The Academe

The POWER Room

Learn . Reflect . Plan . Do . Grow

www.theacademe.co.uk

Taking back your Power

What is the Power Room?

The Power Room is a unique exploration of your mind, bringing (and experiencing first-hand) the latest thinking in Neuroscience, Performance Science, Psychology, NLP and Coaching.

Within the Power Room you will be digging deep into what makes you, you, and uncover what you really want. Importantly, you will also be developing techniques to ensure you follow through and make the changes you need to make to get what you want.

Our aim is for you to leave this program feeling inspired, uplifted and motivated with renewed clarity and confidence.

Who are we?

We are Co-Founders (and sisters), Lucy Cox and Lerryn Clare. Between us we have stacked up an enviable collection of awards, accreditations, recognitions and qualifications in the areas of business, psychology, coaching and marketing.

As mums, coaches, trainers, speakers and serial life-jugglers, not only do we understand business and personal growth, but we are living examples of how (in the real world) life is a complex, beautiful and often stressful blend of personal and professional which needs to be approached with humour and acceptance. We celebrate how humans 'make it work' in unconventional ways and applaud the creativity, tenacity and bravery for all of us who unapologetically find our own way.

Through informal 1:1 coaching, informative and inspiring courses and practical consultancy, we are proud to have helped hundreds of people find their emotional and professional feet and gain the confidence and skills to move forward.

Welcome to The Academe.

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What's in store for me?

It's hard to describe exactly what is going to happen over our journey together, but let's give you a framework at a glance so you can start preparing yourself.

Session 1

- Your confidence wheel
- What your network say about you
- What is Imposter Syndrome?
- Reframing our thoughts
- Let's talk Sabotage

Session 2

- How to break the cycle
- Creating unlimited energy
- Moving forward
- The power of your tribe
- Action planning
- Celebration and next steps

Our commitment

We are driven to do good with our business, whether that is on a 1:1, team, organisational, community or environmental level. We are on a journey to become fully B-Corp* accredited and will continue to find new ways we can positively impact the world around us.

We are committed to creating a safe, empowering, positive space for everyone regardless of age, sex, race, religion, neurodiversity, gender or sexual orientation. We will always deliver our programs with the best of intentions to help you make positive changes in your world. We invite you to help us continue to make this as much of an inclusive and supportive space as possible by welcoming any feedback you may have about your experience.

In the mean time, we ask all our Power Room delegates to consider a few ground-rules to create the best possible experience for everyone.

- *What happens in The Power Room stays in The Power Room*
- *Be supportive, kind and celebrate other people in the room*
- *Be curious about yourself and others*
- *Stay within your own comfort zone and keep yourself safe*
- *Importantly, have fun and make the most of your time in The Power Room*

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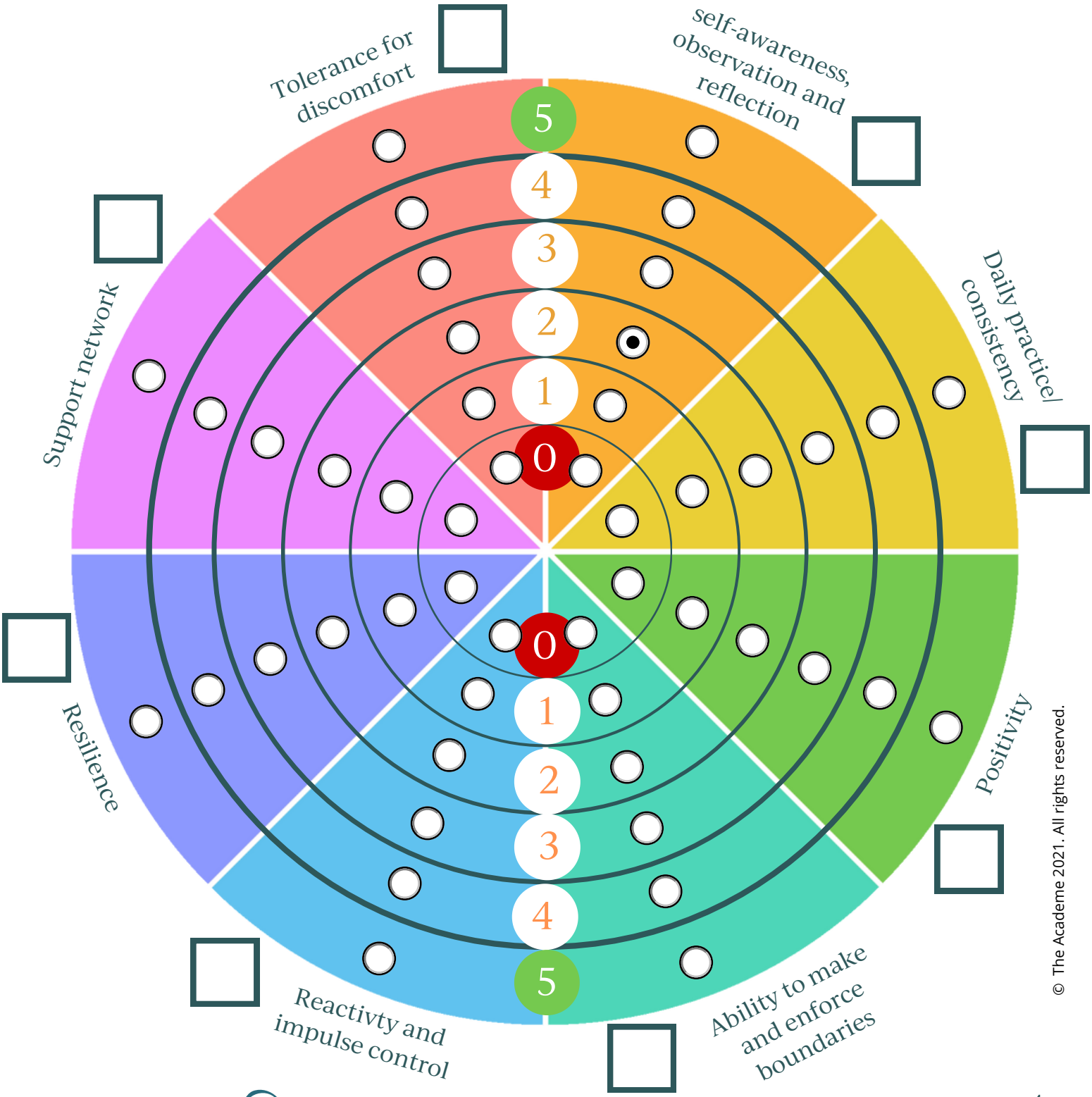
The Confidence Wheel

We believe that you need several components to develop and sustain self-confidence for the long-haul. The combination of these components determines the depth and security of your confidence, however it is rare that we are hitting all of them as well as we can. This means that there is always room for improvement!

