

The Power Of Showing Up

Think Like a Human.
Lead Like One.



Keeping the Human
in **Human** Resources.

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WHY DID YOU CHOOSE **HR?**

—
You are in a profession
where you get to

CHANGE
Someone's
STORY.



While they're
STILL LIVING IT.



AI IS CHANGING ALMOST EVERYTHING ABOUT WORK.



-  It can write emails.
-  Summarize meetings.
-  Screen resumes.
-  Analyze engagement surveys.
-  Predict turnover.

And every year it's
going to get better.

BUT

AI CAN'T DO THE HUMAN PART.

-  It can't make another human being **feel safe**.
-  It can't earn **trust**.
-  It can't **delight** in someone's presence.
-  It can't **repair** a broken relationship.
-  It can't become the kind of leader people **remember** twenty years later.



THAT'S STILL YOUR JOB.

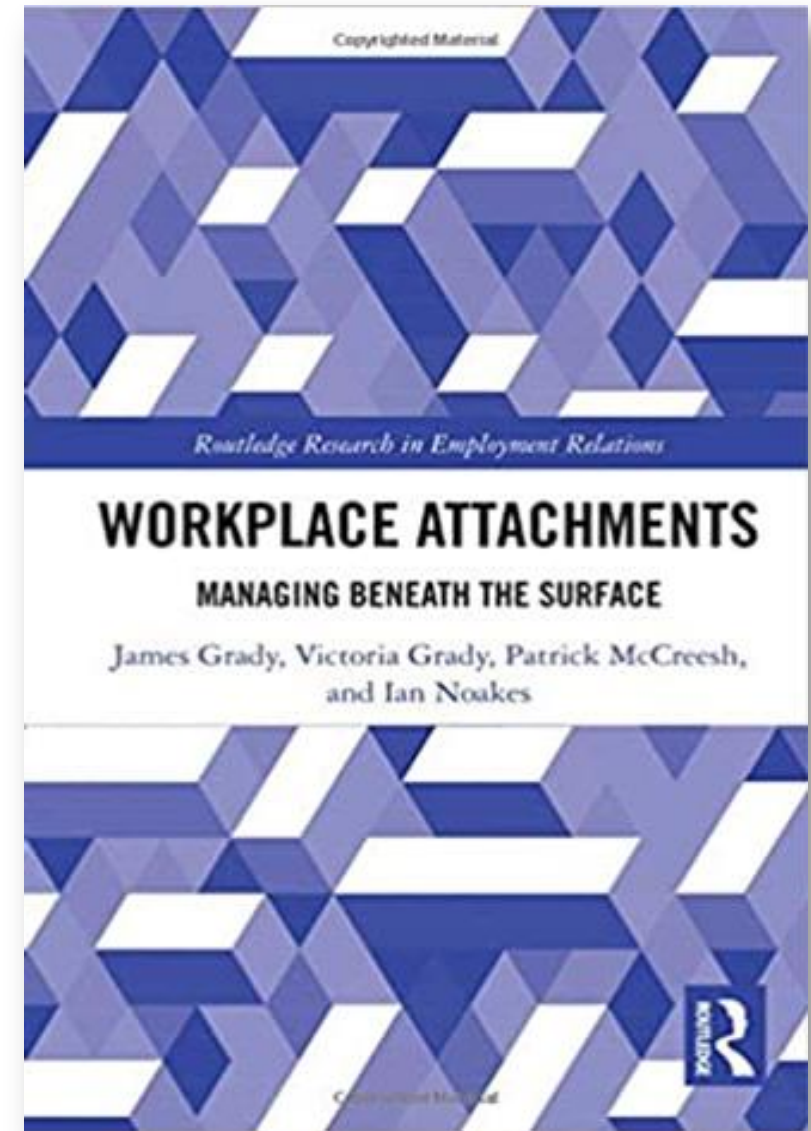
Technology can do the tasks.
You do the **human**.

**The more
technology
advances,
the more
valuable human
attachment
becomes.**



In order to move organizations forward, **leaders must understand their employees and what creates and maintains the connection between the employees and the organization.**

Source: Grady et al, *Workplace Attachments* (2020).



