

Mental Fitness



5 Tools to Build Your Leadership Resilience

2022 Shirzad Chamine and Positive Intelligence, Inc.

1

Hello!

I'm **Kristen Lessig Schenerlein**

YOUR Certified Positive Intelligence Coach

I am an ICF ACC, Professional Leadership, and Positive Intelligence Coach, who works with powerful, mission-driven nonprofit & small business leaders who are committed to linking their power with their passion. The leaders I work with are often described as "super human" and are looking to embrace more authentic leadership. My mission is to create an environment for mindful, empowered, growth to improve each leader's impact so that they can live a life in alignment with their values...and I see the Mental Fitness framework as the secret to accelerate this process of true transformation, personally and professionally.

© 2022 Positive Intelligence, Inc.



2



Agenda & Desired Outcomes

1. **Welcome-** Congratulations on taking the first step to building your resilience through mental fitness!
1. **Explore together how Mental Fitness can build Resilience in Yourself and Your Organization, Highlighting Key Challenges for Nonprofit Leaders** 50 min of Presentation. Then Q&A 10 min
1. **Take A Way Tools to Build Your Mental Fitness** and the **Opportunity** to go beyond just insight into real action!

©2022 Positive Intelligence, LLC

3



Spotlight

BREAKING DOWN BARRIERS. Lifetime athlete **Kristen Lessig** (B.S. '05/E) and physical education teacher **Jennal Yocco** (B.S. '05/E) share a love of sports and a commitment to bringing their passion to everyone around them.

Together they founded Sportable, a nonprofit organization focused on providing recreation and sports opportunities for individuals with physical disabilities in the Greater Richmond area.

"We feel like everybody should have the right to play sports," Yocco says. "We're charged with putting activities out there and doing whatever we can to make people aware of who we are."

Lessig and Yocco research how to modify sports and bring in coaches when necessary. Through Sportable, they offer biweekly clinics in power wheelchair soccer, tennis and basketball, as well as organize other recreational outings including kayaking, skiing and rock climbing.

"You learn a lot when you participate in sports," says Lessig, who works full time as a therapeutic recreation specialist in the spinal cord injury unit at the Hunter Holmes McGuire Veterans Affairs Medical Center. "That's what is most beneficial in the long run — cooperative communication and socialization."

In addition to her job as a P.E. teacher, Yocco also works part time as a recreational therapist at Poplar Springs Hospital. But she found a common thread with Lessig when, as VCU students, they attended a March 2005 therapeutic recreation conference that showed them the possibilities of adaptive sports and recreation.

The idea for Sportable was born.

"We thought, 'We have to bring this to Richmond,'" Lessig says.

Eight months later, they hosted Sportable's first clinic. Today, Sportable enjoys 65 members ages 5 and older.

"This opens up a door for them," Lessig says. "The goal is for independence. Activity changes their lives."

Yocco recalls the transformation of one middle school student with muscular dystrophy who began playing power soccer through Sportable.

"In gym class, he was able to get out of his chair but he wasn't into sports," she says. "Now he's a star on the court. He's awesome at it and his self-esteem rose. Finding his niche is what he needed."

Local athletes view Sportable as the go-to source for adaptive sports and recreation. Thanks to their requests, the organization plans to introduce quad rugby, fencing and sled hockey in 2009.

Lessig and Yocco also dream of sending a team to the Paralympics one day.

"We all have the innate desire to compete," Lessig says. "There's a misconception that people with disabilities don't want to and, often times, they just get the medal for participating. But in Sportable, they find someone they're competitive with who has that instinct, too. That's what it's really all about."

To learn more about Sportable, or to support the organization or one of its athletes, visit www.sportable.org

©2022 Positive Intelligence, LLC

4

NLC Webinar: 5 Tools to Build Your
Mental Fitness

2



*What is Resilience?

Resilience is defined as:

- ▶ the ability to recover from setbacks
- ▶ to adapt well to change
- ▶ to keep moving forward even in the face of adversity.

This is framed as a leadership skill for nonprofit professionals and a means to measure organizational capacity.

