



# Three Ways Of Knowing Head, Heart and Gut

...and the wisdom to know the difference

# Our Purpose Today

- Employing a trauma informed lens to view how we supervise, manage, lead
- Learning how brain chemistry affects our functions as leaders
- Relating intellect, emotions and instincts to our leadership styles
- Investigating what we draw on for our decisions in leadership





# Ground and Release 4, 4, 8 Breathing

- Settle in your seat, feeling your body and breathing normally
- Inhale deeply through your nose for four counts, filling your belly with air
- Hold for four counts
- Exhale forcefully through your mouth for eight counts
- Do five or more rounds

What's one of your superpowers?

How does this show up at work  
and your life outside of work?

When did you first notice you had  
this ability?

# How Great Leaders Lead

- Curiosity
- Patience
- Listening
- Questioning our answers
- Willing to not be right
- Willing to try again
- Collaboration



# Three Ways Of Knowing

- **Head** – Thinking and intellect - “executive functioning” of pre frontal cortex
- **Heart** – Feeling and emotions related to past experiences
- **Gut** – Instincts and intuition – limbic function of sympathetic nervous system

# Survival Brain/Thinking Brain

- **Survival brain** – Includes the **amygdala** and other limbic brain function, the oldest part of our brains, which tells us when we need to fight, run or freeze
- **Thinking brain** – Includes more recently evolved, **pre frontal cortex** part of brain involved in “executive functioning” such as memory, emotional regulation, logical decision making

# HOW KNOWING GETS DAMAGED



- Emotional abuse
- Gaslighting – “That didn’t happen. I didn’t say that. You didn’t see that. You imagined it.”
- Sexual trauma
- Racial, gender, cultural violence when we feel our voices are not heard
- Crushed hope, insufficient support...



# Tracing The Threads

Taking the time to discover where thoughts, behaviors and beliefs come from is like tracing a thread back to its source...



# I Know I Feel I Know I Feel

- When all three ways of knowing work together we are confident in “trusting” what we feel
- When we are dysregulated by trauma and stressors one part of our knowing may overrule or “hijack” another and our decision making process may feel unclear



# Box Breathing

- Settle in your seat, feel your body and breath through your nose, close your eyes
- Inhale for four counts
- Hold for four counts
- Exhale for four counts
- Hold for four counts

*Repeat gently and slowly for several rounds*



# What's Running Things?

*What do you think and feel in your body, mind, thoughts, emotions when you?*

- Correct or discipline an employee
- Terminate employment of an employee
- Change someone's job description

*How is what you think and feel in your body, mind, thoughts and emotions familiar?*

# Collaborating As We Lead

- We are stronger and wiser together
- Asking questions
- Grace and gratitude
- Letting it in
- Giving credit
- Us instead of them



# Nothing to Prove, Nothing to Lose

What would  
it be like  
to be free  
of worry  
about the  
future and  
the past?

