

Walking the Edge of Excellence & Catastrophe

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#NatAllForum





Walking The Edges of Excellence and Catastrophe

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#NatAllForum

Emotions

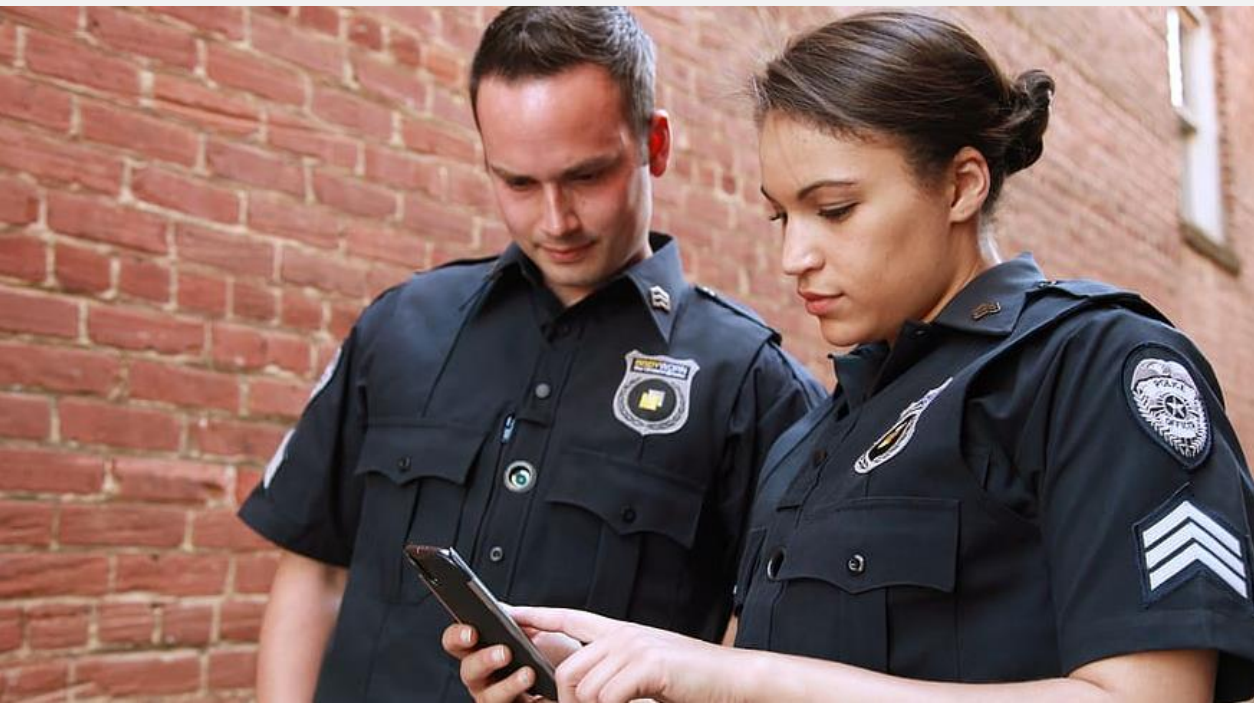
Emotions doesn't make
you weak, emotions make
you human.

@4ampoetries









Excellence



Catastrophe

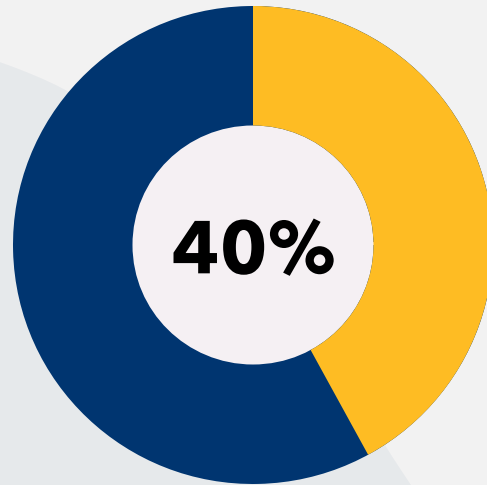


“Work overcommitment is in many ways a highly rewarded behavior in the legal profession—we want people who are all in for their clients... it goes to the heart of a lawyer’s identity.”

