

Emotional Intelligence & Executive Brain Health

Our Time Together...

BH&A

Feel Well

Emotional Intelligence (Ei/EQ)

Live Well

Dance of Ei and Brain Health

Lead Well

Importance for Women In Leadership

What **emotion** are you feeling?

What is the **ONE** thing you absolutely need to get through your day?

How much **time** in your day do you consciously dedicate to **taking care** of your brain?

What is the **relationship** between your emotions and your brain?



What impacts our emotions and ability to lead?



What Makes a Great Leader?

"The study of what happens in the brain while people interact is beginning to reveal subtle new truths about what makes a great leader " HBR

21st Century
Millennium of
the Mind

1990's Decade
of The Brain

Leadership

Emotional
Intelligence



What is Emotional Intelligence (EQ)



Thanks to Phineas Gage in 1848



Railroad foreman in Vermont

13 pound 44 inch long tamping iron when straight into Gage's skull under the left cheekbone

The **executive function** of the brain
is inextricably connected with the
emotional center of the brain





Emotional Intelligence

Emotional Intelligence is the core brain circuitry
for the rapid and appropriate response to environmental as
well as interpersonal
challenges and change

EQ

Flexible

Highly plastic

Highly responsive to change

Emotional Intelligence



Emotional intelligence is not about being nice all the time.

It is about being honest

Emotional intelligence is not about being “warm and mushy.”

It is about being aware of your feelings, and those of others

Emotional intelligence is not about being emotional

It is about being smart with your emotions.



Exploring Emotional Intelligence Domains

Adaptation on Daniel Goleman

BH&A

S

S

S

E

E

*"No one cares how much you Know,
Until they know how much you **Care**"*

Theodore Roosevelt

*"**Who you are** speaks so loudly I cannot hear what
you are saying"*

Ralph Waldo Emerson

Emotional Intelligence (EQ) : SEE

EQ is about being **observant – internally and externally**

EQ is about being **present**

We are so busy looking for things outside of ourselves, at the expense of that which **lies within us**

EQ is about **choice**



EQ and Authentic Leadership

Belbin Leadership Report 2019

Understanding your **emotional lens** on the world is a leadership duty you owe to everyone who follows you, because it influences what you say and do, **often without you realizing it**

The data only tells us one thing...

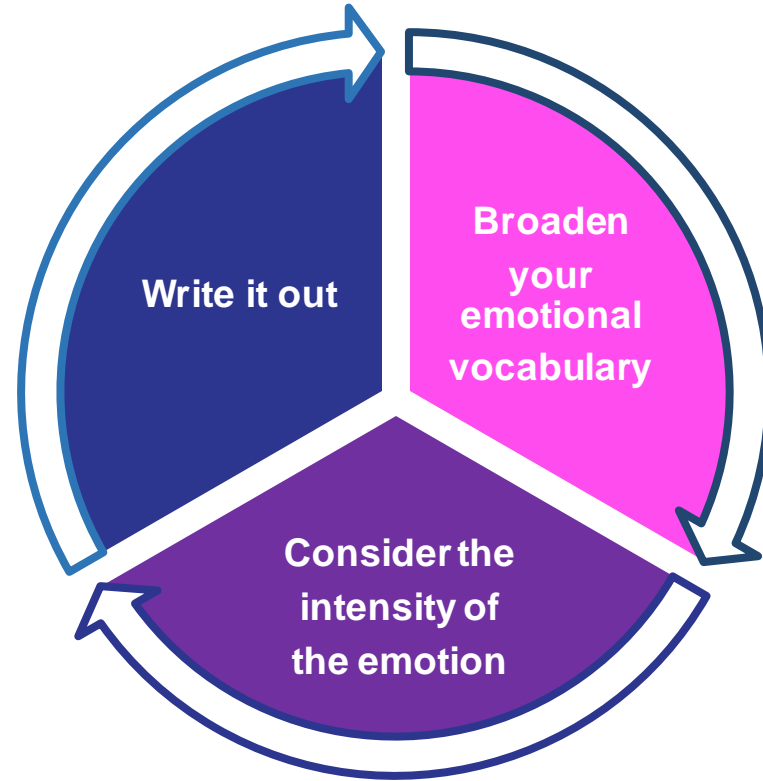
*"We know that leaders need to get to know **themselves** before they can have a chance of improving relationships and building engaged, high-performing **teams**"*

And that their failure to do so materially damages business



Foundation of EQ: Self Awareness

HBR 3 Ways to Better Understand Emotions by Susan David



Dealing effectively with **emotions** is a key leadership skill

Naming Emotions

– Labeling –

is an important **first step** in dealing with them effectively

We own our emotions, they don't own us

Self Awareness: Emotions Revealed

How good are you at naming emotions?

