

The **EDGE**

Self Leadership Toolkit

February 2023

What is Mental Fitness?

On the playing field, **it's not enough for an athlete to know what to do: you have to put in the work** to act sooner and better than your opponent.

The same goes for business – **Mental Fitness** is the result of training, care, and attention.

Learning how to **better understand and regulate our thoughts, emotions, and reactions**, will allows us to show up for ourselves and for one another in a more effective way.

These are the foundations of effective **Self-Leadership**



Self Leadership Definition

"The practice of intentionally influencing your thinking, feeling and actions towards your objective/s"

(Bryant and Kazan 2012)

Breaking it down



Self-leadership is about constantly
developing your 'inner game'
(mindset/emotions)
to strengthen your 'outer game'
(decisions/actions)

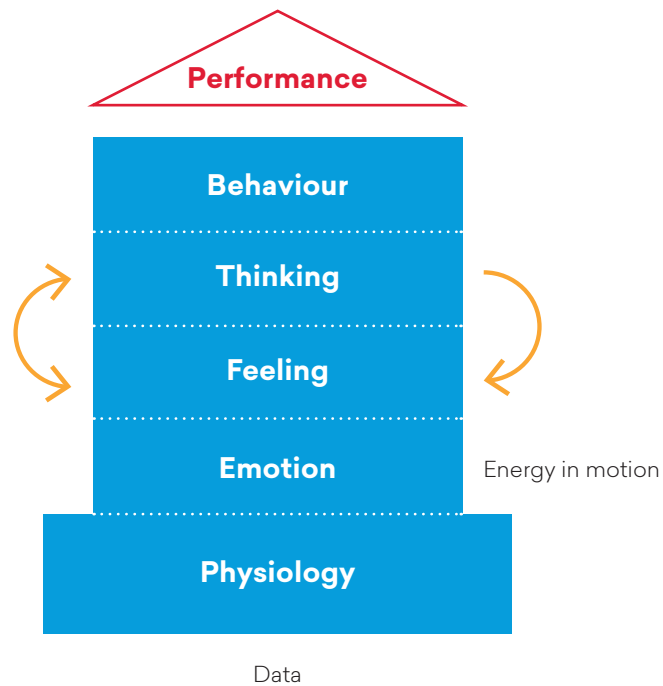
INNER GAME:

Self Awareness
Self-regulation
Self-confidence
Self-Efficacy

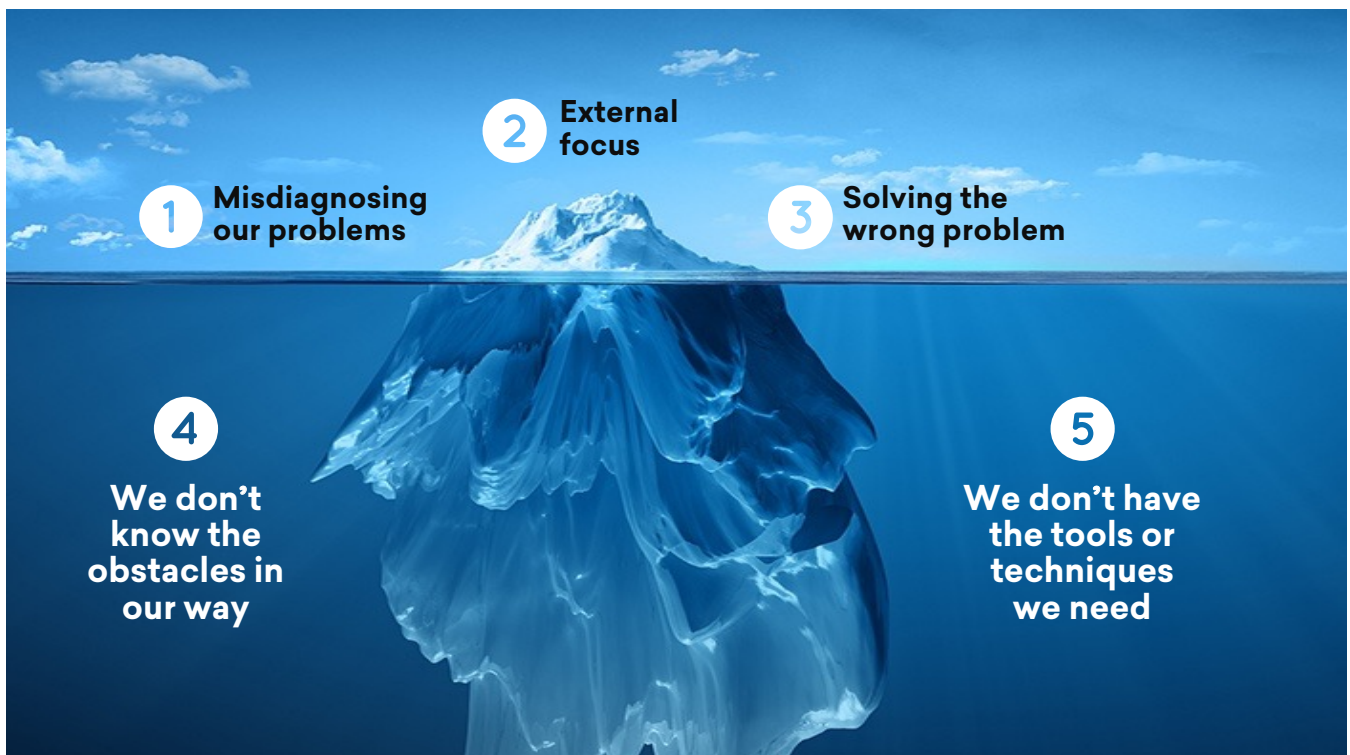
OUTER GAME:

Actions
Behaviours
Influence
Impact

Let's zoom in....



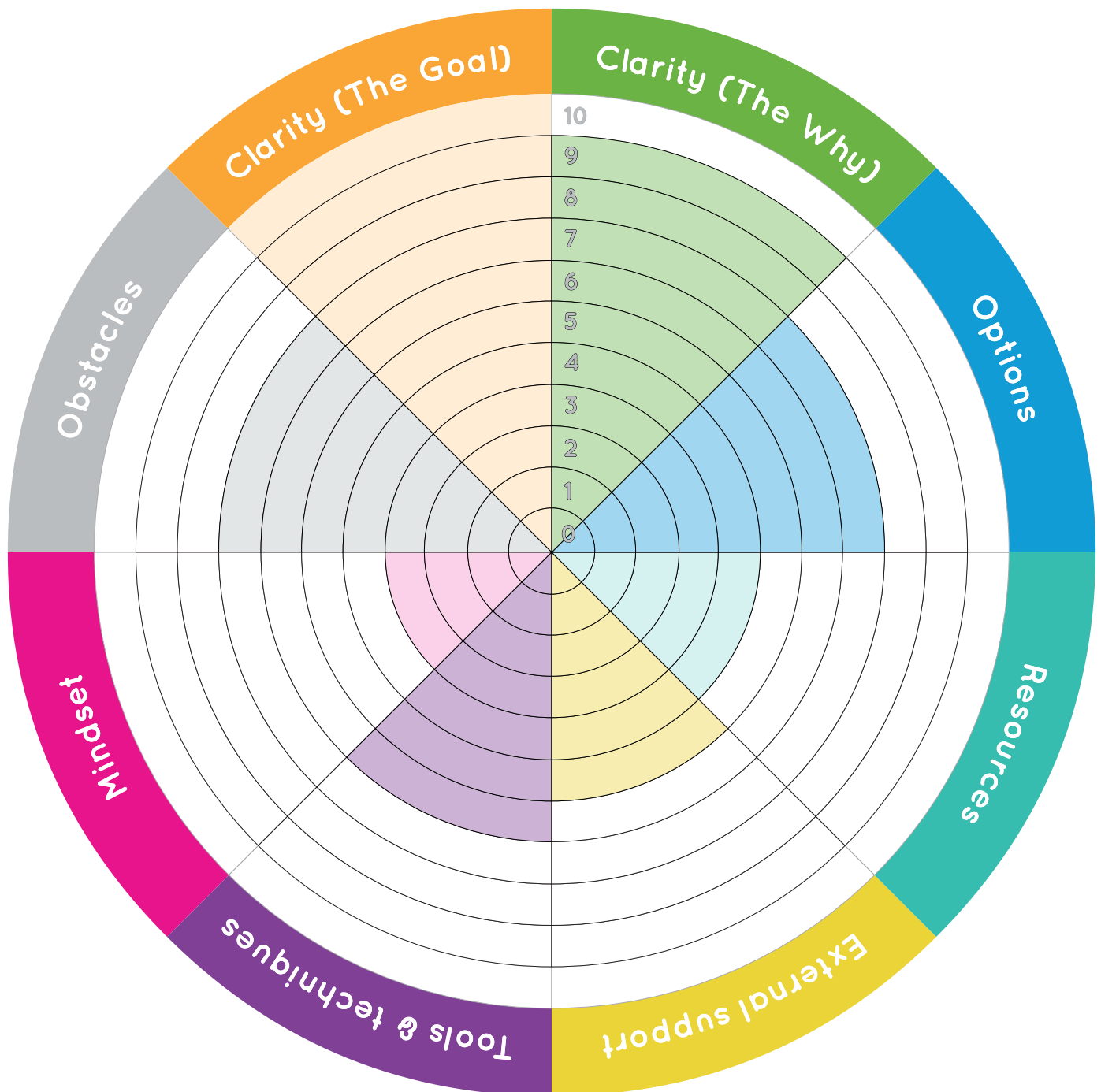
5 Hidden Reasons



