

Embracing wholeheartedness in your clinical practice and leadership

Angharad Welch



About me

Benefits of wholeheartedness

It's really hard....in the good way

It's not worse than carrying on with what you are doing

Clarity and confidence



"Do the Difficult"

Aims for this session:

Things we
won't be doing:

Giving you any
answers

Fixing anything

Things I hope it will
do:

Give you a starting
point

Give some language
and tools

Things it might do:

Make you
uncomfortable



About Brené Brown

Some key language and definitions



Wholeheartedness is the courage to live with an unarmored heart, without security measures and protection schemes.

Yes, our heart gives us life, but it also serves as the universal metaphor for our capacity to love and be loved, to be vulnerable to joy and pain. When our heart is shut down, it is impenetrable, to the bad stuff, sure, but also to all the good stuff that makes life worth living.



The emotion that we experience during times of uncertainty, risk, and emotional exposure. It's having the courage to show up, fully engage, and be seen when you can't control the outcome.

Being vulnerable and self-management (showing up in a professional, respectful way) are not mutually exclusive – we should do both.

"Many organizational cultures and leaders subscribe to the myth that if we sever the heart (vulnerability and other emotions) from our work, we'll be more productive, efficient and (don't forget) easier to manage. Or at the very least, we'll be less messy and less.....well, human. These beliefs lead us to consciously or unconsciously build cultures that require and reward armour"

organisational responses

responses to people in our teams

individual

responses

responses to people in our personal lives

responses to those we work with

How do we know when we are feeling things, or avoiding feeling things? How do we know when we are 'armouring up?'

What cognitive or physical behaviours?

Mentimeter task



Story-telling

As a group or an individual, think about what stories you have noticed

About the people we work with

About yourself

About your managers

About your team

About your organisation

Take 20 mins

If you are in a group, please introduce yourself and your clinical context

If you would rather work alone, please do so

Please be respectful

You do not have to feed back to the wider group at the end (though if you want to chip in through comments I will be glad to have you do so)

Rescuing people

Us against them

Victimisation - child as victim of disability,
family as victim of our systems, staff as
victims of work culture etc

'shoulds'



Core Beliefs

**What in our work might
make us need to
protect ourselves?**



Not being able to
do the job you
want to do

Own values not
aligned to
policies and
criteria

Conflicting core
beliefs

Lack of
psychological
safety to express
these things

Feeling left alone
with
responsibilities
and difficult
situations

working against our strengths

Armored Leadership

Daring Leadership

| | | | |
|-----|--|---|-----|
| 01. | DRIVING PERFECTIONISM AND FOSTERING FEAR OF FAILURE | MODELING AND ENCOURAGING HEALTHY STRIVING, EMPATHY, AND SELF-COMPASSION | 01. |
| 02. | WORKING FROM SCARCITY AND SQUANDERING OPPORTUNITIES FOR JOY AND RECOGNITION | PRACTICING GRATITUDE AND CELEBRATING MILESTONES AND VICTORIES | 02. |
| 03. | NUMBING | SETTING BOUNDARIES AND FINDING REAL COMFORT | 03. |
| 04. | PROPAGATING THE FALSE DICHOTOMY OF VICTIM OR VIKING, CRUSH OR BE CRUSHED | PRACTICING INTEGRATION—STRONG BACK, SOFT FRONT, WILD HEART | 04. |
| 05. | BEING A KNOWER AND BEING RIGHT | BEING A LEARNER AND GETTING IT RIGHT | 05. |
| 06. | HIDING BEHIND CYNICISM | MODELING CLARITY, KINDNESS, AND HOPE | 06. |
| 07. | USING CRITICISM AS SELF-PROTECTION | MAKING CONTRIBUTIONS AND TAKING RISKS | 07. |
| 08. | USING POWER OVER | USING POWER WITH, POWER TO, AND POWER WITHIN | 08. |
| 09. | HUSTLING FOR OUR WORTH | KNOWING OUR VALUE | 09. |
| 10. | LEADING FOR COMPLIANCE AND CONTROL | CULTIVATING COMMITMENT AND SHARED PURPOSE | 10. |
| 11. | WEAPONIZING FEAR AND UNCERTAINTY | ACKNOWLEDGING, NAMING, AND NORMALIZING COLLECTIVE FEAR AND UNCERTAINTY | 11. |
| 12. | REWARDING EXHAUSTION AS A STATUS SYMBOL AND ATTACHING PRODUCTIVITY TO SELF-WORTH | MODELING AND SUPPORTING REST, PLAY, AND RECOVERY | 12. |
| 13. | TOLERATING DISCRIMINATION, ECHO CHAMBERS, AND A “FITTING IN” CULTURE | CULTIVATING A CULTURE OF BELONGING, INCLUSIVITY, AND DIVERSE PERSPECTIVES | 13. |
| 14. | COLLECTING GOLD STARS | GIVING GOLD STARS | 14. |
| 15. | ZIGZAGGING AND AVOIDING | STRAIGHT TALKING AND TAKING ACTION | 15. |
| 16. | LEADING FROM HURT | LEADING FROM HEART | 16. |



Brené Brown

What helps connect us and our teams to our wholehearted selves?



Trust

Understanding our values

Curiosity

Relationships over time

Time

Time

MINDFULNESS

I am
grateful
for

RESILIENCE



Corporate connectedness

If time....

Values exercise

So, what now?

Nothing



- Noticing someone else's armouring
- Noticing you are armouring, after the event
- Noticing whilst you are armouring, and not being able to do anything about it
- Noticing just before you armour up but not being able to stop
- Noticing just before you armour up, being dimly aware of another response and then doing it anyway
- Feeling curious or just less reactive about your armour or someone else's
- Noticing and changing your response (sometimes)

Places to go next.....

Thankyou for your time

Any thoughts or questions?