Take a moment to score yourself against these eight areas, and then use the boxes to rank in order of priority for your future deveopment work. 1 = top priority, 8 = lowest priority.



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Definitions from Confidence Wheel

Self-awareness, observation and reflection
Are you able to tune into yourself and observe your thoughts and feelings in the moment? Are you aware of your emotional strengths and weaknesses? Do you know how others perceive you? Are you good at asking yourself reflective questions before, during and after an event?

Daily practice/consistency
Are you able to adhere to a 'little and often' philosophy? Do you have daily routines and rituals that are consciously designed to boost your health and well-being? Are you good at seeing things through even when they get tough? Do you protect and priorotise the time for your daily routines and rituals?

Positvity
Are you able to see the gifts and opportunities in most situations? Can you bring yourself out of a bad mood fairly easily? Do you focus on solutions rather than problems? Would people describe you as energising to be around?

Ability to make and reinforce boundaries
Are you clear on what you want and why it is important you priorotise it? Are you able to say 'no' to others in a clear, empowered way and feel good about it? Can you easily spot situations which could be detrimental to your time, health, goals, relationships etc?

Reactivity and impulse control
Are you able to pause long enough in a triggered state to react in an approriate, considered way? Are you able to preempt situations that could be triggering for you and plan accordingly?

Resilience
Do you feel grounded and centred in stressful situations? Are you comfortable with showing emotion and asking for help when you need it? Do you feel confident that you will survive difficult situations, and even grow from them?

Support network
Do you have a handful of people around you that see the best in you and push you to be your very best? Do you have people around you who inspire you and make you want to be better? Do you have people around you that you can comfortably ask for help from or vent to (without judgement)?

Tolerance for discomfort
Are you able to acknowledge discomfort and make conscious decisions to push ahead regardless? Do you have a strong enough pull towards the outcome you want to keep you going when things get tough? Do you understand how vulnerabiity, shame, regret, anger and frustration feel in your body? Are you able to parent yourself through tricky situations?

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Time to reflect

Self-awareness, observation and reflection	ACTIONS	PRIORITY
		☐
Daily practice/consistency		
		☐
Positivity		
		☐
Ability to make and reinforce boundaries		
		☐
Reactivity and impulse control		
		☐
Resilience		
		☐
Support network		
		☐
Tolerance for discomfort		
		☐

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Pause for Action

Things I will do

Things I need to find out/research

Things I want to remember/tell myself

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Are you an Imposter?

Imposter 'phenomenon' (it's technical term) is a way of thinking and/or feeling that affects around 80% of human beings, regardless of;

- age
- race
- gender
- affluence
- ability
- or any other discerning feature.

> *Imposter [adjective]/.
> a person who pretends to be someone else in order to deceive others.

You may experience feelings akin to fear of being 'found out', general inadequacy, undeserving of praise or accolades or underestimating your skills and abilities, despite evidence to the contrary.

Some people experience this in the form of a dialogue in their mind, others it may be a feeling or emotion, or a physiological response (sweating, increased heart rate etc).

Your personal experience of Imposter Syndrome will feel incredibly convincing to you and have the power to influence your decision-making and how you show up in the world.

Take a moment to write down a little about your experience of imposter sydrome below.

In what situations do you experience imposter sydrome the most?

What sorts of things do you 'hear' or 'feel' about yourself when an attack hits?
(If it is a dialogue, what does it say? It may feel uncomfortable, be brutally honest here)

What addtional observations about your own imposter syndrome do you want to capture here?

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The Model *

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The Model *

What RESULTS am I getting?

What ACTIONS am I taking that are getting those RESULTS?

What FEELINGS do I have that make me take those ACTIONS?

What THOUGHTS make me feel those FEELINGS?

What must I BELIEVE to think those THOUGHTS?

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The Model *

What RESULTS do I want?

What ACTIONS would I need to take to get those RESULTS?

What FEELINGS would I need to feel to enable me take those ACTIONS?

What THOUGHTS must I have to feel those FEELINGS?

What would I BELIEVE if I thought those THOUGHTS?

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Let's talk Sabotage!

We all do it.
We don't often see it.
Today we are going to deal with it!

Let's talk about sabotage*.

> *__Sabotage__ [verb]/. deliberately destroy, damage, or obstruct (something)

Whether you are dealing with procrastinating, perfectionism, poor time management, chronic negativity, poor sleep routines or even over-eating, chances are you are experiencing some sort of self-sabotage. It won't feel like that's what it is, but when we dig beneath the surface, this is a common treasure we uncover.

Let's look at a very personal example. This is a reccuring situation that Lucy finds herself in, and is a classic form of self-sabotage.

What I say

"I'm so freaking busy all the time. I seem to be doing a million things, and I don't do any of them very well. I tell everyone the reason I am not doing them well is because I am so busy and don't have the time to commit to dealing with things in any depth. If only I had more time, then I know I would be better, but that's just my life and I can't do a lot about it."

What I do

- Ensures she stays busy by saying yes to everything
- Over-estimates what she can achieve in the time she has
- Hates not having things to do so seeks stuff to fill her time
- Gets excited about shiny new stuff to do

What being busy gives me

- Feels validated and worthy by being busy
- Always has an excuse (a safety net) to excuse failure
- Makes her feel like she is doing something with her life

What I have realised through 1:1 coaching

- I have been running from myself
- I have a choice how I spend my time
- Being busy falsely makes me feel important and successful
- Staying busy is costing me my health, relationships, my time and my chance of growth
- I waste too much time on other people's goals and dreams
- I am actively sabotaging myself so I don't put myself at risk of personal or professional failure

Can you see how this was a sneaky way of self sabotaging myself?