Reference Paul Ekman

On a blank sheet of paper or using your notes section on your device make a list

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

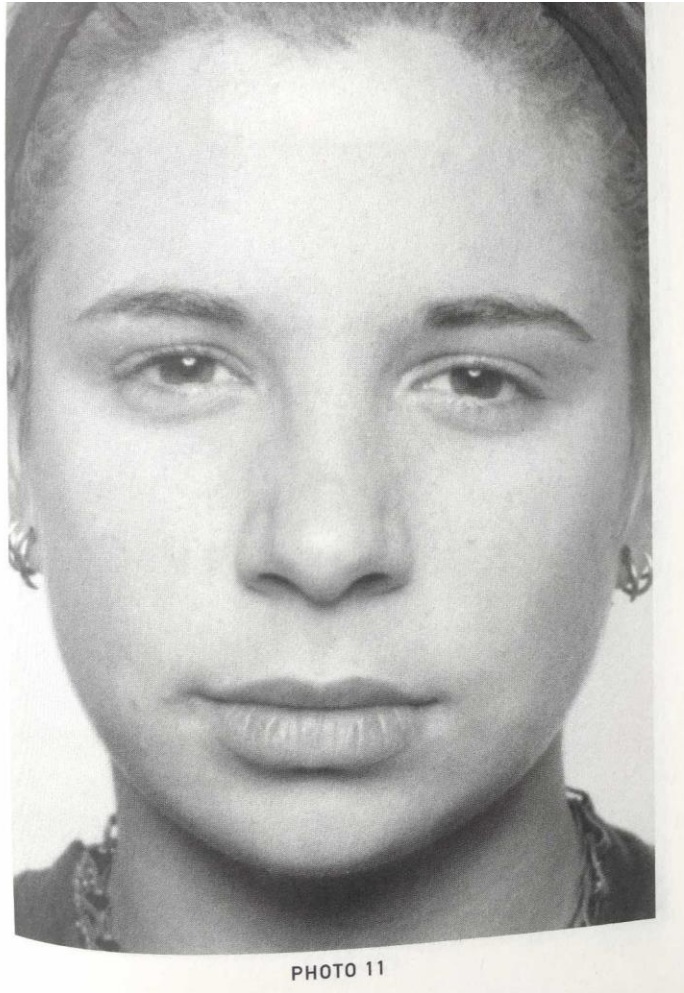


Using this list of 6 emotions, match them with the following photographs

Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

Emotion 1



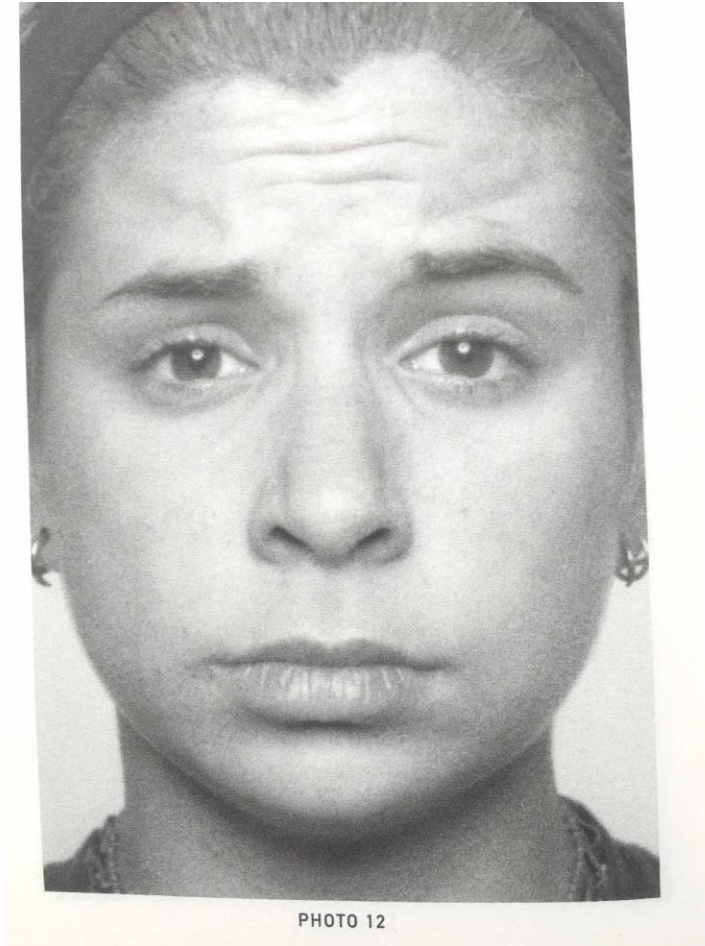
Reference Paul Ekman



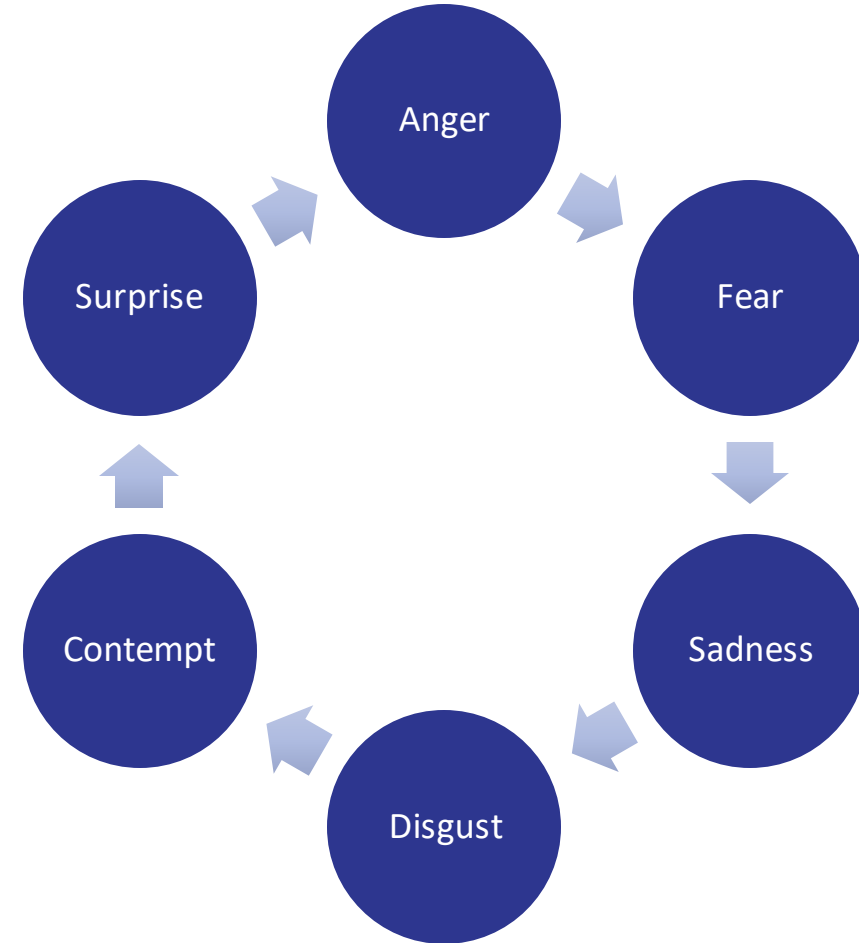
Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