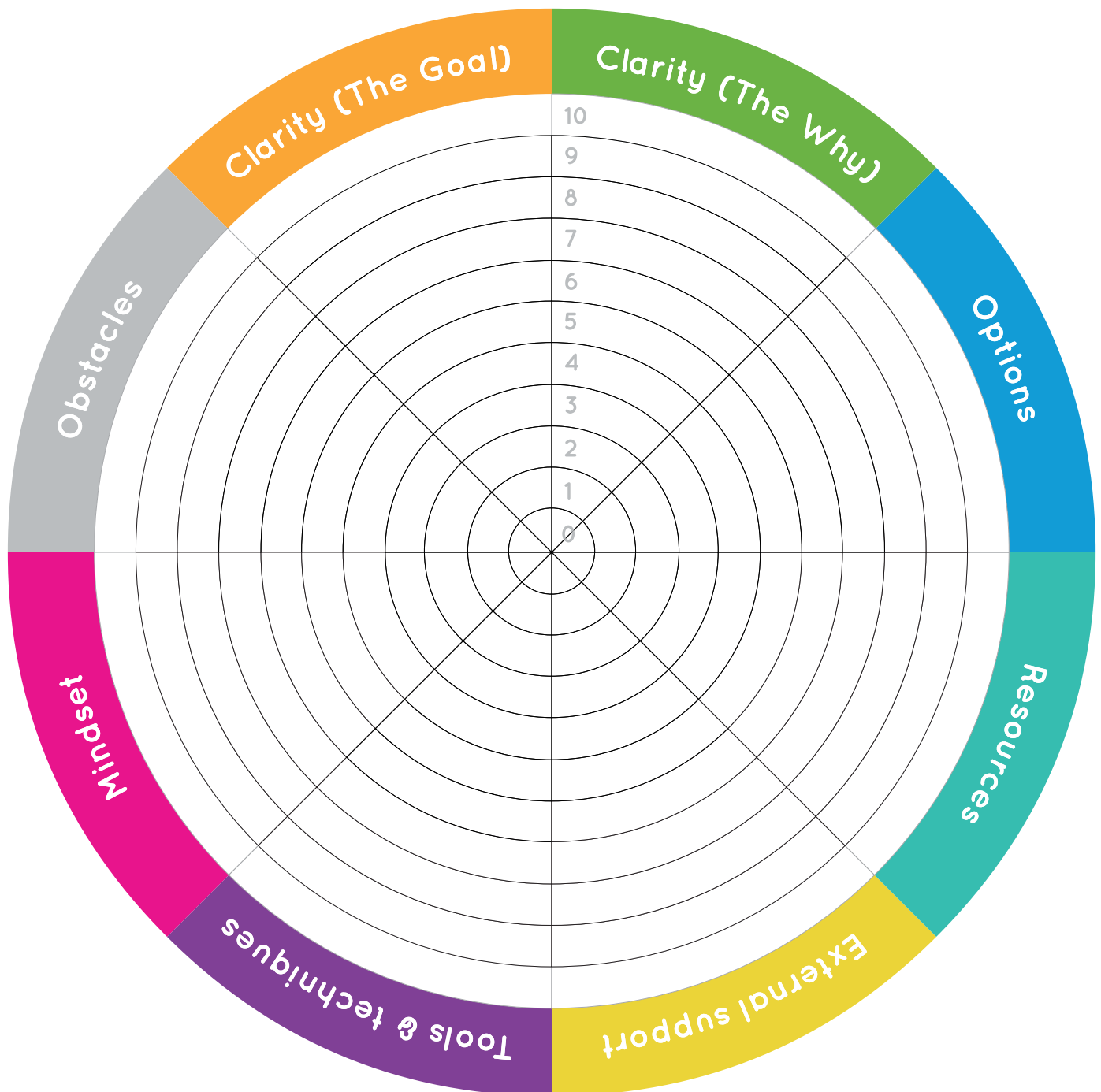
Goals Tracker



Goals Tracker



Goals Tracker





Beliefs



How to spot a limiting belief?