©2022 Positive Intelligence, LLC

5



Resilient Organizations

- Resilient organizations have sound leadership at all levels and **strong cultures founded on trust, accountability, and agility. This is psychological safety.**
- They have high degrees of engagement and participation, **approach work with an adaptive mindset**, and **navigate change** more successfully than other similar organizations.
- **Resilient teams have a foundation of meaningful core values** that all members believe deeply in and a sense of unity beyond what you find in many teams.

©2022 Positive Intelligence, LLC

6



Resilience in Nonprofits Today

“Modern philanthropy has spent its first 100 years looking at root causes because we thought if you look long enough and you work hard enough, you can solve the world’s problems. Today, there is a growing recognition that the pace of change is so great we can’t possibly solve all the problems at the rate we need to do it.”

Rodin said, “working to solve root problems alone is not enough and will never work because the pace of change is too fast. What’s needed now is to build capacity, connect practitioners, and provide a platform for sharing knowledge and advancing common agendas.”

©2022 Positive Intelligence, LLC

7



How to build organization capacity

1. **Create an inspiring vision and a roadmap** to get there. **Ensure within this roadmap, the SPACE to handle the inevitable challenges** that surface along the way so they do not deter you or burn you or your team out. This will reduce the stress on you as a leader and the entire organization, reducing overwhelm.
2. **Tap into your power and the power of each individual member of your team**, something that will yield greater confidence and allow all of you to find a flow to the amazing work you are doing in service to others.
3. **Shift from the mindset of crisis & scarcity to one of abundance & opportunity**. See that any challenge you, a member of your team, or the organization as a whole, may be facing is a chance to grow, to learn, to deepen the work you are doing, potentially by being more innovative and open to finding a new path forward, one of ease and flow.

©2022 Positive Intelligence, LLC

8



*Resilience in Action

Erik, the founder of No Barriers, lost his vision at the age of 13, but that did not stop him. Erik has numerous accomplishments from writing books to teaching middle school to being the first blind man to make it to the top of Mt. Everest, the highest peak in the world. Erik has taken the adversity he faces and turned it into triumphs.



© 2022 Positive Intelligence, Inc.

9



This is Shirzad Chamine

Author of the *New York Times* bestselling book, *Positive Intelligence*, and Stanford lecturer.

His work is all research-based, informed by **more than 750,000 participants**, and applies the latest breakthroughs in neuroscience and psychology.



©2022 Positive Intelligence, LLC

10



Our Mission

We're helping every human build mental fitness so they can fulfill their true potential for both happiness and contribution.

11



Mental Fitness

How to grow the three core mental muscles to thrive in challenging times.

2022 Shirzad Chamine and Positive Intelligence, Inc.

12

Mental Fitness

Definition:

Your capacity to respond to life's challenges with positive rather than negative mindset

Impact:

- Peak performance
- Peace of mind/wellness
- Healthy relationships

2022 Shirzad Chamine and Positive Intelligence, Inc.

13

Mental Fitness (PQ)



- If you're **physically fit**, you can climb steep hills without physical stress.
- If you're **mentally fit**, you can handle life's great challenges without mental stress or other negative emotions.

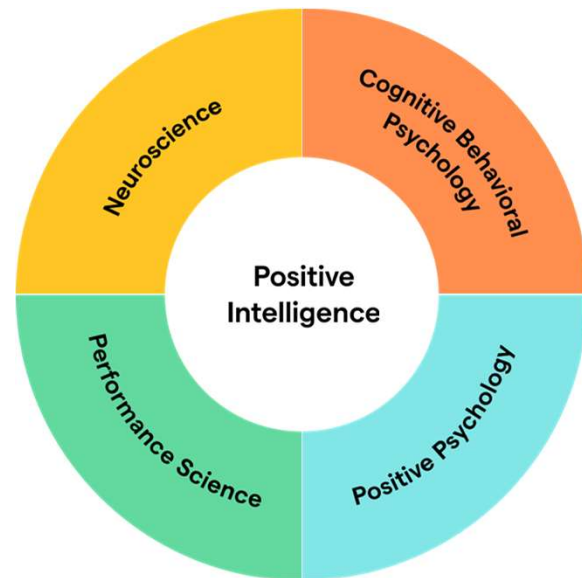
You'll be happier and perform better.