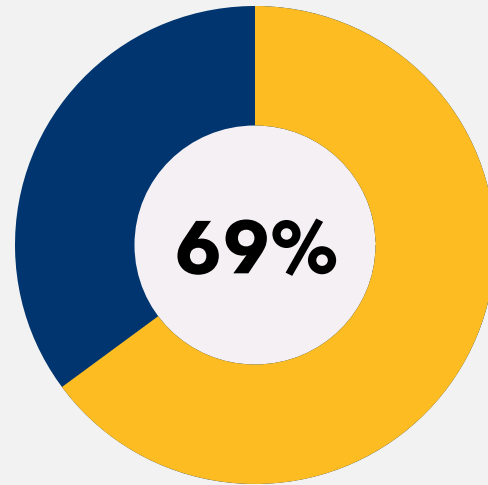
PATRICK KRILL



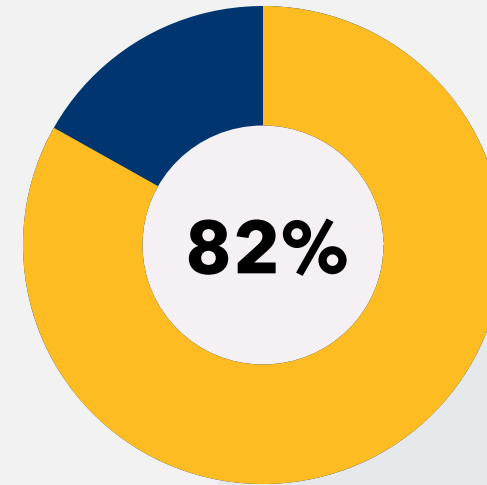
Emotional Wellbeing Stigma in Workplace is High.



Gave a **false reason** for mental health related time off.

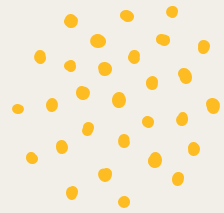


Reported it was safer to remain silent about their **workplace stress**.



With diagnosed mental health conditions did **not confide** in workplace management.

*Source: Teledoc Health & Mental Health America.



Why?

Vulnerability

“Vulnerability is the first thing I look for in you and the last thing I’m willing to show you.”

BRENE BROWN – IAMFEARLESSSOUL.COM



“There is a huge opportunity for leaders to talk about how they feel – not just being curious about how their people feel.”

SIMON SINEK





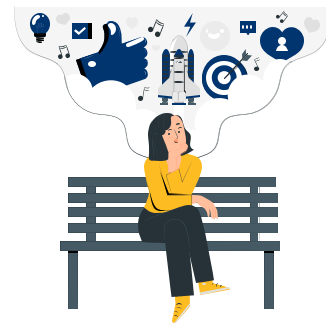
Vulnerable bosses
**make better
leaders.**



Talking about
Vulnerability **increases
closeness and builds
trust.**



Vulnerability makes
**people feel
comfortable.**



Vulnerability
displays that **you
are human.**

*Dr. Emma Seppala, Yale University.

Our Narratives



Personal Narratives We Carry

I have to keep everything inside

I'm supposed to be tough

I don't need rest – it's shameful (overrated)

There's no time for selfcare – my clients need me

I'm falling short

It's all on me

I'm an imposter

Something is wrong with me. Everyone else is ok.

How You Are Seen By Others



Heroic Individualism.



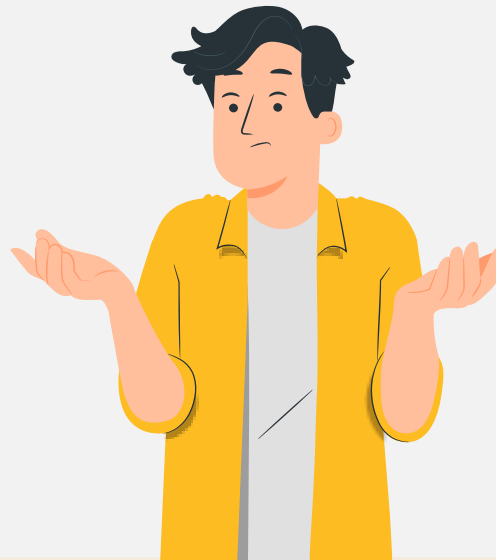
Beautiful Mess



Permission

Think of how you react to other people's vulnerable moments...

