

LEAD. with Security

**Transform the Climate and Culture of Your School
Through the Power of Attachment-informed Leadership**



School Leadership has become increasingly difficult to sustain.

- Burnout
- Staffing shortages
- High-conflict situations
- Constant change
- Emotional exhaustion



How many of you know a leader who has left their schools in the last two years, or left education entirely?



How many of you have personally questioned whether this work is sustainable?

What if the **problem** isn't leadership ability...
but the **emotional conditions** leaders are trying
to survive inside?



Think About the Best Leader You've Ever Worked For...

How did you feel around them?

What did they consistently do?

Did you feel safer?

Calmer?

More capable?



Most leadership training teaches strategies, systems, and performance.



Leadership is relational.

And relationships are driven by attachment.

What is Attachment?

Attachment is the science of how relationships shape our nervous system, sense of safety, and ability to connect under stress.



John Bowlby





Attachment isn't just for kids



Adults need attachment, too.

Your Attachment Style Affects How You L.E.A.D.



3 Attachment Styles in Leadership:

Anxious

Insecure

Primary Needs – approval, validation, & acceptance

- Overthinking
- People-pleasing
- Wants to be the "fun boss"
- Takes on responsibility for others' feelings

Avoidant

Insecure

Primary Needs – control, self-sufficiency, & competence

- Emotional suppression
- Distance
- Feedback - critical & judgmental
- Struggles to empower or trust others

SECURE

Primary Needs – genuine connection & honest exchange

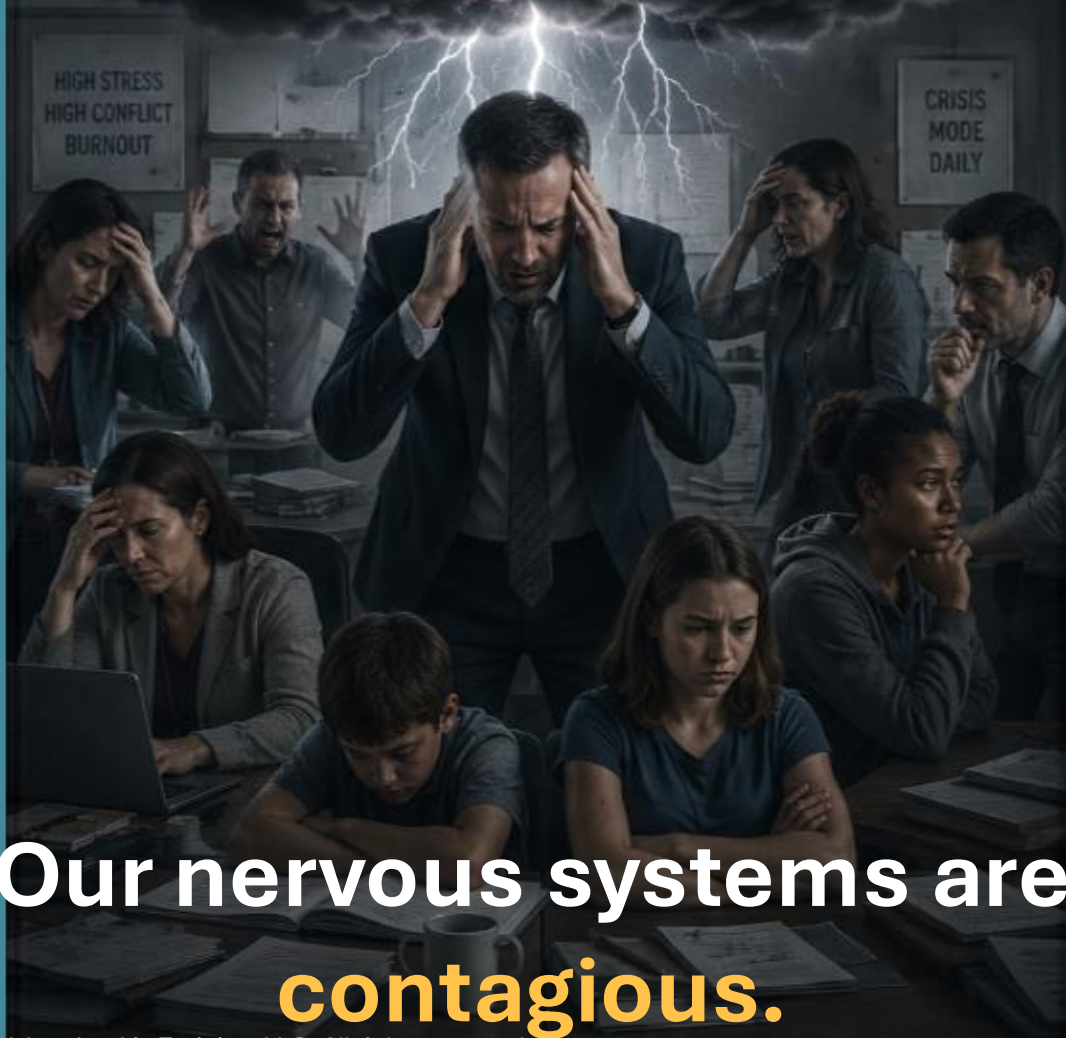
- Calm confidence
- Openness to feedback
- Willing to admit & learn from mistakes
- Creates safety for others
- Good boundaries