©2022 Positive Intelligence, LLC

14

Research Foundation

Our mental fitness program is based on breakthrough, original research by Shirzad Chamine and the synthesis of recent discoveries across neuroscience, positive psychology, cognitive behavioural psychology, and performance science.



15

Research includes results from:

- ✓ Hundreds of CEOs and their executive teams
- ✓ Stanford students
- ✓ World-class athletes
- ✓ 750,000 participants from 50 countries
- ✓ Many YPO families and Forums

Research summarized in the New York Times best-selling book, Positive Intelligence, translated into 20 languages.

16

Power of Factor Analysis

- ✓ Discovers the **root cause**
- ✓ Results in **radical simplification**

Example

At the root of thousands of colors are only three factors:

Red, Blue, Yellow



17

Results of Factor Analysis Research

Only 3 core muscles are at the root of mental fitness

1. **Saboteur Interceptor**
2. **Sage**
3. **Self-Command**

18

The Three Core Muscles

To Build Your Mental Fitness

Saboteur Interceptor Muscle

You Saboteurs generate all your negative emotions, including stress, anxiety, self-doubt, anger, avoidance, procrastination, insensitivity or discontent. Mental fitness requires the ability to intercept and discredit the Saboteurs.

Self-Command Muscle

Boost your ability to command your mind to quiet the Saboteur region and amplify the Sage region. Using simple daily exercises, you will learn to run your brain, rather than allow your Saboteur-hijacked brain to run you.

Sage Muscle

Your Sage is the one in you that handles challenges with a clear and calm mind, and positive emotions. It also has access to your 5 primary powers. For peak performance, you learn to boost all 5 powers and know when to use which power.