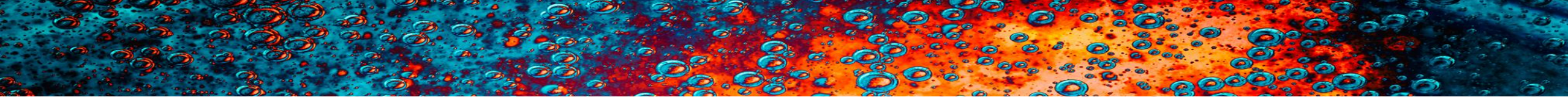
Do you feel more **connected** to the party guest who's posturing and pontificating



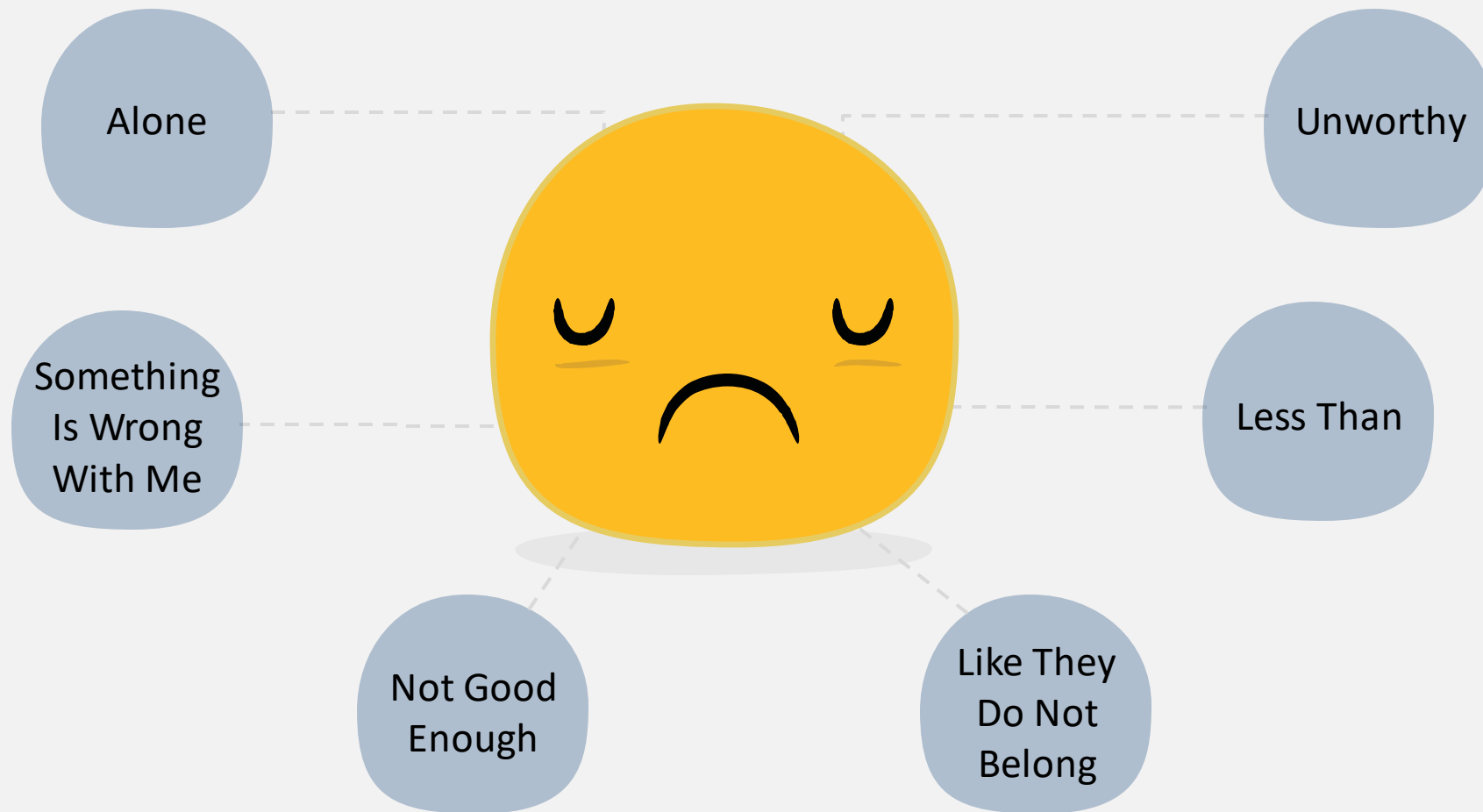
The one who spills something down their shirt and **gets embarrassed about it?**