Emotion 2



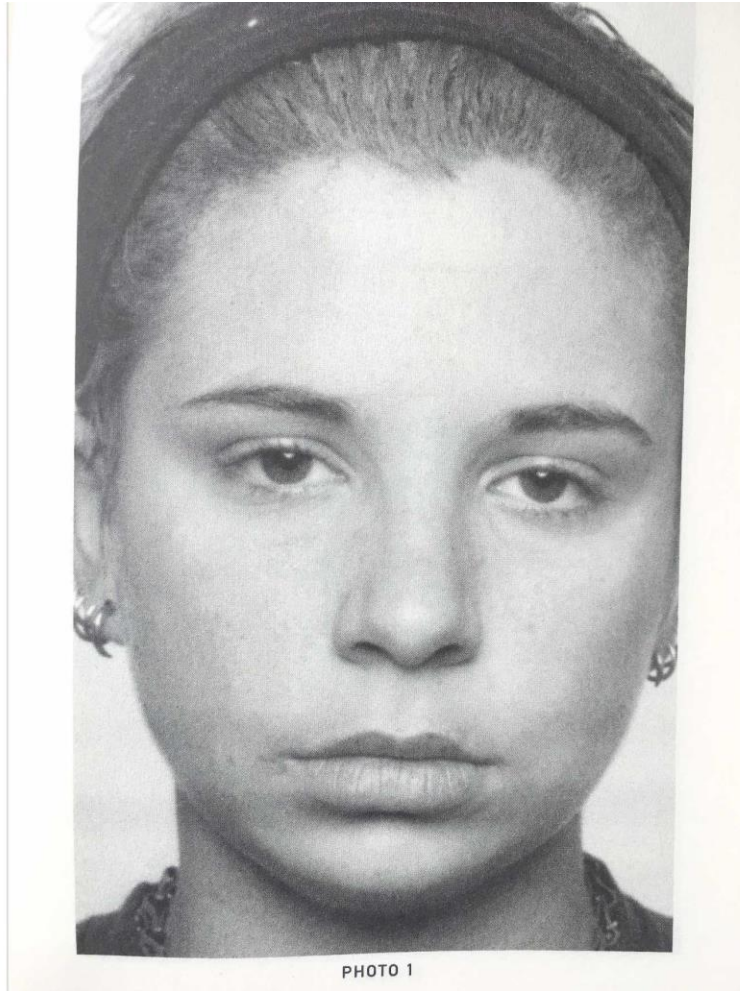
Reference Paul Ekman



Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

Emotion 3



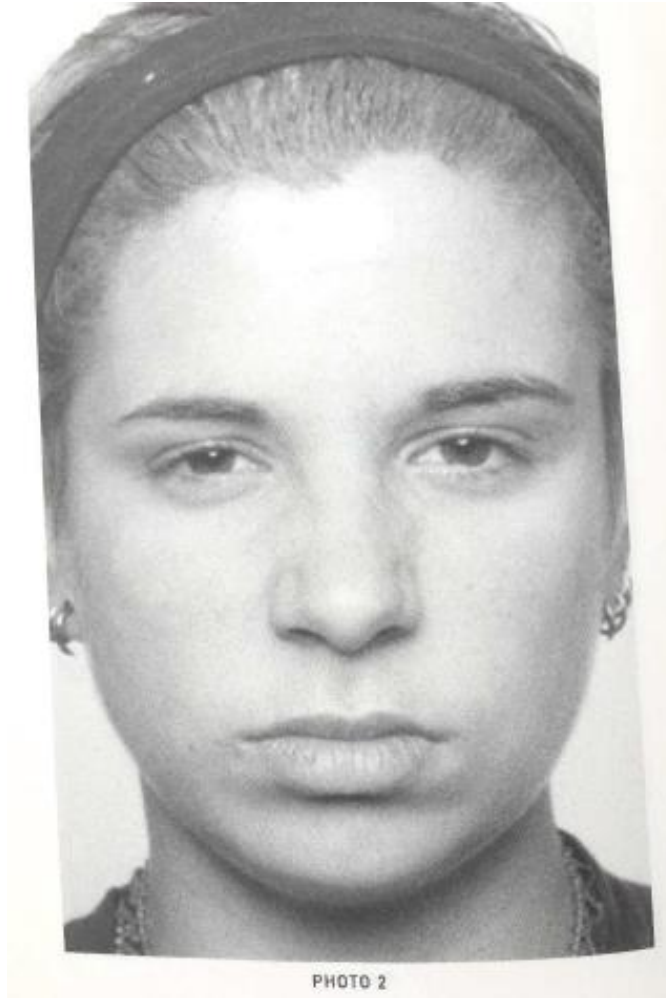
Reference Paul Ekman



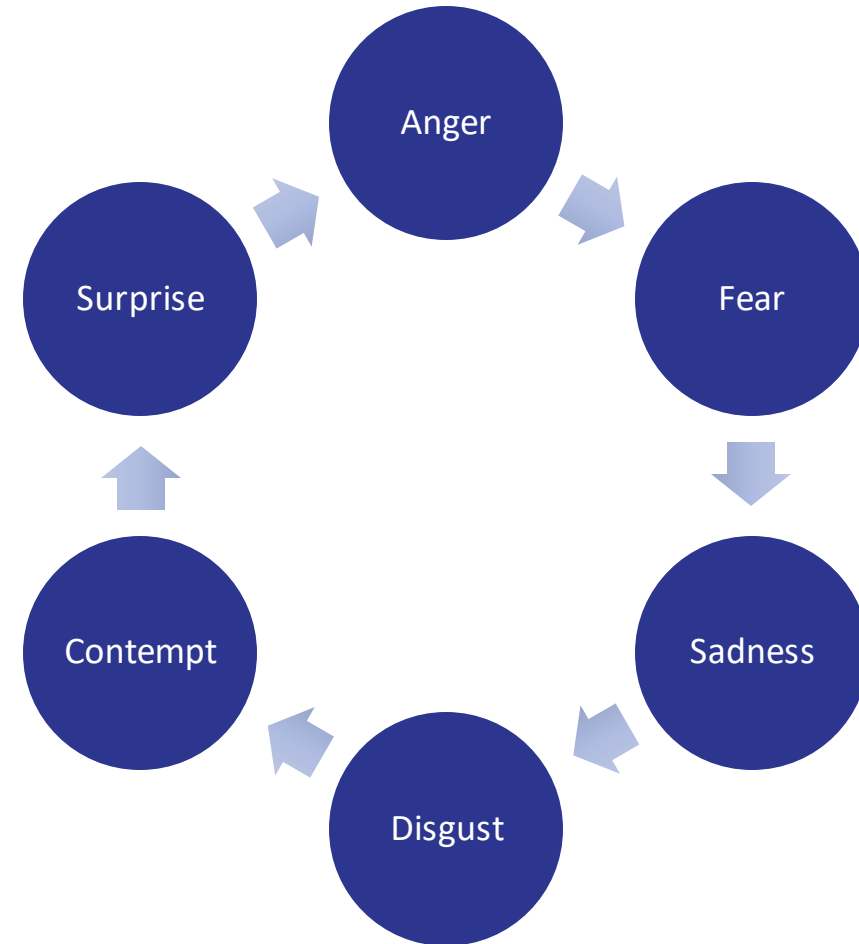
Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