- | | | |
|---|--------|--|
| • They sound like ‘off the cuff’ statements |➤ | • “Oh, I’ve never been any playing office politics.” |
| • It’s usually a self-put down |➤ | • “I hate presenting to senior audiences, I’m just not good at it” |
| • They’re easy for other people to accept |➤ | • “I’m not a natural at strategic thinking” |
| • They often have a ‘permanence’ to them |➤ | • “I’ve never been...”
• “I will always be...”
• “I’ve always been that way...”
• “It’s just the way I am...” |

Typical limiting belief

The “Not Enoughs”

- “I’m not good enough”
- “I’m not smart enough”
- “I’m not talented enough”
- “I’m not experienced enough”
- “I don’t have enough masters degree’s, I should be a PHD”

The “Too Muchs” vs “Too Littles”

It’s not meant for me because...

- “I’m too old/young”
- “I’m too different/similar”
- “I’m too quiet/loud”

The “White Rabbits” (all about time)

- “I’m not good enough”
- “I’m not smart enough”
- “I’m not talented enough”
- “I’m not experienced enough”
- “I don’t have enough masters degree’s, I should be a PHD”

The “Undeserve-eds”

It’s not meant for me because...

- “I’m too old/young”
- “I’m too different/similar”
- “I’m too quiet/loud”

The “Should’ve, Would’ve, Could’ve”

- “I should’ve tried when I was younger”
- “I could’ve done it but X stopped me (money, confidence, my boss) and now it’s too late”
- “I would’ve except X and now I’ve missed my chance”

Tool 2

Challenging your limiting beliefs

What is the limiting belief?	What is the 'opposite' belief?
List the evidence to support it	List the evidence to support it

Now that you have evidence for both beliefs, the reality is that <i>neither</i> are the only 'truth' - so what becomes possible now?
What are the actions steps you should take to make this possibility a reality?

Tool 3

Challenging through inquiry

Imagine you are on your way to the other side of town. As you walk you suddenly come across a big brick wall. It's completely blocking your way, it stops you dead in your tracks.

What do you do? Do you turn around and go home? Do you stand there and wait? Do you hope that it will magically disappear? Or do you find a way around the obstacle?

Our limiting beliefs are like big brick walls blocking us on our path to fulfilling our goals. We all have them. We have a choice. Some of us inherit them, internalize them and actively look for the evidence to prove that it's true. They become a part of our identity. We BELIEVE them.

But, there is another way. We can learn how to work through them. We start by being aware of them, understanding where they came from, then challenging them.

The below method uses the power of inquiry to challenge your limiting beliefs.

What is the limiting belief?
Where this belief come from?
Who gave it to you? What do you think of that person?
How has this belief affected your life?



Emotions



3 thoughts about uncertainty & change

1

People don't resist change, They resist the uncertainty change brings – and spend time worrying about the possible negative implications of change - what does that mean for me moving forward?

