

Interpersonal Leadership in the Time of COVID-19

Dr Coral Brown in conversation with Virginia Mansell
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A few tips to guide our session:

- Please keep your microphone on mute until you are in the breakout rooms
- We encourage you to share questions and comments in the chat function
- Please use the 'raise hand' reaction icon if you would like to make comment or question during the group discussion

ADULT ATTACHMENT STYLES

SECURE

- Open to relationships and new experiences i.e. will manage their own time, will ask for help when they need it and ask for feedback when required
- Relationships are likely to feature honesty, support, inter dependence, and deep emotional connections.

ANXIOUS / PRE OCCUPIED

- Feel less certain about themselves
- Can be preoccupied with that other people think and feel about them.
- Overly dependent with a need approval and recognition, constant affirmation
- Can show up as defensive or guarded i.e. behavior can be unable to switch off , lack of work / personal boundaries i.e. obsessively checking emails etc.
- Performance is attached to self esteem

DISMISSIVE / AVOIDANT

- High self esteem but little mind to others
- High level of independence and isolations from others i.e. can appear arrogant
- Can emotionally shut down from others with potentially challenging situations i.e. conflict with team, performance review conversations
- Can struggle with feedback and changes in the workplace
- Finds it difficult to ask for help

FEARFUL / AVOIDANT

- Views others and themselves in a negative light
- Quite defended and reactive

GROUP DISCUSSION:

In your leadership roles, how do you see attachment styles and patterns in yourself and teams?

Report back to larger group



TIPS FOR MANAGING ATTACHMENT BEHAVIOURS

SECURE

- Ask for feedback to self regulate

ANXIOUS / PREOCCUPIED

- Positive self affirmations + self reassurance

DISMISSIVE / AVOIDANT

- Work to foster trust with other team members
- Include a diversity of ideas

FEARFUL /AVOIDANT

- Value their own work by rewarding themselves for completing tasks
- Challenge presumptions they have about others

THREE COPING STYLES

MOVING
AWAY



MOVING
TOWARDS



MOVING
AGAINST



DR. JOHN GOTTMAN'S FIVE STEPS TO EMOTIONAL COACHING



Tune in

Notice or become aware of your own and the other person's emotions. Make sure you are calm enough to practice emotion coaching, otherwise, you might want to give both of you a quick breather.



Connect

Use the experience or situation as an opportunity to practice emotional regulation. Try to get the person to separate the experience or situation from their emotions.



Accept and listen

Practice empathy. Put yourself in the other person's shoes, think about a situation when you felt a similar emotion, and try to remember what it felt like.



Reflect

Once everyone is calm, go back over what the other person said or did, mentioning only what you saw, heard, or understand of the situation. Reflect on what happened and why it happened by stating 'I wonder if'.



End with solution focussed

Whenever possible, try to end the situation by suggesting a solution or future orientated outcome.

GROUP DISCUSSION:

Is the idea of emotional coaching helpful in your leadership toolkit?

How might you apply it?

What stood out to you?



Thank you

Please join us for our future sessions.
Dates and topics coming soon.