Emotion 4



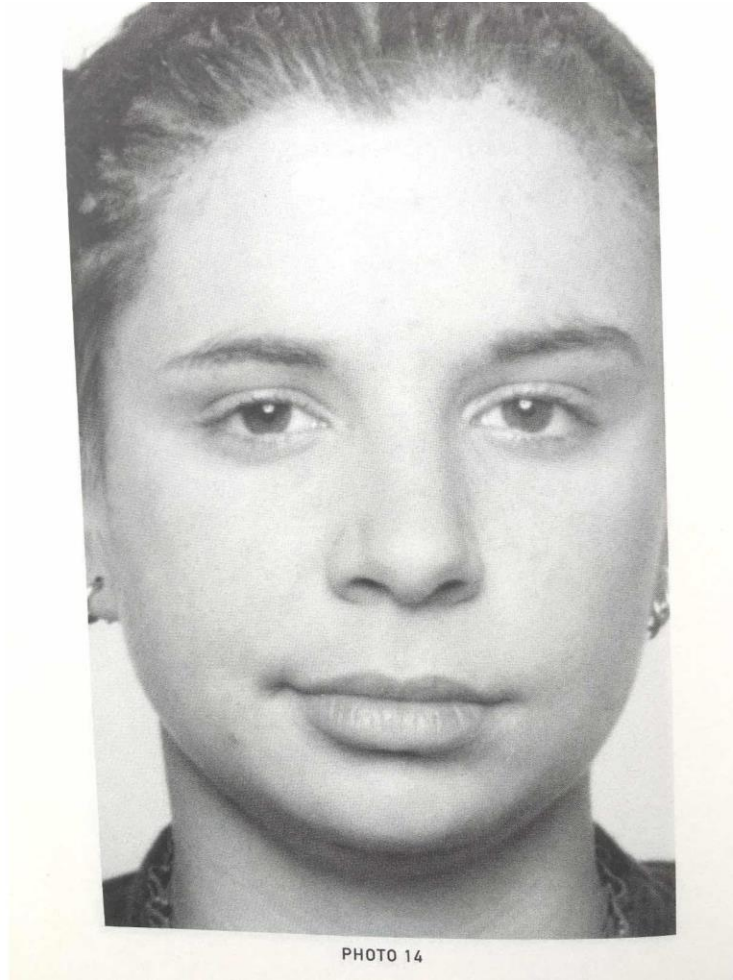
Reference Paul Ekman



Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

Emotion 5

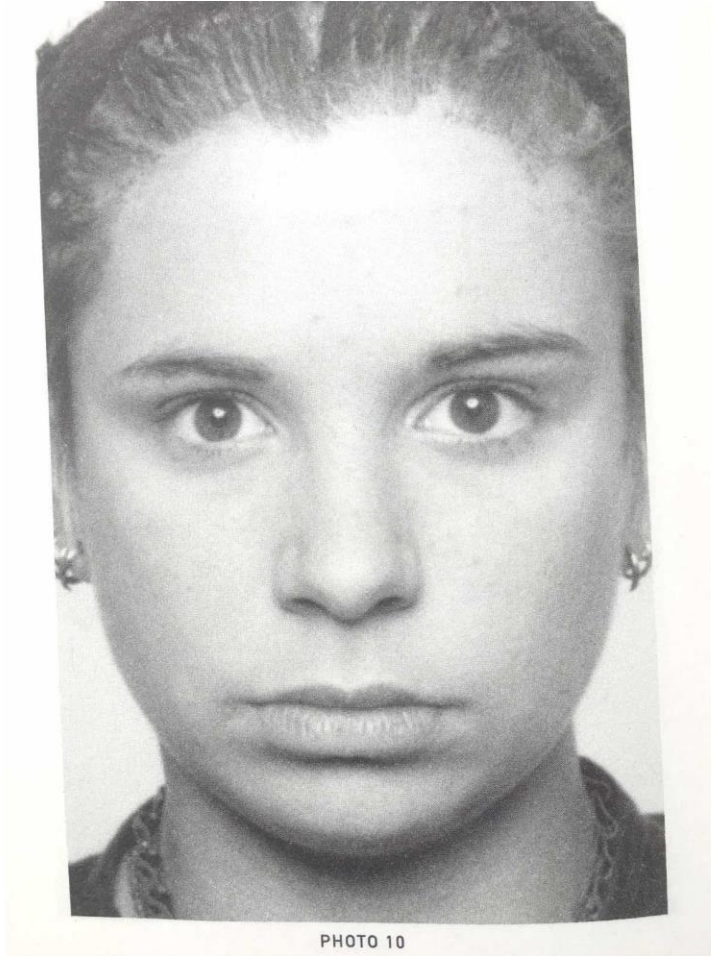


Reference Paul Ekman

Emotions Revealed: Paul Ekman

Recognizing faces and feelings to improve communication and emotional life

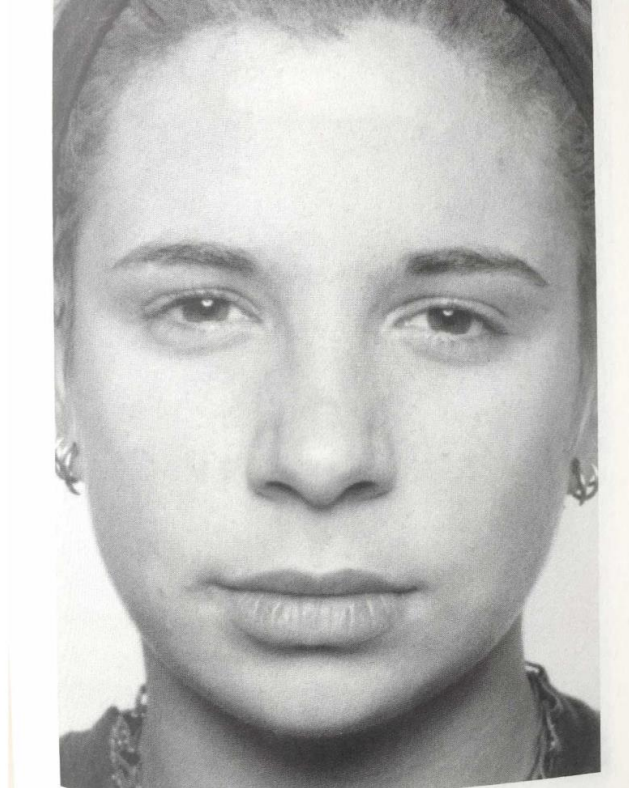
Emotion 6



Reference Paul Ekman

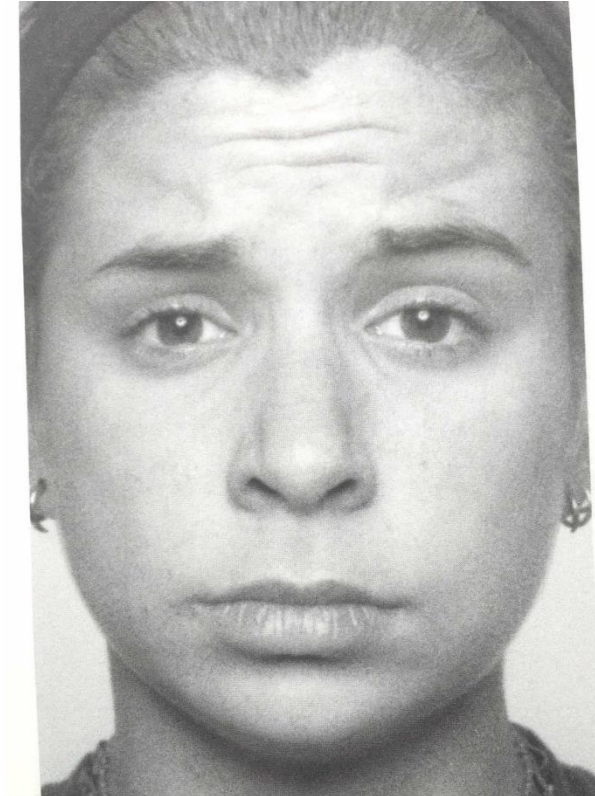
Emotions Revealed

Reference Paul Ekman



1

ANGER



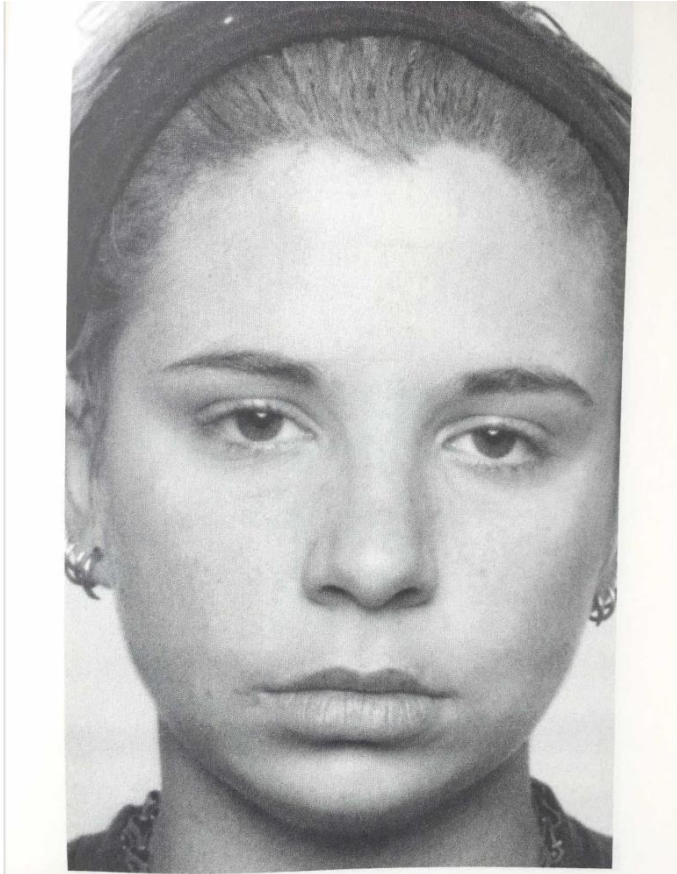
2

FEAR



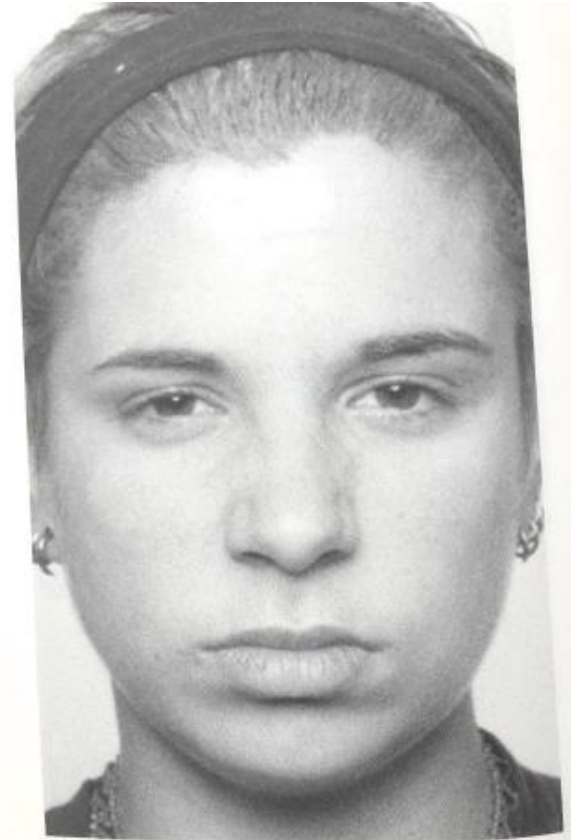
Emotions Revealed

Reference Paul Ekman



3

SADNESS



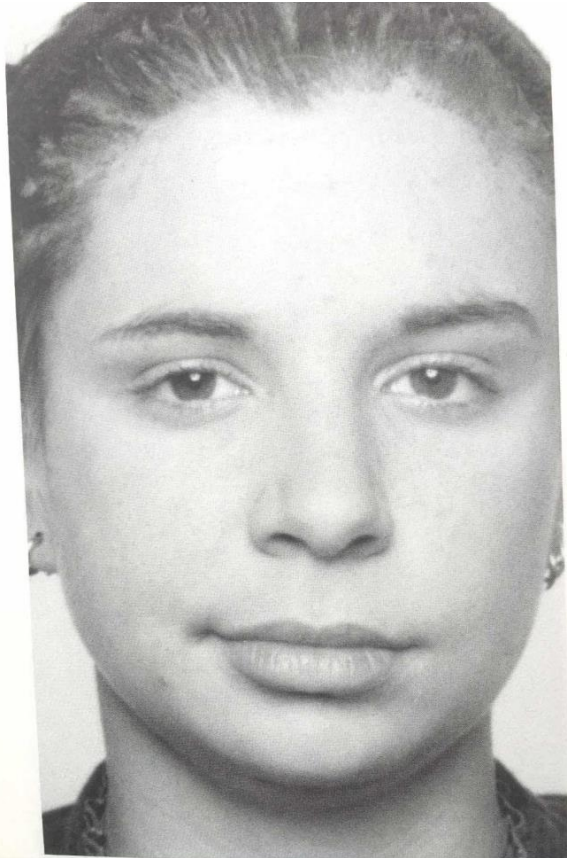
4

DISGUST



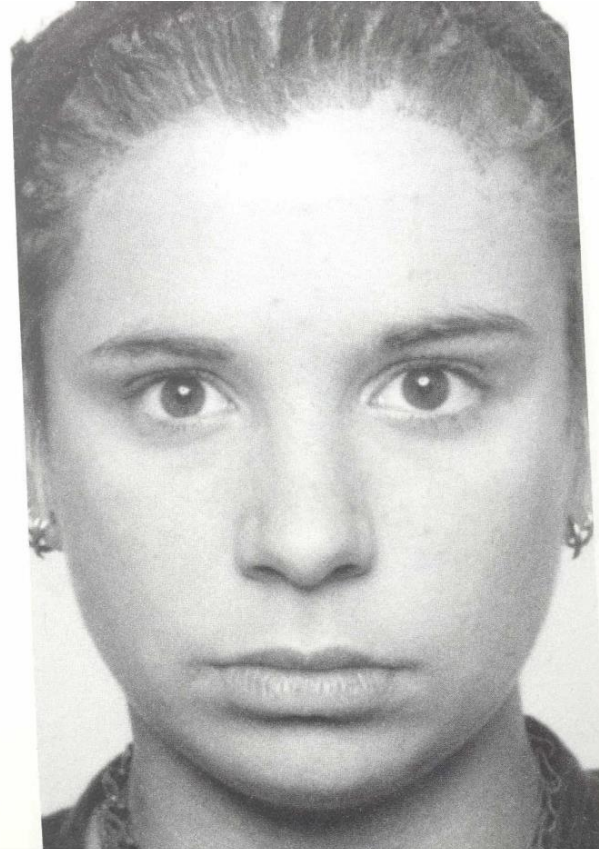
Emotions Revealed

Reference Paul Ekman



5

CONTEMPT



6

SURPRISE





Why is this important for us as Transformational Leaders?



The Emotional Life of Your Brain

Richard J. Davidson, Ph.D.

Emotions are key in today's world of
'disrupt or be disrupted'

Leaders need to disrupt unhelpful patterns of behavior
and change mindsets

HBR 2017 To Change Your Strategy, First Change How You Think

Emotional Intelligence and Transformational Leadership



Heart of Change

"The heart of change is in the
emotions.

The flow of **SEE-feel-change**
is more powerful than that of
analysis-think-change"

~ Kotter ~

People change what they do
less because they are given
analysis
that shifts their thinking
than because they are shown a