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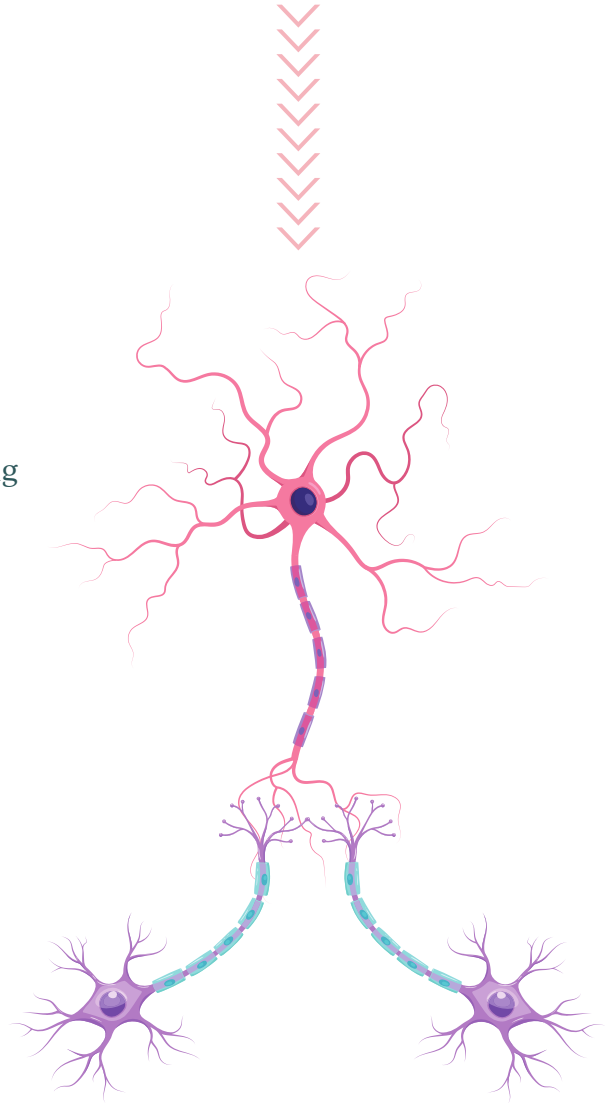
The Science Bit

Information in



Decision-making

Left-brain
Fight, flight, freeze
Focus on safety
Reactive

Right-brain
Calm, considered,
creative
Proactive

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Let's talk sabotage!

Shirzad Chimane, researcher, professor and author of the New York Times best seller Positive Intelligence, has dedicated a large proportion of his career to better understanding the ways in which we sabotage ourselves. He has identified ten core saboteurs that we each have in varying degrees, one of which, The Judge, remains universal and the Boss of them all, and is known to us by many different labels;

- imposter
- low self-esteem
- self-doubt
- inner critic
- fear
- shame

Given it is estimated around 80% of the population suffer with Imposter Phenomenon, chances are you are intimately familiar with The Judge.

The remaining nine accomplice saboteur types come to our rescue to try to restore our sense of safety, a bit like running from a hungry tiger! We might not consider whether running from the tiger is the best course of action but we instinctively do it to try to get to safety. Given running signals 'the chase before a meal' to a tiger, you could say that our choice to run is the ultimate form of self-sabotage.

We will each have a different combination of accomplice saboteurs. Each will be set at different volumes for different people (and in different orders), and consequently we each experience and react to the same situations very differently.

Some people might instinctively people-please and become very passive, while others might seek to confront and take control. Both have the same motivator; "I am not safe and I need to get to safety." Until we feel safe, the Amygdala part of our brain (our inner safety Ninja) has the power to shut down our pre-frontal cortex (where we think rationally) and we are prone to behaving in ways that we later might regret.

What do we then do?

On the whole, we beat ourselves up, tell ourselves off, reinforce our beliefs about ourselves and ultimately turn down the dial on our self-confidence, further adding fuel to the downward confidence spiral.

Understanding our go-to behaviours when we feel unsafe and dysregulated will help us to spot them in the moment, be more empathetic with ourselves and develop strategies to manage them better.

Did you take your saboteur assessment?

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The Avoider

Characteristics: Avoids conflict and says yes to things one wouldn't want. Downplays importance of real problems and tries to deflect others. Has difficulty saying no. Resists others through passive-aggressive means rather than directly. Loses self in comforting routines and habits; procrastinates on unpleasant tasks.

Thoughts: This is just too unpleasant. Maybe if I let it go it will take care of itself. If I deal with this now, I will hurt her feelings. I'd rather not. If I get into conflict with others, I might lose my connection with them. I have found balance. I don't want to mess with it. I'd rather give someone else their way than create a scene.

Feelings: Even keel. Anxiety about what has been avoided or procrastinated. Fear about hard-won peace of mind being interrupted. Suppressed anger and resentment rather than expressed anger.

Justification Lies: You are a good person to spare others' feelings. No good comes out of conflict. It is good to be flexible. Someone needs to be the peacemaker.

Impact on Self and Others: Denying the conflicts and negativities that do exist prevents one from actually working with them and turning them into gifts. Feeling numb to pain is different than knowing how to harvest the wisdom and power of pain. What is avoided doesn't go away and festers. Relationships are kept superficial through conflict avoidance. Others' trust level is reduced as they are not sure when negative information is being withheld.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

When and how does this saboteur show up for others in my support network?

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The Controller

Characteristics: Strong energy and need to control and take charge. Connect with others through competition, challenge, physicality, or conflict rather than softer emotions. Willful, confrontational, straight talker. Push people beyond comfort zone. Comes alive when doing the impossible and beating the odds. Stimulated by and connects through conflict. Surprised that others get hurt. Intimidate others. In-your-face communication interpreted by others as anger or criticism.

Thoughts: You are either in control or out of control. If I work hard enough I can and should control the situation so it goes my way. Others want and need me to take control. You are doing them a favor. No one tells me what to do.

Feelings: High anxiety when things are not going my way. Angry and intimidating when others don't follow. Impatient with other's feelings and different styles. Does feel hurt and rejected, although rarely admit to it.

Justification Lies: Without the Controller, you can't get much done. You need to push people. If I don't control, I will be controlled, and I can't live with that. I am trying to get the job done for all our sakes.

Impact on Self and Others: The Controller does get temporary results but at the cost of others feeling controlled and resentful and not able to tap into their own greater reserves. Controller also generates a great deal of anxiety as many things in work and life are ultimately not controllable.

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The Hyper-Rational

Characteristics: Intense and active mind, sometimes coming across as intellectually arrogant or secretive. Private and don't let many people into my deeper feelings. Mostly show feelings through passion in ideas. Prefer to just watch the craziness around me and analyze from a distance. Can lose track of time due to my intense concentration. High penchant for skepticism and debate.

Thoughts: The rational mind is where it is at. Feelings are distracting and irrelevant. Many people are so irrational and sloppy in their thinking. Needs and emotions of others distract me from my projects. I need to shut out intrusions. What I value most is knowledge, understanding, and insight. Self worth is attached to mastering knowledge and competence.

Feelings: Frustrated with others being emotional and not rational enough. Anxious about preserving personal time, energy, and resources against intrusions. Feeling different, alone, and not understood. Often skeptical or cynical.