2

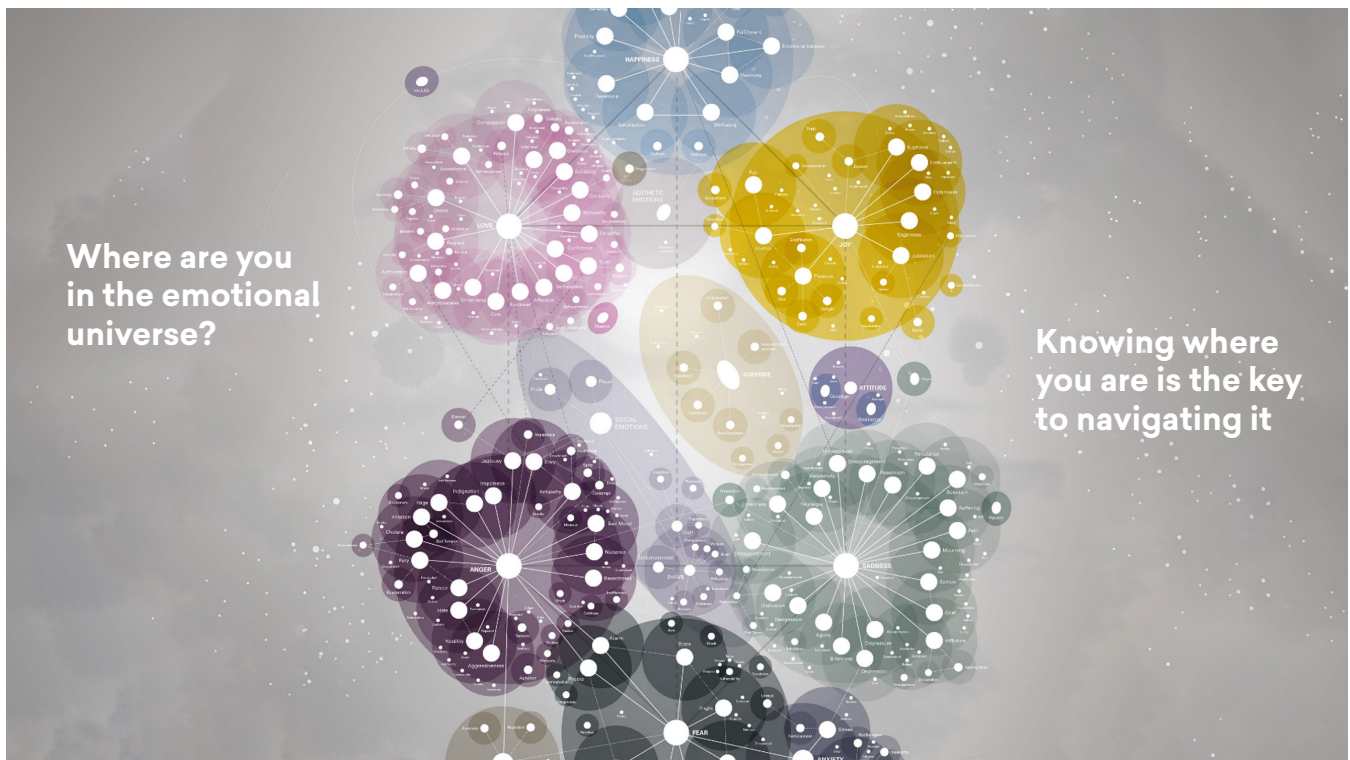
Our initial reactions can be assuming the worst yet in any change there are costs and gains – we need to take the time to consciously look at the positives that could come from change

3

Often, we think we are alone in what we are feeling but many can feel the same way we do. We can get inspired by others because of their creativity, different perspective and this can give us energy to work through transition together making the change easier to process

Subject Vrs Object





The ability to manage our emotions and remain calm under pressure has a **direct link to our performance**.

90% of top performers are skilled at managing their emotions in times of stress

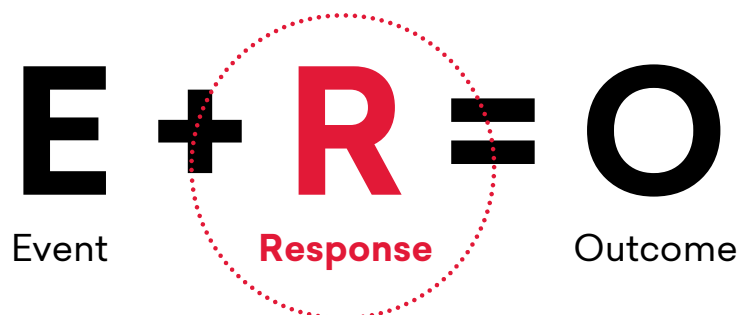
How we look at things matters

**The most important transition you will make in your life is
one from things to ownership**

VICTIM OR PROTAGONIST

Why does any of this matter?

We can't controls events in life but
we CAN control our response



Choosing a different story

Pause

How was I feeling
beforehand? Tired?
Stressed?

How am I physically
feeling? Headache?
Stomach ache?

(context)



Question

What else is
going on that might
be affecting me (or the
other person)?

(content)



Find other angles & influences

Have I experienced
something similar that may
be influencing me now?

Is there a different way
of looking at this?

(experience)

R.U.L.E.R

When you PAUSE to reflect, the RULER technique will help you check in with yourself

- R** **Recognize** emotions in oneself and others (pay attention to cues in your body and mind, observing behavior, body language in others)
- U** **Understand** emotion – knowing causes and consequences of feelings – where is it coming from
- L** **Label** emotion (correctly) – what is it I'm feeling
- E** **Expressing** (communicating how you feel in a healthy way) – acknowledge it
- R** **Regulating** – let the wave pass

Let's recap the work we've done today

1

Demonstrated how our INNER GAME is our accelerator & our break

2

An understanding of the RAS, limiting beliefs, and how to identify & overturn them

3

2 practical tools to challenge and overcome your mental obstacles

4

The importance of emotions, being aware of them and learning to regulate them

5

2 tools (Emotional Universe & RULER) for improving emotional literacy





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Powered by Symbia Partners

team@symbiapartners.com
+34 673 452 976
www.symbiapartners.com