truth that influences their
feelings

A Day in the Emotional Life of Our Brain...

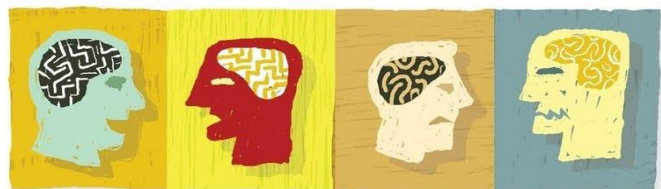


- List of questions are indicative of emotions we are feeling
- Managing our daily lives begins with understanding the role of emotions in our daily lives, our leadership and in our brain
- Real question is... what impacts our emotions, what causes us to feel a certain way



How Its Unique Patterns Affect the Way You Think,
Feel, and Live—and How You Can Change Them

THE EMOTIONAL LIFE OF YOUR BRAIN



RICHARD J. DAVIDSON, Ph.D.
with SHARON BEGLEY,
bestselling author of *Train Your Mind, Change Your Brain*

The Emotional Life Of Your Brain

"The brain is neither immutable
nor static but continuously
remodeled by the lives **we**
lead"

R.J. Davidson, Ph.D.
The Emotional Life of Your Brain

Good News - The Brain's Plasticity

Emotional Intelligence is often referred to as the **change agent** of the brain

THE BRAIN THAT CHANGES ITSELF

Stories of Personal Triumph from
the Frontiers of Brain Science

"The power of positive thinking finally gains scientific credibility.
Mind-bending, miracle-making, reality-busting stuff . . . Straddles

Patterns of electrical energy containing
information

Brain is not hard wired – it can be
repaired and rewired



Emotions = Energy in Motion

The Brain, Emotions and Leadership

Mirror Neurons

Empathy Neurons

Oxytocin

Lead by Example



What impacts our emotions?