SECURE Leadership is the Goal



**The emotional state
of a leader
becomes the
emotional climate
of a school.**

**A DYSREGULATED LEADER
CAN UNINTENTIONALLY
DYSREGULATE AN ENTIRE BUILDING.**



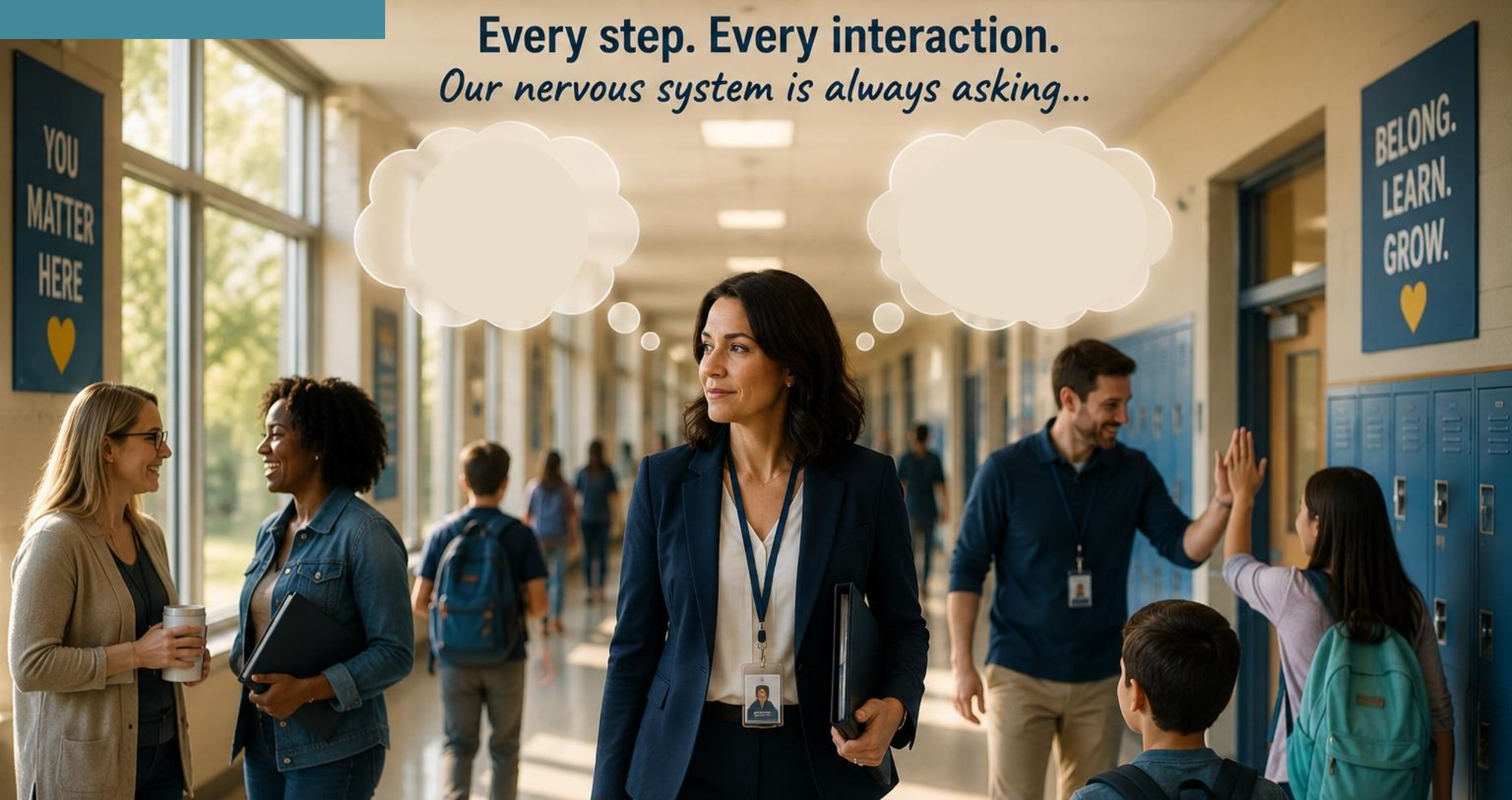
**Our nervous systems are
contagious.**

**BUT A SECURE LEADER
CAN REGULATE ONE.**



**That's why security
matters so much.**

Every step. Every interaction.
Our nervous system is always asking...



When leaders genuinely respond “YES” to both, everything changes.

Secure Leaders walk into hard conversations without their identity on the line.

Secure Leaders:

- Stay curious instead of defensive
- Stay grounded under pressure
- Create safety during conflict



Your security is contagious.



SECURE LEADERS DON'T REACT.

They regulate, listen, and lead. ♥



A close-up photograph of a hand holding a small, rectangular, light-colored sticky note. The note has the words "Good news!" written on it in a dark, cursive-like font. The background is a soft, out-of-focus gradient of light colors. The hand is positioned on the right side of the frame, with the thumb and index finger gripping the edges of the note.

Good
news!

Security is often built
through very small
moments.

Micro-Moments of Security

Be Approachable

Notify your face, voice, body



Schedule Time

Create Space for Connection



Recognize Others

Recognize effort and progress out loud.
Notice what's right.





**“THE STILL
FACE”
EXPERIMENT**

Dr. Edward Tronick

**HUMANS ARE
BIOLOGICALLY WIRED
FOR CONNECTION
AND SAFETY.**

**AND SCHOOLS
RISE OR FALL
BASED ON THE QUALITY
OF THE RELATIONSHIPS
INSIDE THEM.**



DISCONNECTION

THREAT

RELATIONSHIPS

SAFETY

THRIVING SCHOOLS

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The L.E.A.D. Framework

L: Lead Through the Lens of Attachment

E: Earn & Embody **Secure** Leadership

A: Attune to Self & Others

D: Do What Matters Most



What would change in your school if the adults felt as emotionally safe as we want students to feel?



Bring us to Your School District!



**Professional Development &
Student Leadership Training**



**School Leadership
Training**

LE.A.D. with Security

Take Attachment Quiz,
and get Presentation
Resources



Transform the Climate and Culture of Your School
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Aric Bostick & Dr. Jaime Goff