Justification Lies: The rational mind is the most important thing. It should be protected from the wasteful intrusion of people's messy emotions and needs, so it can get its work done.

Impact on Self and Others: Limits the depth and flexibility of relationships in work and life by analyzing rather than experiencing feelings. Intimidates less analytically intense people.

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The Hyper-Vigilant

Characteristics: Always anxious, with chronic doubts about self and others. Extraordinary sensitivity to danger signals. Constant expectation of mishap or danger. Suspicious of what others are up to. People mess up. Might seek reassurance and guidance in procedures, rules, authorities, institutions.

Thoughts: When is the other shoe going to drop? If I make a mistake, I fear everyone is going to jump down my throat. I want to trust people, but I find myself suspicious of their motives. I need to know what the rules are, although I might not always follow them.

Feelings: Skeptical, even cynical. Often anxious and highly vigilant.

Justification Lies: Life is full of dangers. If I don't look out for them, who will?

Impact on Self and Others: This is a hard way to live. The constant anxiety burns a great deal of vital energy that could otherwise be put to great use. Loses credibility due to the "crying wolf" phenomenon. Others begin to avoid the Hyper-Vigilant as the intensity of that energy drains them.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

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The Hyper-Achiever

Characteristics: Competitive, image and status conscious. Good at covering up insecurities and showing positive image. Adapt personality to fit what would be most impressive to the other. Goal oriented and workaholic streak. More into perfecting public image than introspection. Can be self promoting. Can keep people at safe distance.

Thoughts: I must be best at what I do. If I can't be outstanding, I won't bother. Must be efficient and effective. Emotions get in the way of performance. Focus on thinking and action. I can be anything I want to be. You are worthy as long as you are successful and others think well of you.

Feelings: I don't like dwelling in feelings for too long. They distract from achieving my goals. Sometimes I feel empty and depressed inside, but don't linger there. Important to me to feel successful. That's what it is all about. I feel worthy mostly when I am successful. Could have fear of intimacy and vulnerability. Closeness with others would allow them to see that I am not as perfect as the image I portray.

Justification Lies: Life is about achieving and producing results. Portraying a good image helps me achieve results. Feelings are just a distraction and don't help anything.

Impact on Self and Others: Peace and happiness is fleeting and short-lived in brief celebrations of achievement. Self-acceptance is continuously conditioned on the next success. Lose touch with deeper feelings, deeper self, and ability to connect deeply with others. Others might be pulled into the performance vortex of the Hyper-Achiever and become similarly lopsided in their focus on external achievement.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

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The Victim

Characteristics: If criticized or misunderstood, tend to withdraw, pout, and sulk. Fairly dramatic and temperamental. When things get tough, want to crumble and give up. Repressed rage results in depression, apathy, and constant fatigue. Unconsciously attached to having difficulties. Get attention by having emotional problems, or being temperamental and sullen.

Thoughts: No one understands me. Poor me. Terrible things always happen to me. I might be uniquely disadvantaged or flawed. I am what I feel. I wish someone would rescue me from this dreary mess.

Feelings: Tend to brood over negative feelings for a long time. Feel alone and lonely, even when I'm around people I am close to. Feelings of melancholy and abandonment. Envy and negative comparisons.

Justification Lies: Maybe this way I get some of the love and attention that I deserve. Sadness is a noble and sophisticated thing that shows exceptional depth, insight, and sensitivity.

Impact on Self and Others: Vitality wasted through focus on internal processing and brooding. Backfires by pushing people away. Others feel frustrated, helpless, or guilty that they can't put more than a temporary BandAid on the Victim's pain.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

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The Stickler

Characteristics: Punctual, methodical, perfectionist. Can be irritable, tense, opinionated, sarcastic.
Highly critical of self and others. Strong need for self-control and self-restraint. Works overtime to make up for others' sloppiness and laziness. Is highly sensitive to criticism.

Thoughts: Right is right and wrong is wrong. I know the right way. If you can't do it perfectly, don't do it at all. Others too often have lax standards. I need to be more organized and methodical than others so things get done. I hate mistakes.

Feelings: Constant frustration and disappointment with self and others for not living up to ideal standards. Anxious that others will mess up the order and balance I have created. Sarcastic or self-righteous overtones. Suppressed anger and frustration.

Justification Lies: This is a personal obligation. It is up to me to fix whatever mess I encounter. Perfectionism is good, plus it makes me feel better about myself. There is usually a clear right and clear wrong way to do things. I know how things should be done and must do the right thing.

Impact on Self and Others: Causes rigidity and reduces flexibility in dealing with change and others' different styles. Is a source of ongoing anxiety and frustration. Causes resentment, anxiety, self-doubt, and resignation in others, who feel continually criticized and resign themselves that no matter how hard they work they will never please the Stickler.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

When and how does this saboteur show up for others in my support network?

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The Restless

Characteristics: Easily distracted and can get too scattered. Stays busy, juggling many different tasks and plans. Seeks excitement and variety not comfort or safety. Bounces (escapes) from unpleasant feelings very quickly. Seeks constant new stimulation.

Thoughts: This isn't fulfilling. This next thing has got to be more exciting. These negative feelings suck. I must shift my attention to something exciting. Why can't anyone keep up with me?

Feelings: Impatience with what is happening now. Wondering what is next. Fear of missing out on other more worthwhile experiences. Restless and wanting more and more options. Worried that focus on any unpleasant feeling will grow and become overwhelming.

Justification Lies: Life is too short. It must be lived fully. I don't want to miss out.

Impact on Self and Others: Underneath the surface of fun and excitement of the Restless is an anxiety based escape from being present to this moment's full experience, which might include dealing with unpleasant things. The Restless avoids a real and lasting focus on the issues and relationships that truly matter. Others have a difficult time keeping up with the frenzy and chaos brought by the Restless and unable to build anything sustainable around it.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

When and how does this saboteur show up for others in my support network?

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The Pleaser

Characteristics: Has a strong need to be liked by people and attempts to earn it by helping, pleasing, rescuing, or flattering them. Needs frequent reassurance by others about their acceptance and affection. Can't express own needs openly and directly. Does so indirectly by having people feel obligated to reciprocate care.

Thoughts: To be a good person I should put the needs of others ahead of my own. It bothers me when people don't notice or care about what I have done for them. They can be selfish and ungrateful. I give away too much and don't think of myself enough. I can make anyone like me. If I don't rescue people, who will?

Feelings: Expressing own needs directly feels selfish. Worried that insisting on own needs may drive others away. Resentful for being taken for granted, but have difficulty expressing it.