©2022 Positive Intelligence, LLC

19



10 Saboteurs



5 Sage Powers

20

1. **Saboteur Interceptor**
2. Sage
3. Self-Command

21

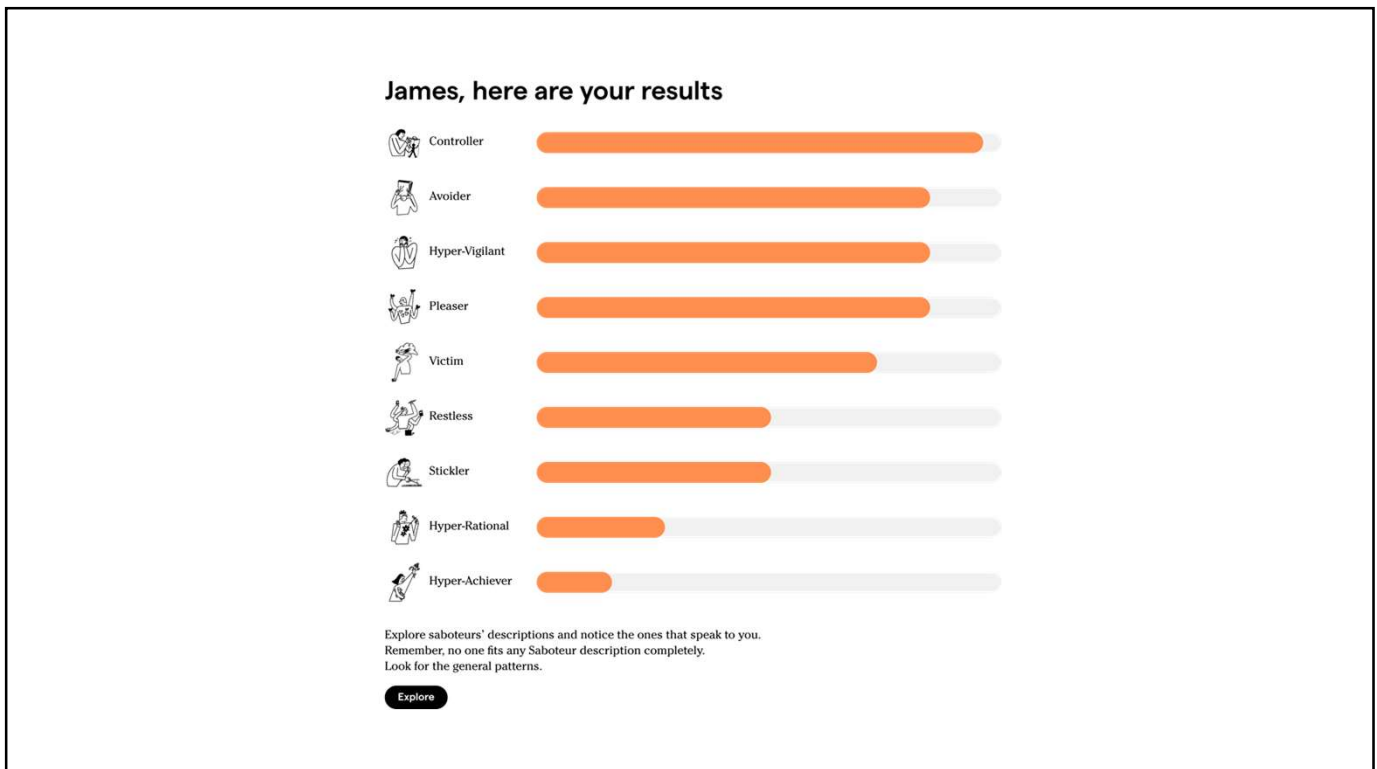
***The Judge**



22



23



24

You can switch between saboteurs in the bottom menu

Stickler

5.6

Perfectionism and a need for order and organization taken too far

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.

25



Saboteurs Saboteur

**Motivates you through
negative emotions ...**

...fear, stress, anger, guilt,
shame, insecurity, ...



Sage

**Motivates you through
positive emotions...**

...empathy, curiosity, creativity,
passion and purpose.

26



**Saboteurs
Saboteur**

**Might generate success
but NOT happiness.**



Sage

**Generates your highest
success and sustained
happiness.**

27

**Are negative emotions good
for you?**

28

Is pain good for you?



29

Negative Emotions

Only helpful for 1 second as alert signal.

Staying in negative emotion hurts ability to see clearly and respond with empathy, curiosity, creativity, or laser-focused action.

Negative Emotion = Saboteur

30

1. Saboteur Interceptor
2. Sage
3. Self-Command

31



The Sage

- ▶ **Lives in region of brain associated with:**
 - ▶ Positive emotions
 - ▶ Peace and calm
 - ▶ Clear-headed focus
 - ▶ Creativity
 - ▶ Big picture
- ▶ **Operates from the Sage Perspective**

32

Sage Perspective

Every outcome or circumstance can be turned into a gift and opportunity.

33



How a “bad” thing turned out to be a gift & opportunity.



© 2022 Positive Intelligence, Inc.

34

QUESTION:

Which Perspective is True?

Saboteur: This is **BAD**
Sage: This is a **GIFT**

ANSWER:

Whichever you believe
becomes true.

35

1. Saboteur Interceptor
2. Sage
3. **Self-Command**

36



10-Second PQ Reps

37

Simplicity of the Operating System

- 1.If you're feeling negative emotions STOP.
You're in **Saboteur** mode.
- 2.Do some PQ Reps to quiet Saboteurs and activate **Sage**.
- 3.Assume the **Sage Perspective** that every problem can be converted into a gift & opportunity.
- 4.Generate the gift by using the Sage powers like empathy, curiosity, creativity, and calm, clear-headed action.

38

The Five Sage Powers



Empathy

Visualize the Child



Exploration

Fascinated Anthropologist



Innovation

Yes...And...



Navigate

Flashforward



Activate

Preempt the Saboteurs



©2022 Positive Intelligence, LLC

39



Empathy

- ▶ **Empathy** is about feeling and showing appreciation, compassion, and forgiveness.
- ▶ **Two targets:** Self and Others
Deeper empathy for self allows you to have empathy for others. It begins with **SELF CARE**.
- ▶ **Roadblocks:** the Judge's pervasive interference

40



The Role of Empathy

Main premise: WE ARE ALL IMPERFECT BEINGS. We fall short of our ideals ALL the time, ALL of us.

When to use it: Strong emotions involved

Why use it: Empathy recharges our batteries and renews vitality that is drained from the Judge's constant badgering. Bandages wounds of warrior before sending out for another battle. The power you use when your emotional reserve is running low.

© 2022 Positive Intelligence, Inc.