Brain Health: 5 Rules

Adapted from 5 Brain Fitness Rules by Dr. Michael Hoffmann MD, PhD ©



Brain Health: 5 Rules

Adapted from 5 Brain Fitness Rules by Dr. Michael Hoffmann MD, PhD ©



1. Brain Foods

- Eat whole foods, nothing processed; low carbohydrate diet
- You cannot “run away” from a bad diet
- Eat your food as medicine, otherwise you will eat your medicine as food
- Eat to avoid the fire within – anti-inflammatory diet; avoid >25g per day
- No caffeine after midday; 2 drinks per day alcohol (disrupts sleep)
- Intermittent fasting 12-16 hours 1 x week



Food is Mood

Brain Health: 5 Rules

Adapted from 5 Brain Fitness Rules by Dr. Michael Hoffmann MD, PhD ©

Source: NICOLLE R. FULLER/SCIENCE SOURCE

Your gut is directly connected to your brain, by a newly discovered neuron circuit by Emily Underwood, September 20th, 2018

Journal: Cell
A Neural Circuit for
Gut-Induced Reward
2018



Gut Feelings

The gut is now recognized as a major regulator of motivational and **emotional states**

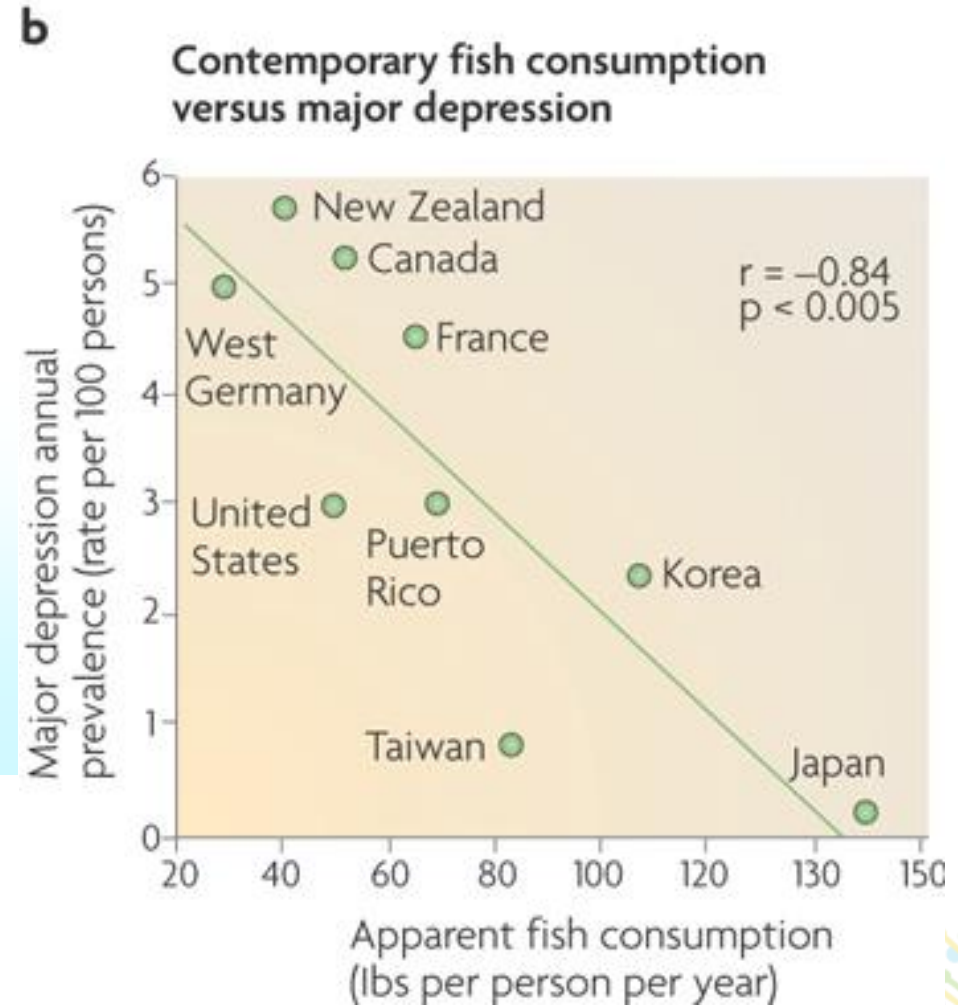
The communication between the gut and brain is mediated by a major neural highway called the **VAGUS** nerve