Justification Lies: I don't do this for myself. I help others selflessly and don't expect anything in return. The world would be a better place if everyone did the same.

Impact on Self and Others: Can jeopardize taking care of one's own needs including emotionally, physically, or financially. Can lead to resentment and burnout. Others can develop dependence rather than learn to take care of themselves, and feel obligated, guilty, or manipulated.

When does this saboteur show up the most for me and how does it feel (phsically and emotionally) when it takes over?

What does this saboteur actually cost me? (Consider time, money, progress, relationships etc)

When and how does this saboteur show up for others in my support network?

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Let's talk sabotage!

You now know which saboteur types are your top ones, but you may find that you are most triggered when those people around you are in 'saboteur takeover'. Take a moment to consider those closest to you, or those you work with, and have a guess at what their top saboteurs might be.

Who?

The Avoider
Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.

The Hyper-Rational
Intense and exclusive focus on the rational processing of everything, including relationships.

The Hyper-Achiever
Dependent on constant performance and achievement for self-respect and self-validation.

The Stickler
Perfectionism and a need for order and organization taken too far.

The Restless
Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace

The Controller
Anxiety-based need to take charge and control situations and people's actions to one's own will.

The Hyper-Vigilent
Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.

The Victim
Emotional and temperamental as a way to gain attention and affection. An extreme focus on internal feelings, particularly painful ones.

The Pleaser
Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.

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The root of your Saboteurs

Your Saboteur profile is simply an over-exaggerated, over-used combination of your strengths that you go to when you are triggered and feel unsafe. These strengths are all the things that make you a huge asset to yourself and others around you.

The Avoider
You seek peace and harmony. You are easygoing, flexible, positive, adaptable and rarely judgemental of others.

The Controller
You are confident, decisive, persistent, and action-orientated. You challenge yourself and others and do the right thing even if it's unpopular. You see clear possibilities and activate yourself and others towards positive outcomes.

The Hyper-rational
You are capable of deep insight and understanding through analysis. You are observant and perceptive with great concentration and expertise. You are an explorer and inventor.

The Hyper-vigilant
You are vigilant, sensitive, loyal, reliable, dependable and hardworking. You are aware of danger and are fierce guardians of others. You are great at creating order and stability through your perseverance and consistency.

The Hyper-achiever
You are driven, pragmatic, adaptable, goal-orientated and self-directed. You are extremely capable of growing yourself and others to full potential.

The Victim
You are wonderfully sensitive and introspective. You feel emotions deeply and are great at self-discovery. You appreciate and celebrate the uniqueness in others and yourself, and are incredibly perceptive to nuance.

The Stickler
You have high ideals and standards and are able to bring order to chaos. You have clear guiding principles, are self-disciplined, direct and discerning and you see things exactly as they are.

The Restless
You are full of energy and vitality. You are open, curious and spontaneous with contagious enthusiasm and an appreciation of life. You are productive and creative and you energise others. You are able to have a wide breadth of pursuits.

The Pleaser
You are empathetic, loving and giving and are deeply tuned into others' feelings and needs. You are emotionally self-aware and often have a very high level of emotional intelligence.

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Pause for Action

Things I will do

Things I need to find out/research

Things I want to remember/tell myself

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What can I do about it?

Finding out your saboteur type can be really helpful in building self-awareness, but what can you realistically do about it?

Shirzad describes the antedote for our Satboteurs as our Sage (athough we like to think of this as our inner Coach), and the idea that there is a gift or opportunity in everything. This is something we work closely with our 1:1 clients on in much greater detail as it has the power to significantly turn down the dial on our fight, flight or freeze responses, and give us better control, regulation and emotional intelligence.

The next time you feel you sabatour stepping up and taking control, try a combination of these.

Get regulated
Get out of your head, back into your body and in the moment. Breathing, listening, touching and feeling. Recognise you are in Saboteur takeover and take a breath.

The three gifts

The gift of knowledge
The gift of inspiration
The gift of power

Empathise
How can you empathise with yourself and/or other people to help you get a better perspective on the situation?

Explore
Ignite your deep curiosity for the situation and explore it from every angle you can think of.

Innovate
Every idea is at least 10% good. Start there and build on it. What ideas do you have for moving through the issue?

Navigate
What are your core values? What is most important to you? Use the rocking chair exercise to help you identify. These things become your North star when moving forward.

Activate
Laser-like focus in taking action and being able to anticipate potential saboteur takeover!

Communicate
Share the assessment link and talk about your results. The more we talk about it, the more we learn.

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Get Regulated

Have you ever tried to reason with a toddler when they are having a tantrum?
How did that go?

We are guessing it was probably a bit like bashing your head against a wall.

That is because in that moment the toddler is disregulated and their brain is priorotising other things (safety, needs and wants) which temporarily take precedence over rationality. They use whatever tools they have to get their needs met. That might be anger, agression, shouting, throwing, crying etc.

They may become more quickly disregulated in certain situations;

- when they are tired
- when they are hungry
- when they feel threatened
- when they feel shame
- when they are frustrated
- when they have injured themselves
- when they are worried/fearful
- etc

As much as the adult brain is far more developed, we all still have periods of disregulation where our brains are priorotising other things that take precendence over rationality. This can lead to us behaving in ways that we wouldn't consciously choose to if we were better regulated. Interestingly, the list of what can trigger adult disregulation isn't THAT different to the list above.

So the first step to feeling more confident, connecting with our inner wisdom, living true to our values and making decisions that suit our long-term aspirations, is to make sure we are acting from a place of emotional regulation.

In order to regulate, we need to engage in activities that turn the dial down on the heightened emotional response to a situation. Often this involves activities that awaken our right brain and bring us away from our reactive left brain.

If we were parenting that child we might;

- give them physical reassurance (cuddles, rocking, stroking hair, jiggling up and down etc)
- give them sonic reassurance (shushing, singing, humming etc)
- give them a kinesthetic distraction (climbing, swinging, running, wrestling, tickling etc)
- provide a visual focus (a set of keys, sparkly bracelet, rolling a ball, lights etc)

Using these same rules can be helpful when designing regulating activities for ourselves. These sensory-based activities reconnect us with our bodies and the world around us and can help us to feel grounded.

Over the page are some ideas that many have found helpful. Which ones do you want to try?