41



Roadblocks to Using Empathy

The Judge: You need to be tough on yourself or you better punish rather than empathize.

Denying yourself empathy is not a sign of strength.

It sets you up for constant negative self talk. Sabotaging your success in achieving your full potential.

Denying others empathy does not condon the action.

Empathizing with the pain allows you to connect at a deeper level and have a conversation about lessons learned and how to avoid the same mistake in the future.

© 2022 Positive Intelligence, Inc.

42

Power Game: Visualize the Child



“A true Sage is simple like a child.”

~Debasish Mridha



©2022 Positive Intelligence, LLC

43

Sage Power: Explore

- **Beginner's Mind:** Deep Curiosity
- Aim to discover without any fear or agenda regarding what will be discovered.
- The discovery is its own reward. Nothing further needed.
- **Power Game:** Fascinated Anthropologist



© 2022 Positive Intelligence, Inc.

44

Sage Power: Innovate

- A desire to improve on the obvious initial ideas.
- Requires letting go of initial ideas and generating more. Quantity vs. Quality
- Plenty of time for evaluation LATER!
- **Power Game:** Yes ... And ...



© 2022 Positive Intelligence, Inc.

45

Sage Power: Navigate

- Enables you to sort out what truly matters and what doesn't.
- Guides you through connecting you with your deeper sense of meaning, values, and purpose.
- Is critical to the purpose-driven life.
- Aligns both your small and large steps with your "true North."

Power Game: Flash Forward Power Guide: Elder, Wiser Self



© 2022 Positive Intelligence, Inc.

46

Sage Power: Activate

Move into action:

- **Calm**
- **Clear-headed**
- **Laser-focused**

Also associated with feeling fierce and fearless.

Power Game: Preempt the Saboteurs



© 2022 Positive Intelligence, Inc.

47

QUESTION:

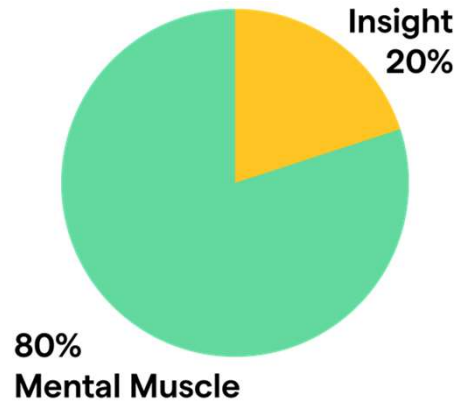
Is it really possible to just shift from Saboteur to Sage response, even in tough challenges?

ANSWER:

YES, but the speed and depth of the shift depends on **mental muscle strength.**

48

Lasting positive change requires...



49

Success requires intense initial practice

**15 minutes/day
for 6-8 weeks**

(you can't defeat a gang of 10 bandits
by sending one new fighter per day
for 100 days)

50

Positive Intelligence Mental Fitness Program

- ▶ 8 weeks duration
- ▶ Watch 1-hour weekly video (on weekend or Monday)
- ▶ 15 minutes/day of practice on the app
- ▶ Read 8 chapters of Positive Intelligence book (PDF provided and audio)
- ▶ Opportunity to continue at your own pace for daily practice
- ▶ Group coaching and facilitation with me each week for 8 weeks
- ▶ **Additional opportunities also available and customized to YOUR needs!**

2022 Shirzad Chamine and Positive Intelligence, Inc.

51

You Might Be Thinking



- ▶ I already have so much on my plate and this just adds more chaos and stress.
- ▶ Are you sure you led a nonprofit organization? I mean, don't you know everything is a priority!?
- ▶ You may even believe that any form of self care including establishing boundaries or investment in yourself is selfish.

©2022 Positive Intelligence, LLC

52

Let's Connect

- Text me your name and email address at (941) 527-5893 to Book a FREE Mental Fitness 101 Presentation!
- Go to PositiveIntelligence.com/assessment
 - Email me your results: kristen@koicoaching.org
 - Grab 30 minutes on my calendar to dive deeper into your Saboteur Assessment!
 - ****Deadline to connect is June 10, 2022****
- Next 8 Week Mental Fitness Training Launches in July! [Be added to the Waitlist](#)
- Or Just Follow Me on Social for Daily Inspiration! <https://linktr.ee/Koicoaching>

53



How We Show Up

PQ Channel	Data Channel
Tone	Facts
Emotions	Data
Energy*	Details

©2022 Positive Intelligence, LLC

54



In Closing:

- What is the **ENERGY** you wish to bring to your environments?