Food is Mood

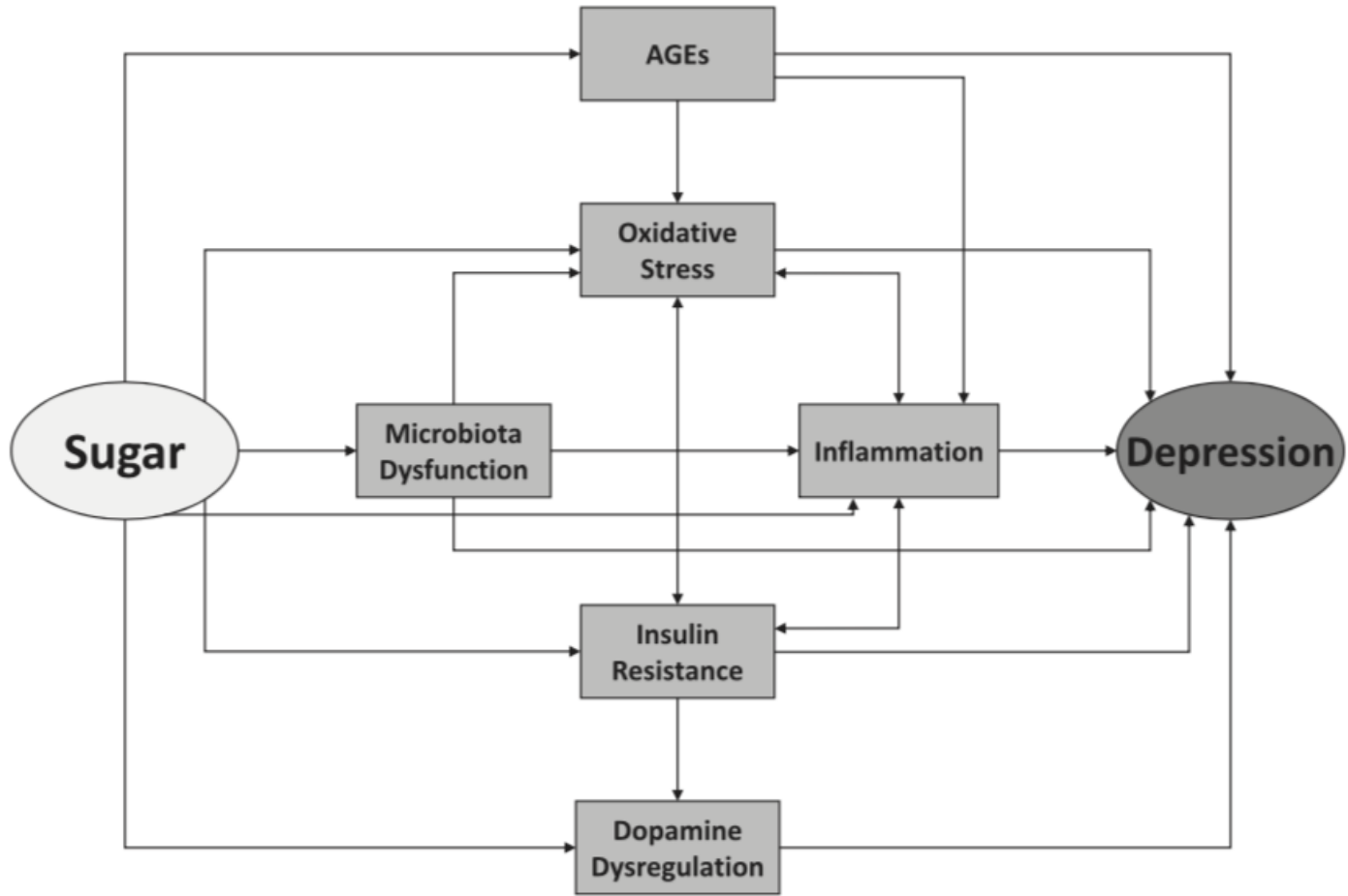
Fish Consumption and Major Depression

Hibbeln JR. Lancet 1998;351:1213



Depressogenic Effect of Added Sugar

Reis DJ, Ilardi SS, Namekata MS et al. The depressogenic potential of added dietary sugars. Medical Hypothesis 134 2020,109421



Asthma

Kidney issues

Obesity

Dissolves tooth enamel

Heart disease

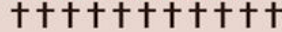
Reproductive issues

A SIP OF SODA: HOW SOFT DRINKS IMPACT YOUR HEALTH

ASTHMA

Sodium benzoate, found in sodas, is used as a preservative (microbial control) in foods. Sodium preservatives add sodium to the diet and reduce the availability of potassium. Some reported reactions to sodium benzoate include recurring urticaria (rash), asthma, and eczema.

Each day 11 Americans die from asthma



The annual cost of asthma to the healthcare system is estimated to be nearly \$18 billion



KIDNEY ISSUES

Colas contain high levels of phosphoric acid, which has been linked to kidney stones and other renal problems.

You are more likely to get kidney stones if you are:



DISSOLVES TOOTH ENAMEL

Sugar and acid in soft drinks easily dissolve tooth enamel.

When tooth decay reaches the nerve, the root, and the area at the base of the tooth, the tooth may die and, if left untreated, an abscess can develop.

HEART DISEASE

Most soft drinks contain high fructose corn syrup, a sweetener that's recently come under considerable scrutiny. High fructose corn syrup has been associated with an increased risk of metabolic syndrome, a condition associated with an elevated risk of both diabetes and heart disease.

In 2006, more than one in every four deaths were caused by heart disease.



REPRODUCTIVE ISSUES

Soft drink cans are coated with a resin that contains BPA (bisphenyl-A). This is the same cancer causing chemical found in plastic baby bottles, water bottles, and plastic containers that wreaks havoc on the endocrine system, potentially

Lot of risk in a can of pop

Forty minutes later, caffeine absorption is complete. Your pupils dilate; your blood pressure rises; as a response, your liver dumps more sugar into your bloodstream. The adenosine receptors in your brain are now blocked, preventing drowsiness.



45 minutes later, your body ups your dopamine production, stimulating the pleasure centers of your brain. This is physically the same way heroin works, by the way.

OBESITY

The relationship between soft drink consumption and body weight is so strong that researchers calculate that for each additional soda consumed, the risk of obesity increases 1.6 times.

70% of Cardiovascular disease is related to obesity



42% of breast and colon cancer is diagnosed in obese individuals



30% of gall bladder surgery is related to obesity



contain BPA.

OSTEOPOROSIS

Soft drinks contain phosphoric acid and a high phosphate diet has been associated with bone breakdown and an increased risk of osteoporosis. When phosphorus is excreted in the urine, it takes calcium with it, depriving the bones and the rest of the body of this important mineral.

Eighty percent of those affected by osteoporosis are women. Twenty percent are men.



INCREASED RISK OF DIABETES

Those who drink more soda have an 80% increased risk of developing Type 2 diabetes.



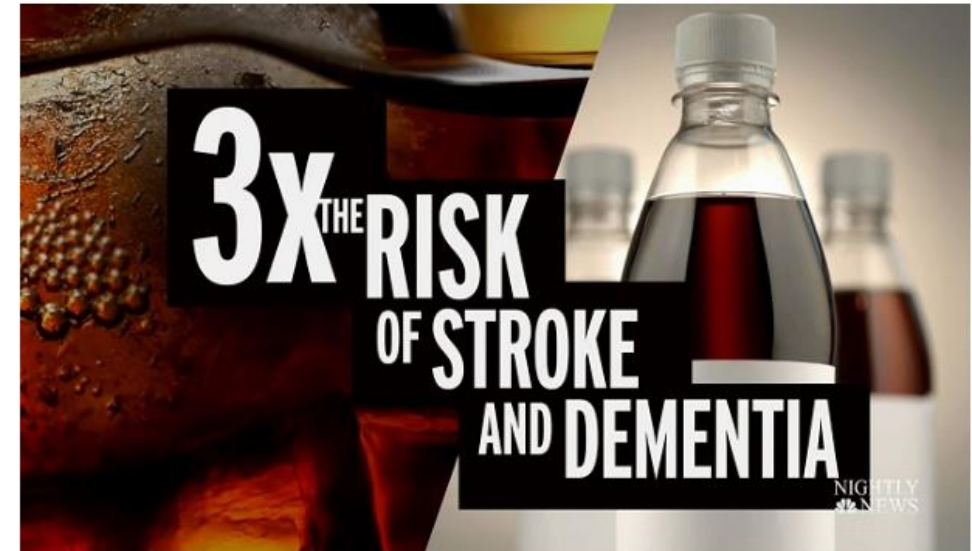
Diet Soda may be tied to stroke and Dementia Risk 04/2017

Those who more frequently consume sugary beverages such as soda had greater evidence of **accelerated brain aging**

- Overall smaller brain volumes
- Smaller hippocampus, area of brain for memory consolidation

2017 Study: Diet Sodas Raise Risk of Dementia, Stroke

<https://archives.nbclearn.com/portal/site/k-12/browse/?cuecard=111223>



Brain Foods



Blueberries help
improve
Memory &
Brain function



1. Fish: Salmon
2. Fruit: Blueberries, Kiwis, citrus fruits
3. Vegetables: Broccoli, spinach
4. Spices: Curcumin
5. Flavonoids: cocoa, tea, coffee, chocolate
6. Vitamins: A,D,E,B (meats, nuts, fruit)
7. Micronutrients: (nuts, shellfish)
8. Choline: eggs, poultry, lettuce
9. Alcohol: Beer/Wine (OH-, flavonoids)
10. Caloric restriction (intermittent fasting)



