PHYSICAL AND EMOTIONAL SAFETY |
| ● | TRUTH, TRUST, AND TRANSPARENCY |
| ● | COLLABORATION |
| ● | CHOICE |
| ● | GROWTH AND DEVELOPMENT |



Practice



**TEAM CHECK-IN:
STANDING AGENDA ITEM**

HOW TO CHECK-IN



Five Resilient Element Exercises



ETHER

Neutral, Spacious, Still,
Innate Power and Wisdom



EARTH

Grounding Through the Body,
Containment, Inner Safety,
Boundaries



WIND

Centering Through Breath,
Acknowledgment, Moderation



WATER

Physiological Relaxation,
Belonging, Centered in Self



FIRE

Creativity, Hope and Gratitude,
Vision, Purposeful Action,
Clarity

How Are You

Feeling?

Calm
Nauseous
Warm
Contracted
Frozen
Airy
Blocked
Expansive
Tight Tight
Tight

Sweaty
Radiating
Congested
Breathless
Cool Relaxed
Expanded
Spacey
Numb
Twitchy
Empty
Burning

Tight
Cold
Shaky
Flowing
Disconnected
Suffocated
Closed
Floating
Hollow
Buzzy
Achy

Energized
Constricted
Dull
Dense
Icy
Queasy
Heavy
Fluid
Drained
Open
Knotted

Stiff
Smooth
Trembly
Throbbing
Light Fluttery
Spacious
Dizzy Prickly
Dark Tingling
Tense
Tender
Clenched



UNDERSTAND SIGNS AND SIGNALS:
THE WINDOW OF POWER

Traumatic
Stress

*is to the brain, what
too much food is to the* belly.



Window of Power

AGENCY
BELONGING
CLEAR
CONFIDENT
CONNECTED
COMPASSIONATE
CREATIVE
CURIOUS
DIGNITY
FLEXIBLE
KIND
RESPECT

0-3 Calm or neutral/Open

4-7 Eustress/Open and Closing

8-10 Overwhelmed/Closed

"When under duress we do not rise to our own expectations, we fall to our own training level."

- Bruce Lee

Surviving and Thriving

Adaptive/Surviving



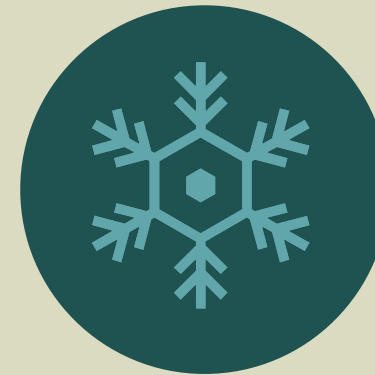
**FIGHTING
AGAINST**



**FLEE/
AVOID**



**BRACE/
FREEZE**



**NUMB/
DISSOCIATE**



**FIT IN/FAWN
OVER/UNDERCONTROL**

Surviving and Thriving

Thriving



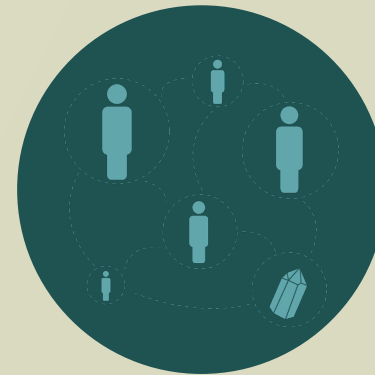
**STAND
WITH/ FOR**



**TURN
TOWARD**



**BRAINSTORM
& IDENTIFY
NEXT STEPS**



**CONNECT TO
INDIVIDUAL &
COLLECTIVE PRACTICE**



**FLEXIBLE
BOUNDARIES**

Surviving and Thriving

RESTORE SAFETY, DIGNITY, BELONGING, CONNECTION, POWER/AGENCY.

Adapt / Survive

Fight Against
Flee/Avoid
Brace/Endure/Freeze
Over/Under control
Dissociate/Numb

Thrive

Stand With/For
Turn Toward
Brainstorm/Identify Change
Individual & Collective Practice
Flexible Boundaries



Your Go To

What are your go-to survival strategies at work?

What thriving practices feel available or unavailable to you at work?

Which thriving practice do you want to lean into for the next 30 days at work?

How do your survival strategies and thriving practices impact you and your colleagues at work? What else is possible?

"If we are vulnerable together, what we can create together will be so much more powerful than what I could if I was being vulnerable alone."

- Misha Green



Takeaways



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