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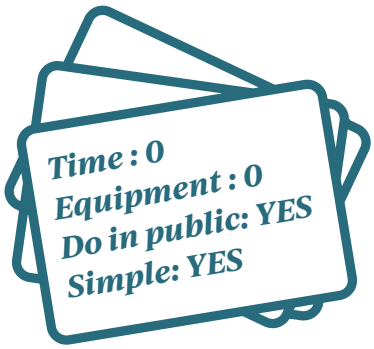
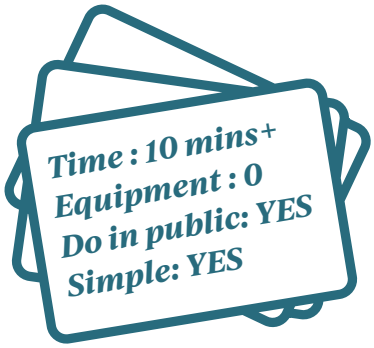
Get Regulated

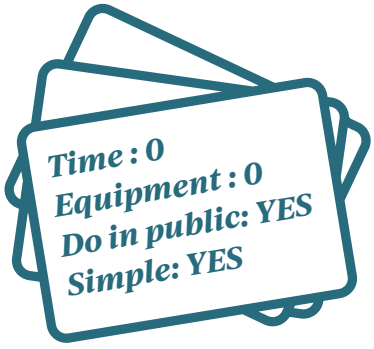
Box breathing
A simple hack that sends signals from your lungs to your brain that you are now 'safe' and the alarm can be switched off. Simply breathe in for four seconds, hold your breath for four seconds, breathe out for four seconds and then hold your breathe for four seconds. That's it. Do this as many times as it takes to feel better. You can do this live in most situations without anyone noticing what you are doing!



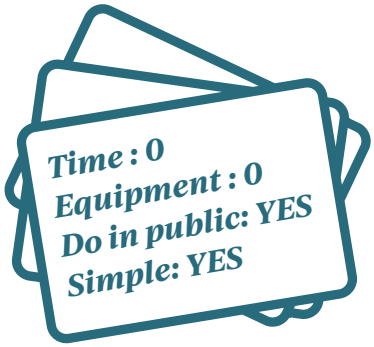
Going for a sensory walk/run
Grab your jacket and head outdoors, and pay close attention to all your senses (what you can see, smell, touch, feel and hear, including noticing what muscles you are using in each step and how your clothes are coming into contact with your skin). Nervous energy can be redirected through the movement, the rhythm of your stride can help reset your vagus nerve and your senses help reconnect you to your right brain.



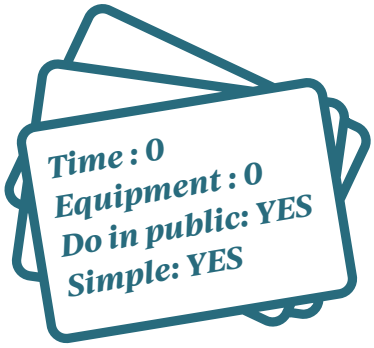
Finding your body
Mentally travel your body finding and noticing the small things. Can you find each one of your toes one-by-one? What parts of your feet are coming in contact with the floor? Where on your face and neck can you feel your hair falling? Can you feel your rings or watch in situ? Can you feel your elbows? You can do this live in most situations without anyone noticing what you are doing!



Notice the nuance of sound
Focus in on the sounds farthest away from you, and then the sounds closest to you. What do you notice? Focus on the sound of another person's voice, noticing any breaks, the tone, the pitch, their breathing etc. Can you hear your own breathing? Notice any crackles, pops, whooshes etc



Touch and sensation
Try running your fingers gently up and down the open palm of your opposite hand and notice all the sensations. Can you feel the bumps of your fingerprints if you rub your thumb and forefinger together? Touch some fabric or an item in front of you and notice the temperature and texture. Pay attention to how your clothes feel against your skin.



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You, Regulated

Being able to recognise when you are regulated or disregulated will be essential to knowing when you need to step in with one or more of these regulation tools. Take a moment to reflect on your experience of both states.

How does it feel when you are disregulated?

What do you do when you are disregulated?

How does it feel when you are well regulated?

What do you do when you are well regulated?

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The Three Gifts

Once we are coming from a place of greater regulation, there are a number of tools that we can start to use that will continue building on our emotional regulation efforts, whilst also providing some practical solutions to the situation we find ourselves in.

The starting point to all these tools is a perspective called The Three Gifts.

Gift One: The Gift of Knowledge.
The Gift of Knowledge is simple. Whatever the situation you find yourself in, no matter how horrible, there is always something to learn. Our first job is to connect with the learning opportunity. It can further help us to regulate if we step back and actively seek out the positive learning experience.

Example: "I messed up with a client and ended up sending them the wrong product. They were NOT happy with me, especially as this was an urgent order that they paid extra to get delivered in time. They are threatening to leave a bad review."

What is the Gift of Knowledge in this situation?

Gift Two: The Gift of Inspiration
This gift considers the same tricky situation and asks what can be created that means either this situation doesn't happen again or some sort of improvement can be made. The beauty of this gift is it switches our focus from what we have no control over to what we DO have control over, generating a feeling of empowerment rather than disempowerment.

What could be the Gift of Inspiration in this situation?

Gift Three: The Gift of Power
This gift offers us the opportunity to use this tricky situation to strengthen our unique human powers of empathy, curiosity, creativity, vision and action. By using these powers, we are not only deepening our emotional regulation, but we are problem solving and adjusting our course of action to one that serves us better in the long run.

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Your Human Powers

Empathy
Questions to ask yourself:

- How must they be feeling in this moment to react like that?
- How would you comfort your inner child right now? What does he/she need to hear?
- What advice would you give a friend in this same situation?
- What do you need right now to regulate yourself?
- What is the kindest thing you can do for yourself in this situation?
- What is the kindlest thing you can do for them in this situation?

Activity:

- Write this situation down from the other person's perspective using the first person *(e.g. "I was so relieved I managed to buy this product, but when it arrived I felt angry and frustrated etc")*

Curiosity
Question to ask yourself:

- I wonder why...?
- What are the facts of this situation?
- What would happen if...?
- Where did things go wrong?
- Plus any other what, where, why, when, how and who questions. The idea is to dig as deep as you can.

Activity:

- 'The 7 Why's' - ask yourself a 'Why' question about the same topic 7 times. *(E.g. "Why did I do....? Why is it important I...? Why did I find it so hard to...? etc" Try to ask each question as a logical next step to deepend understanding.)*

Creativity
Questions to ask:

- If I had unlimited resources (time, money, expertise etc) how would I solve this situation?
- If I had unlimited resources how would I prevent this situation happening again?
- How would [insert someone I respect] solve this situation?
- If I knew I couldn't fail, what would I do next?