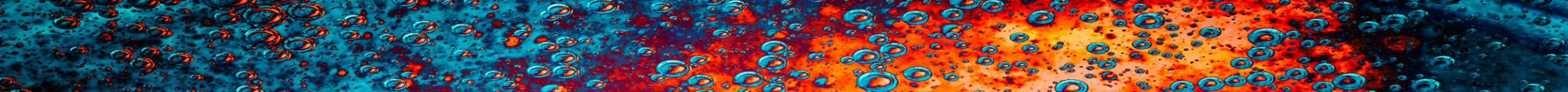
For most of us, it's the latter "Because they're being natural... And **when someone is being natural, it gives us permission to be natural too.**"

** Dr. Emma Seppala - Faculty Director of the Yale School of Management's Women's Leadership Program and is the author of The Happiness Track*



Personal Narratives Unaddressed





Costs

Ability to give
the benefit of
the doubt.

Willingness
to give a
little extra.

Collaboration.

Productivity.

Energy

Creativity.

Willingness
to stay.



What is a narrative you carry?

Are there expectations that you have put on yourself that **create anxiety** or **feelings of inadequacy** or **unworthiness**?

Are there **badges of honor** that are valued by you – or by your organization?

What obstacles exist in your organization that might create an unwillingness to share, confide or be vulnerable?



How might you create a space where people feel more comfortable and safe sharing their stories and vulnerabilities?



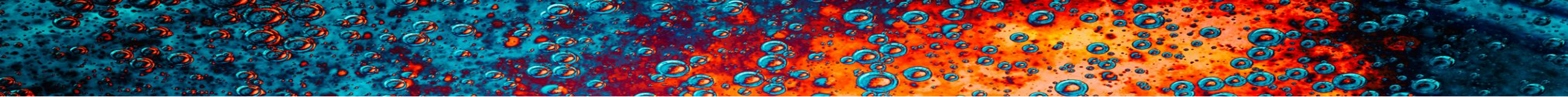


**Culture does not live in
the walls of the building,
but in the hearts and
minds of the people -
their lived experience.**

Their narratives.

Their Life Moments™.

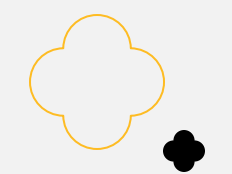
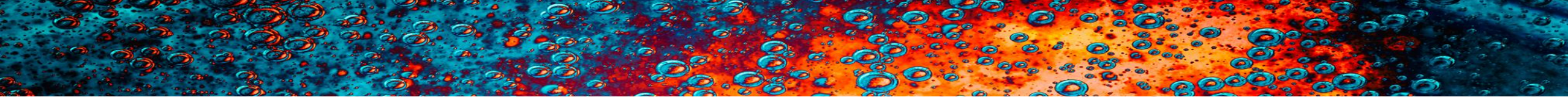
Takeaways



Behavior Change

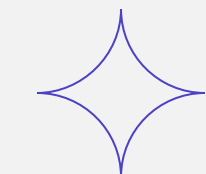
Numbers typically don't inspire us to change our behavior - people and stories do... it's the exchange of human experiences via stories, focus groups, and listening sessions that tend to inspire lasting change for people on a personal level.

* Harvard Business Review, "How Sharing Our Stories Builds Inclusion", November 1, 2021.