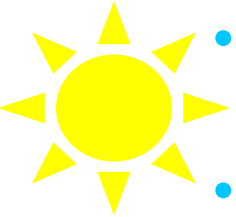
Brain Health: 5 Rules

Adapted from 5 Brain Fitness Rules by Dr. Michael Hoffmann MD, PhD ©



2. Cognitive Exercise

- Practice neurobics; play, paint and sing for “brain padding”
- Includes spirituality
- Gaming promotes speed of information processing
- Meditate, Tai Chi and do Yoga 'brain builds' especially the prefrontal cortex
- Heliotherapy 30-60 min/day benefits sleep, immune system, mood, cognition, pain syndromes
- Nature therapy (biophilia) and animal interaction stimulates



Brain Health: 5 Rules

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3. Socialization

- We are wired to care and wired to chatter
- Promotes cardiovascular, immune health and brain network integrity
- Multilingualism induces beneficial psychological, social and general health benefits
- Interaction with people and pets, induces oxytocin, endorphin (feel good hormone) and vasopressin secretion
- These have neuro-protective, anti-inflammatory, anti-anxiety and antidepressant effects



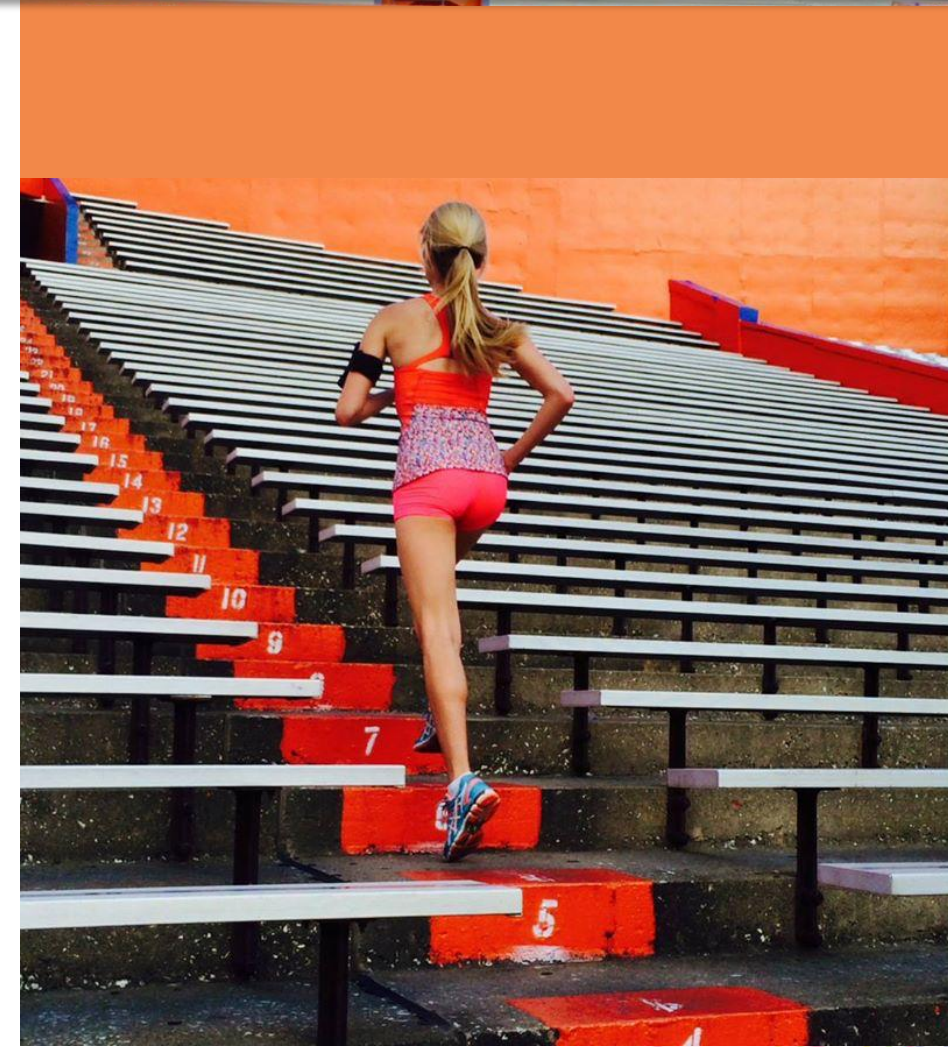
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4. Physical Exercise

- We are “born to run and wired to run”
- Physical exercise is so important now included as the 5th vital sign
- Include 5 components; aerobic (endurance), anaerobic (sprinting), isometric (strength), flexibility (yoga) and balance (axial musculature)
- Aim for ≥ 2.5 hours of PE per week
- Do aerobic exercise at $\geq 70\%$ maximum heart rate (MHR): $220 - \text{age}$
- PE grows new brain cells and releases feel good hormones



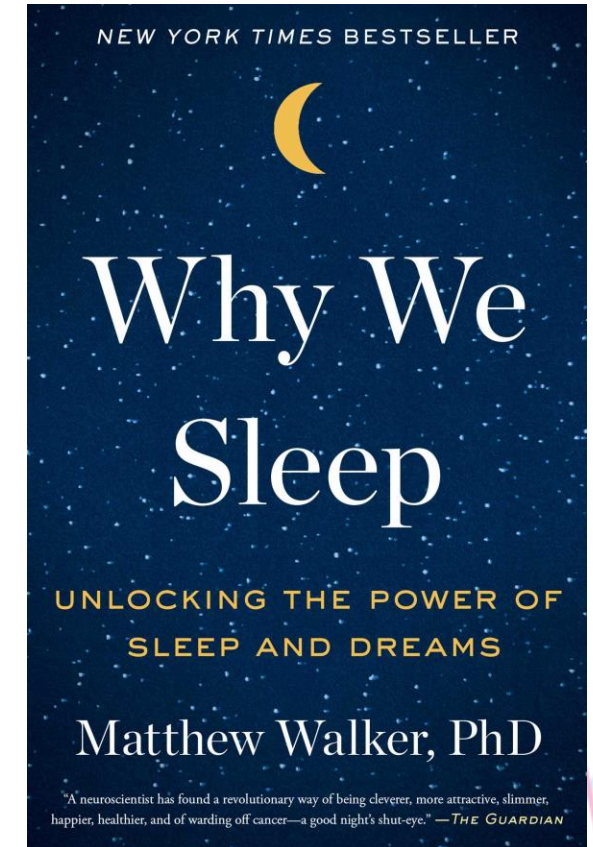
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5. Sleep

- Sleep for ~8 hours per 24 hours, tightly controlled by circadian circuitry and adenosine
- Sleep nurses our body (weight), brain (cognition) and emotional health (dreams), promotes creativity
- Sleep promotes memory formation and triggers synaptic pruning to allow efficient integration of new information and delete obsolete data – flushes out metabolic waste
- Boosts the immune system, regulates metabolism, mitigating weight gain



Dreaming serves as an **Emotional Coach** for the brain



ELIZABETH GILBERT



10th Anniversary Edition

Live Well

Feel Well

Lead Well

Thank You!
" Your Leadership Legacy
is a direct result of how
YOU Invest in Yourself "

Bronwyn Hoffmann