Activity:

- Time two minutes and aim to write 30 ideas down, no matter how silly or unachievable they might seem. In fact, start with the craziest ideas first! Repeat as many times as you need to. Have a go at challenging a friend or collegue to play with you and compare answers. The more heads playing, the more ideas you get!

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Your Human Powers

Vision
Questions to ask yourself:

- What will matter most to me about this situation at the end of my life?
- Who do I want to be in this situation?
- What will I regret most about this situation in the future?
- What will I be most proud of?
- Who do you want to channel in this moment?

Activity:

- Close your eyes and take a moment to get grounded with any one or more of the regulation techniques. Then imagine you were sat infront of your elder, wiser self. Picture them vividly. Now ask them for whatever advice you need and notice what they say. Sounds woo-woo but it's often surprising what you get back!

Action
Questions to ask yourself:

- What just needs to happen right now, emotions aside?
- What one action would make the most impact right now?
- What posture makes me feel most ready to take action?
- What daily routine sets me up for taking action?

Activity:

- 'Pre-empt the Saboteur' - whatever actions you decide on, spend a moment reflecting on which of your Saboteurs might come out to play and scupper your plans. Then consider what you can do to mitigate their impact.

Communicate (Vulnerability)
EVERYONE is struggling with something (please read that one more time).

We are a social species that has always worked best in collaboration. It feels great to positively contribute to another persons life, but often we don't allow others to do that for fear of being judged or for feeling 'less than'. Consequently we all have moments where we feel we are the only one struggling, that everyone else has their shit together and we are simply an undeserving mess. Cruelly, the longer we feel that way, the harder it is to show others what is really going on and the more isolated and 'low' we feel. Also, the less honest we are about what is really going on with us, the harder it is for other people to be honest with us about their struggles.

Consider leaning into opening up a bit more and playing with the discomfort of vulnerability. It might surprise you how powerful and connecting it can actually be.

You won't always need to use all of these human power tools, but they are all waiting patiently for you to pick up and use in the right situation. Feel free to mentally pick one up and get a feel for whether it is the right tool for the job before you spend time using it.

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Pause for Action

Things I will do

Things I need to find out/research

Things I want to remember/tell myself

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Unlimited Energy

How wonderful does this sound? We could all do with finding that source of unlimited energy, but what if we told you that you have this power right now?

We each have a unique blueprint as to what energises and drains us. What fills one person up may be your idea of hell! That's ok. We are meant to be all different, but deeply knowing yourself and using this knowledge to create your own personal source of energy is vital to your personal and professional success.

Over the next two pages, you will be creating two lists. These lists will be the foundation of the next stage of your action plan, and the beginning of your 'unlimited energy' journey.

List 1

What energises you?

Simple enough. We want you to write a list of all the things you draw energy from. These may include things you see, feel, taste, touch, smell, etc and can be little or big things. Other considerations may be;

- Activities you do at work
- Financial
- Time
- Your body and mind
- People
- Your space
- Patterns of behaviour
- Posessions
- Experiences etc

List anything and everything that energises you (even just by thinking about them!)

List 2

You guessed it, the exact opposite. Using the same prompts, list all the things that drain your energy to any degree.

List 3

This list is your 'Bucket List', but don't just focus on the big stuff. Remember the little niggly things do you never get around to that you wish you could priorotise. If you had unlimited time and money what would you do?

List 4

This is more of a statement than a list. Take a moment to reflect on the sort of person you want to be remembered as or the things you want to be remembered for. Write this is as statement.

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List 1

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List 2

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List 3

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List 4

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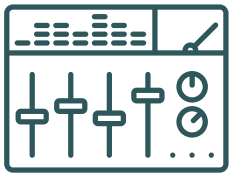

Great. Which list was more fun to write we wonder?

These lists, and what we are going to do next, will help you to shape some of the actions you will take moving forward. Here's what we want you to do.

The Mixing Desk Test

We want you to look at lists 1 and 2 like faders on a mixing desk. We want you to find ways to pull up the fader on your List 1 items, and pull down the fader on your List 2 items. By that we mean, how can you weave more of your List 1's into your day and how can you remove or reduce some of your List 2's every day.

Starting with your List 1's. Review your list on the previous page and come up with a handful of actions that you can take quite quickly and simply to boost the amount of time you spend on them. Maybe consider the top three most impactful list items.

Note down your actions here:

The strategy for List 2 items is all about reduction, so working through the list, pick the most impactful ones and come up with some ideas how you could DELEGATE, DELAY, DELETE or even find a new way to just DEAL with it that is less draining.

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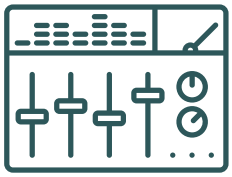
Unlimited Energy



List 3

It is time to start looking at your bucket list in a new way. Flick back to your List 3 and start noting the dates you want to have achieved them by next to each item. Really think about what could be possible as a timeline. Then pick your most important three items from the list and answer these questions below for each.

What are you going to do?

What resources will you need? (i.e. time, money, skills etc)

What might get in your way?

How can you guarantee you will achieve this goal?

What are you going to do?

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What are you going to do?

What resources will you need? (i.e. time, money, skills etc)

What might get in your way?

How can you guarantee you will achieve this goal?

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Building Your Toolkit

Every great tool kit needs some great tools, agreed. But what makes a great tool? Simple. The one most suited to the job you need to do.

When it comes to changing patterns of behaviour and our thinking, there are a selection of tools that we can pick from that have been proven to be the most effective.

- Follow a tried and tested map (find someone who has done it before, and follow their lead)
- Get a mentor, coach, or expert to help you
- Get training to develop the skills you need in a particular area
- Put in place routines and rituals that will help you set up success
- Team, peer and/or community holding you to account and encouraging you to step up
- Motivational rewards (sounds like being a five year old again, but this can be effective)
- Reflection and contemplation
- Pre-empting and preparation

We have a great place to start!

To help you get started, using the Power of the Room, we are going to come up with some fresh perspectives and solutions to add into your plan. This will involve spending time in three different small groups to harness the power of the collective mind to generate ideas for your action plan. (And now in English? You will be asking the people in your small group for ideas.)

This is a game, and like every game, there needs to be some rules. Here we go...

1. Pick three areas from the 'Check In' you did for your pre-work that you would like to focus on over the coming months. These will be areas that are impacting you the most and by changing them you will experience the biggest shift.
2. In your first break out session, nominate who goes first. Each person gets just five minutes each so be as quick as you can in nominating.
3. Person one quickly and succinctly summarises the challenge they have or what they would like to change, then they remain quiet unless asked a direct question. It will be tempting to jump in, but try not to.
4. The other members of the group fire off suggested actions as quickly as they can.
5. Person one must write down all the ideas the group come up with for them, regardless of whether they agree they are good ideas or not. Don't judge them, just note them down.
6. After five minutes switch to the next person and repeat steps 3 - 5.
7. When everyone has completed their turn, you will be switched into a second and then a third breakout group to complete the same steps for your second and third areas.