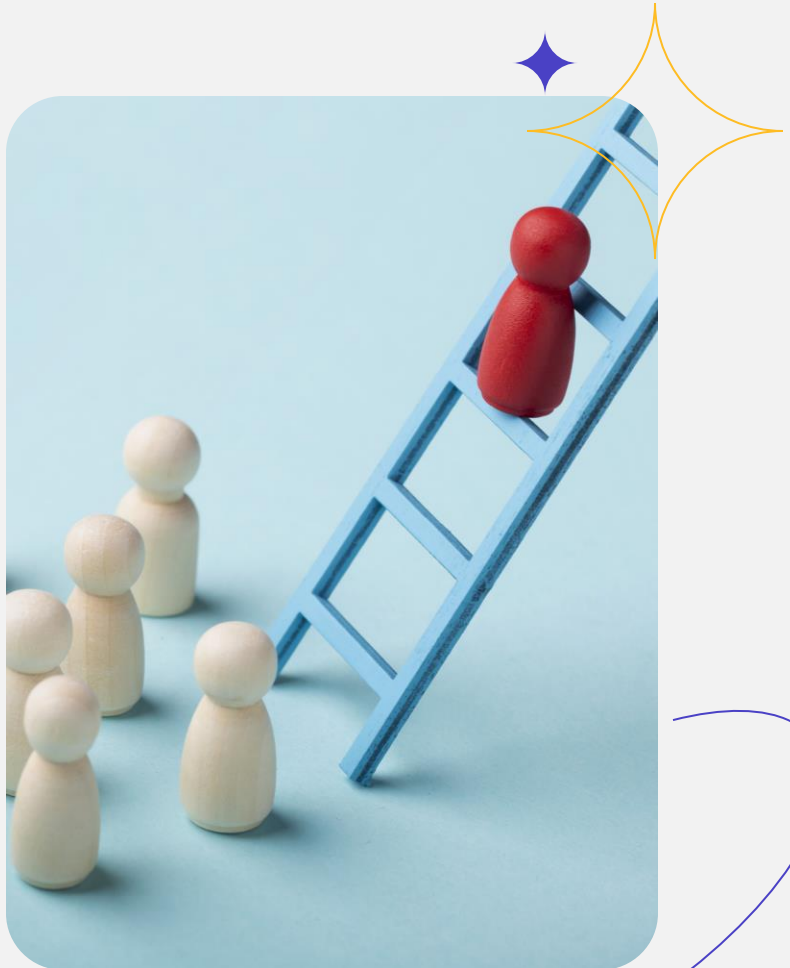
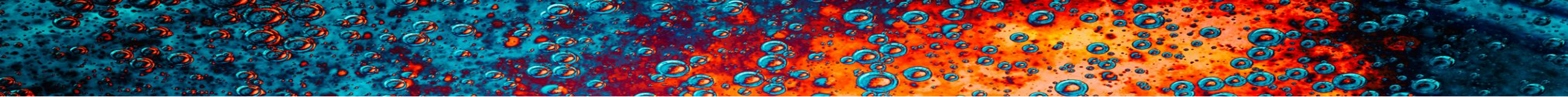


Language

A **pillar of the well-being strategy** of an organization **should include support to build literacy around mental health.**



* Thompson Reuters, "Well-being Is Foundational To The Future Of Work", September 22, 2022



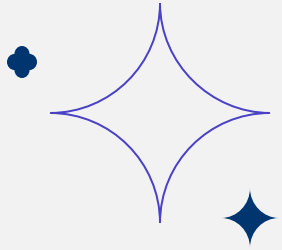
Leadership Development

Research has found that vulnerable bosses also make better leaders.

“People feel more comfortable around you,” said Dr. Seppala. “What you’re displaying is, ‘Hey, I’m human.’ It puts people at ease.”

© New York Times, “How to Nurse an Oversharing Hangover”, September 16, 2022.

Providing Support That is Needed

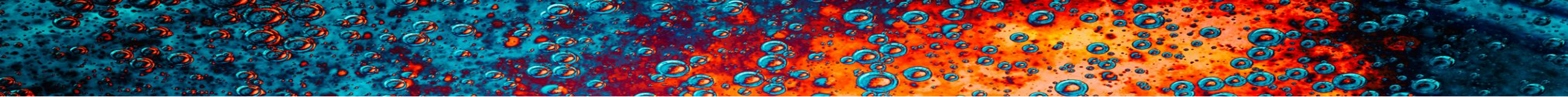


Meredith Carpenter-Black said that **people who are depressed are not looking for a solution; they are looking for conversation.**

"They are looking for someone to tell them, 'Hey, there is nothing wrong with you,' that these are things that people go through."