©2022 Positive Intelligence, LLC

55



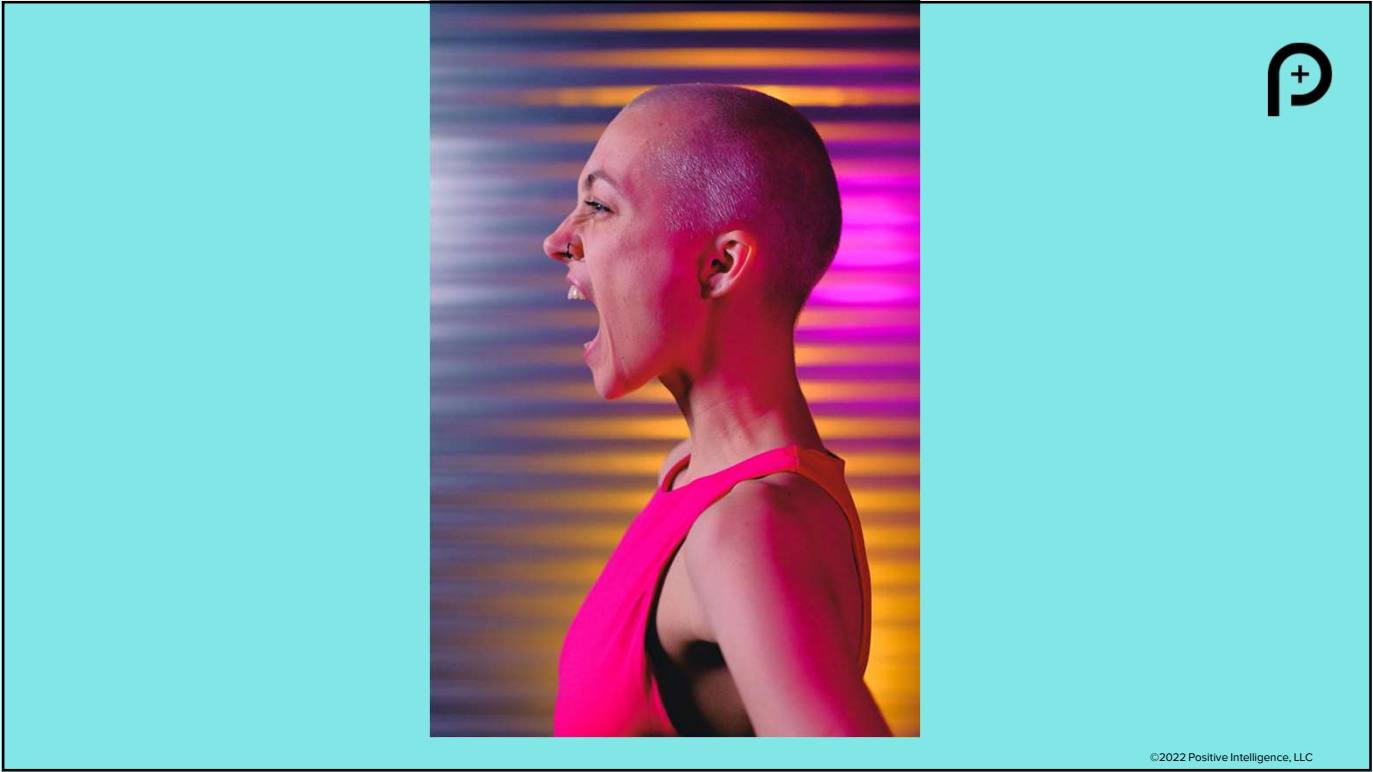
©2022 Positive Intelligence, LLC

56



©2022 Positive Intelligence, LLC

57



©2022 Positive Intelligence, LLC

58



59



60



©2022 Positive Intelligence, LLC

61



©2022 Positive Intelligence, LLC

62

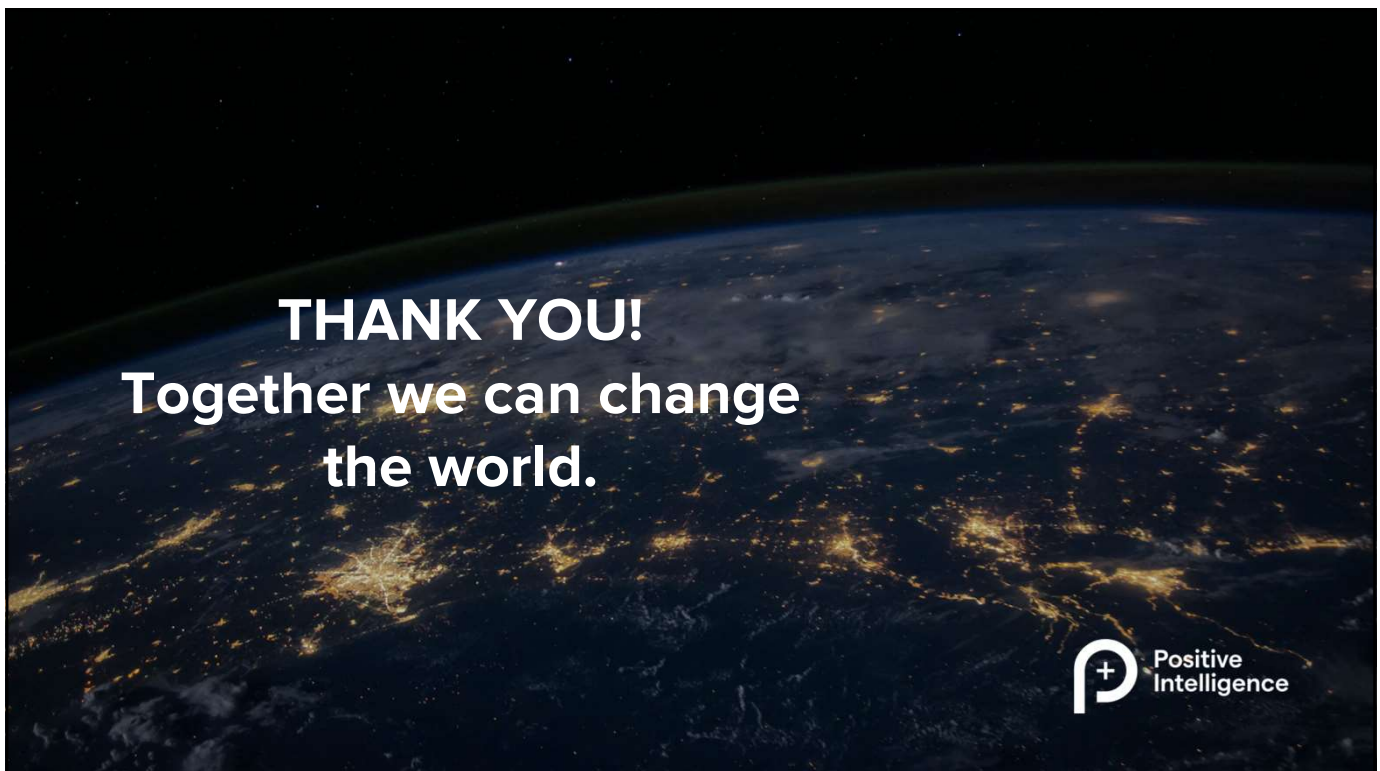


Lastly:

- What is **ONE** key insight from our time together today?

©2022 Positive Intelligence, LLC

63



64



Q&A

Let's keep exploring and innovating together!

65



“Kristen came into my life during a major transition period, when I left a fulfilling career in the nonprofit sector to be a full-time caregiver during the pandemic. Her gentle-but-direct coaching style and **positive intelligence training helped me identify a clear vision for my future, and begin implementing habits and mental fitness techniques to reach my goals.** Most importantly, Kristen gave me the tools to work through career and life transition with gratitude, curiosity, and innovation. I would recommend her coaching to anyone who is at a crossroads or looking to reinvigorate their career.

—Samantha D., Non Profit Leader
Koi Coaching & Consulting



©2022 Positive Intelligence, LLC

66