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Taking Action

What is the problem you would like help solving? What do you want?

Ideas on how to get there

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Taking Action

What is the problem you would like help solving? What do you want?

Ideas on how to get there

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Taking Action

What is the problem you would like help solving? What do you want?

Ideas on how to get there

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Take Three...

Never leave the site of a decision without first taking action!

Being unrealistic about what we can achieve in the time we have, with the energy we have, is a common mistake we all make when it comes to creating action plans. Before we know it, we have given up because it is utterly exhausting (and depressing) to regularly fall short of achieving all the lofty things we set out to achieve. It's easier to just tell ourselves that the program didn't work and things will never change!

Life can be pretty relentless, but that's normal. We do need to plan for that however, and create small, achievable actions that will move us forward and boost us rather than give us another stick to beat ourselves with.

So instead of asking you to eat your elephant in one impossible bite, we want you to pick three little bites to focus on for the next few months.

Looking at all the ideas that came from your break out groups, pick a few actions you will commit to taking and sticking to.

When you are ready, turn over and start creating your commitments to your future self.

Here we go...

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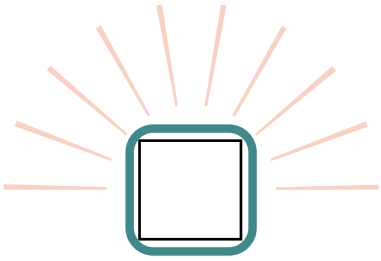
Action 1



The first action I commit to taking is....

This looks like....

I will start this on [date]...

I will know I have achieved this when...

When I have accomplished this I will feel....

The things that are most likely to get in my way are...

I will help myself by...

I will hold myself accountable by.....

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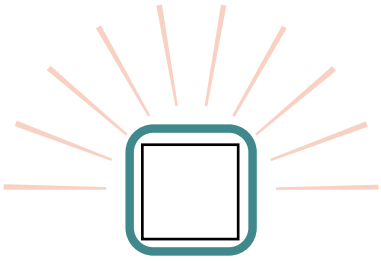
Action 2



The second action I commit to taking is....

This looks like....

I will start this on [date]...

I will know I have achieved this when...

When I have accomplished this I will feel....

The things that are most likely to get in my way are...

I will help myself by...

I will hold myself accountable by.....

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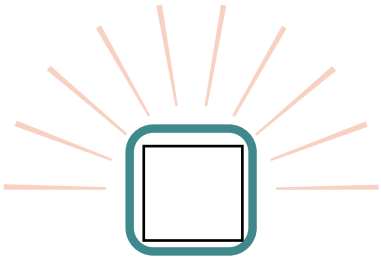
Action 3



The third action I commit to taking is....

This looks like....

I will start this on [date]...

I will know I have achieved this when...

When I have accomplished this I will feel....

The things that are most likely to get in my way are...

I will help myself by...

I will hold myself accountable by.....

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Celebration

How often do you celebrate your achievements?
Even the teeny tiny ones.

Why? Does it feels silly? Undeserved? A waste of time?

What if we told you that celebration has its place in neuroscience and is a key motivational tool we can all harness to stay on track? Woah!

So, just like Pavlov's Dog, we can use celebration as a tool to make us want to keep coming back for more, and even sticking better to a plan. When we celebrate something (even just a little bit) our body releases the hormones Dopamine, Seratonin, Oxytocin and Endorphins which make us feel great.

Here's what we get;

Dopamine creates joy and makes us feel satisfied, as well as boosting learning memory, creativity and motor system function

Seratonin is a key component in regulating mood, sleep, appetite, digestion, learning ability, and memory.

Endorphins reduce pain and boost pleasure.

Oxytocin is love, and makes us feel better connected to others.

And ALL these can be boosted by taking a few seconds every now and again to celebrate. Mind. Blown.

What does celebration look like for you?

This is where you can get creative. Use this space to consider all the things that make you feel really good that you could use as your celebration tool.

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Celebration

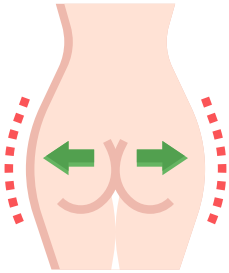
Here are some tried and tested celebration ideas that might you might want to try!

The Good Old High Five
Simple but effective, and did you know you can also high five yourself?

Dance!
From a little shimmy to a Beyonce-worthy turn around the room, dance with a smile on your face and love every second of it! You've earnt it.

Air Punch with 'YES!'
Go for it. It feels great!

A Sweet Treat
Ticked something off your list? Have a chocolate button for being SO awesome!



I see you baby.....
You can't be stressed and serious when you are shaking your bum. Stand up and try it! Seriously!

Strike a pose....
... and say "and that's how it's done!"

You're so damn cool!

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.... until next time

This marks the end of your time in The Power Room. We sincerely hope that you have found the time we have spent together beneficial and you are ready to take bold steps forward.

You now have a solid set of tools that you can come back to time and time again, as well as a community of powerful, supportive women who have your back. Use them.

Good to know...

Some Power Room Alumni have made the decision to stay enrolled with The Academe and join our 12-week Power Program. This is an intensive personalised program based on your unique Saboteur profile and is designed to bring about deep, long-lasting change to your mindset, your confidence and your emotional resilience.

You can choose to take part in the Power Program as an individual or as a small group (4-6 people). Your group can be made up of people you have met in The Power Room, or from your place of work or community.

If you would like to know more, email us at hello@theacademe.co.uk.

Keeping you safe...

Have any of the topics or discussions we have covered triggered emotions or thoughts that were uncomfortable and you simply can't shake off?

Coaching work can open up all sorts of emotions and thoughts that haven't been processed or closed from your life and you might decide that now is a good time to tackle some of these unresolved issues with specialist therapeutic intervention.

Therapeutic support comes in all shapes and sizes, face-to-face, digital and even simply via text. If you would like some guidance on where to seek therapeutic support, visit www.theacademe.co.uk/additionalsupport where you will find a range of resources.

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...and finally

We just wanted to say thank you for spending this time with us. We look forward to continuing on this journey with you, and wanted to invite you to connect with us on our social channels.

Come say hi!

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/themindsetacademe

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You've got the Power

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