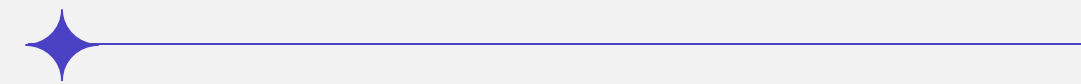
* Law 360, "4 Ways Attys Can Stop Depression, Suicide In Legal Industry", October 5, 2021.



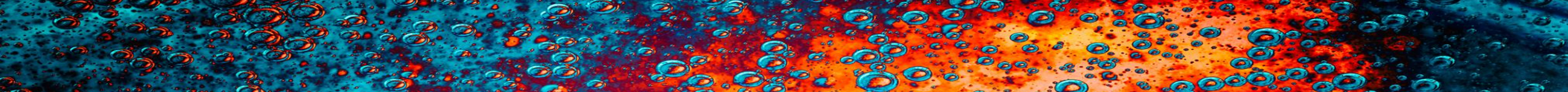
The best way to create a cascading inclusion effect in an organization is to offer safe spaces where stories can be heard without judgment.

This works best when **psychological safety** is being actively cultivated.

A psychologically safe environment is energizing because **we're challenged, we're engaged**, and we know that if things go wrong or if I'm not sure what to do, it's OK.



*Ann Edmondson, Novartis Professor of Leadership & Management, Harvard Business School



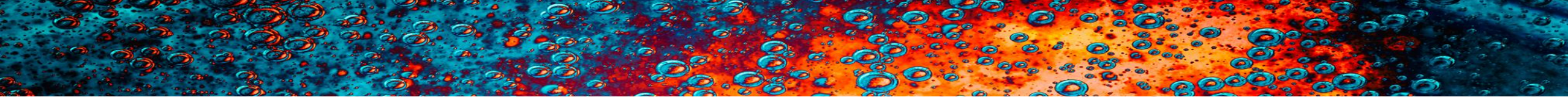
There is a natural give and take to storytelling – a vulnerability that comes with sharing – and an instinct to reciprocate.

That means that in the most **psychologically safe workplaces**, people aren't required to share, but they're safe to share.

There is an inverse relationship between threat response and IQ. People literally become **less intelligent** when they're feeling **very anxious**.



*David Rock, NeuroLeadership Institute, Co-Founder and CEO



**Sharing and vulnerability
are at the heart of mental,
emotional and spiritual
wellbeing.**

**They are the gateways
into support.**

**They can be the difference
between excellence and
catastrophe.**

Sometimes we need someone to simply be there. Not to fix anything, or to do anything in particular, but just to let us feel that we are cared for and supported.

-unknown



An illustration on the left side of the slide shows two hands, one above and one below, holding a stylized brain. The hands are drawn with simple black outlines. The brain is also a simple line drawing. The background behind the hands is a light blue gradient. There are also some abstract shapes: a yellow shape in the top right corner and a blue circle in the bottom left corner.

Thank you!

If you would like to learn more about my work:

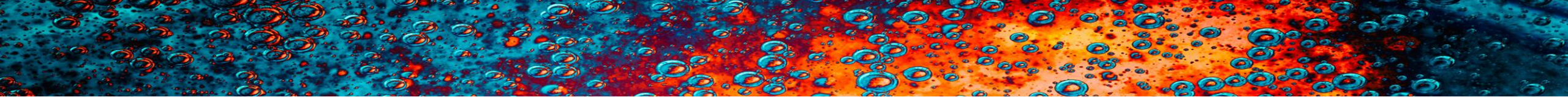


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“

The longest journey you will ever take is the 18 inches from your head to your heart.



"THE LONGEST JOURNEY
YOU WILL EVER TAKE IS
THE 18 INCHES FROM
YOUR HEAD TO YOUR HEART."

Culture

Culture is a daily practice.

A thread... that holds everything together.

Your brand attracts the best people.

Culture is the reason they walk through the door each day.

Writing a brand book is not culture. In the same way going to the gym in January is not fitness.

Perks are not culture.

Culture is not about spend.



Culture is what you do, not what you say you do.

Culture is not a slogan.

Culture is letting the wrong people go quickly.

Culture is not without pain.

Culture is sensing energy.

Culture is listening to what has not been said.

It is hard. And it is relentless.

Each day. Every day.

It is the hardest thing to keep and the most important.

-David Hiatt