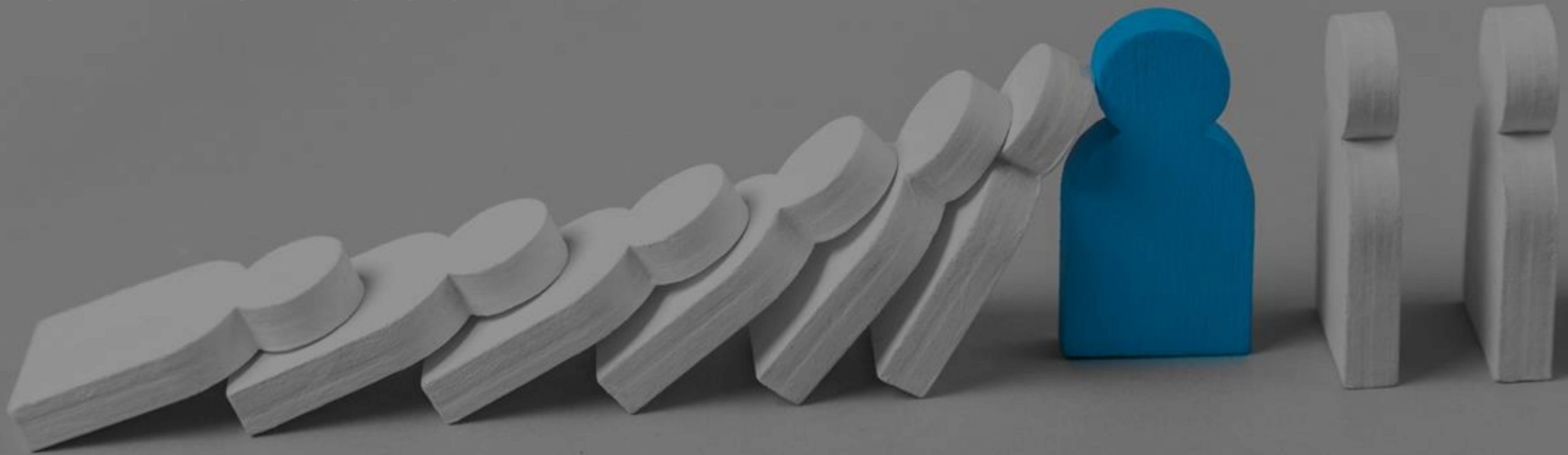


How many of you know a leader who has left their jobs in the last two years, or left HR entirely?



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?



We are in the
relationship business.



How do Attachment-informed Leaders

BUILD SECURITY, STRENGTHEN CONNECTION,
AND LEAD WITH IMPACT?

L.E.A.D.

LOOKING

EARNING

ATTUNING

DOING



L.E.A.D.



Lead through
the **Lens** of Attachment

Most leadership training teaches strategies, systems, and performance.



Leadership is relational.

And relationships are driven by attachment.

What is Attachment?



John Bowlby

Attachment is a psychological and evolutionary framework stating that humans are born with an innate need to form a close emotional bond with a primary caregiver for survival, emotional regulation, and safety.

Developed by John Bowlby and expanded by Mary Ainsworth, it posits that the quality of this early relationship creates an "internal working model" that influences how individuals trust, act, and connect in relationships throughout their lives.



The background of the slide features a series of dark blue silhouettes against a lighter blue background, illustrating the human life cycle. From left to right, the silhouettes show: a baby crawling, a toddler walking, a young child running, an adult walking, and an elderly person walking with a cane. Each silhouette is reflected on the ground below it.

WE NEVER OUTGROW OUR NEED FOR **SECURE RELATIONSHIPS**

FROM THE CRADLE...TO THE GRAVE.

Attachment 101

All mammals, and some birds, have an
Attachment System

When we feel
anxious, in danger,
or in need.



Our Attachment
System is *activated*



We seek proximity and
support from our caregiver



Our Caregiver offers
care and comfort



Our Attachment
System is *deactivated*





Attachment isn't just for kids



Adults need attachment, too.

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



4 ATTACHMENT STYLES

Attachment scientists have identified 4 Attachment Styles based on how caregivers respond to their children's attachment needs.



SECURE



ANXIOUS



AVOIDANT



DISORGANIZED

ATTACHMENT STYLES

Rooted in early experiences. Shaping how we think, feel, and connect.



SECURE

Connected • Confident • Resilient



CHILDHOOD EXPERIENCE

Received plenty of love, support, and consistent responsive care.



CONSEQUENCES

- Connect with others with more ease
- Resolve conflict without much drama
- Able to self-regulate and co-regulate



ANXIOUS (insecure)

Worried • Overwhelmed • Seeking Reassurance



CHILDHOOD EXPERIENCE

Inconsistent and unpredictable caregiving.



CONSEQUENCES

- Lots of anxiety about getting their needs met
- Struggle with fear of abandonment
- Excessive need for reassurance



AVOIDANT (insecure)

Independent • Distant • Self-Reliant



CHILDHOOD EXPERIENCE

Caregivers were often dismissive or emotionally unavailable.



CONSEQUENCES

- Prioritize independence and may resist closeness
- Distrusting of people
- Dismiss/minimize own thoughts and feelings



DISORGANIZED (insecure)

Confused • Fearful • Unpredictable



CHILDHOOD EXPERIENCE

Inconsistent, traumatic, or frightening caregiving.



CONSEQUENCES

- Crave connection but fears it—leading to unpredictable behavior
- Hypervigilant



Each individual is
going through their
own
***invisible version of
attachment
struggle.***

Source: Yip et al (2018)

RESEARCH SHOWS THAT

Approximately **60%** of the normal population present **SECURE**, and **40%** present **INSECURE**.



Attachment across the Lifecourse, David Howe, 2011
Power of Showing Up, Siegel and Payne-Bryson, 2020
The Power of Attachment, Diane Poole-Heller, 2019



SECURE Leadership is the Goal



Let's Practice.

YES!

I say YES to Life and Life says YES to me!



Why **HR** matters?

L.E.A.D.

E



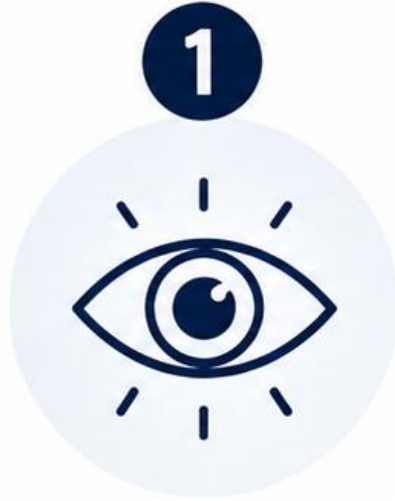
Earn & Embody Secure Leadership

The Good News...



Security can be *learned* and *earned*.

— THREE WAYS TO — **GROW & BUILD** **OUR SECURITY**



AWARENESS

Read the books.
Understand yourself better.



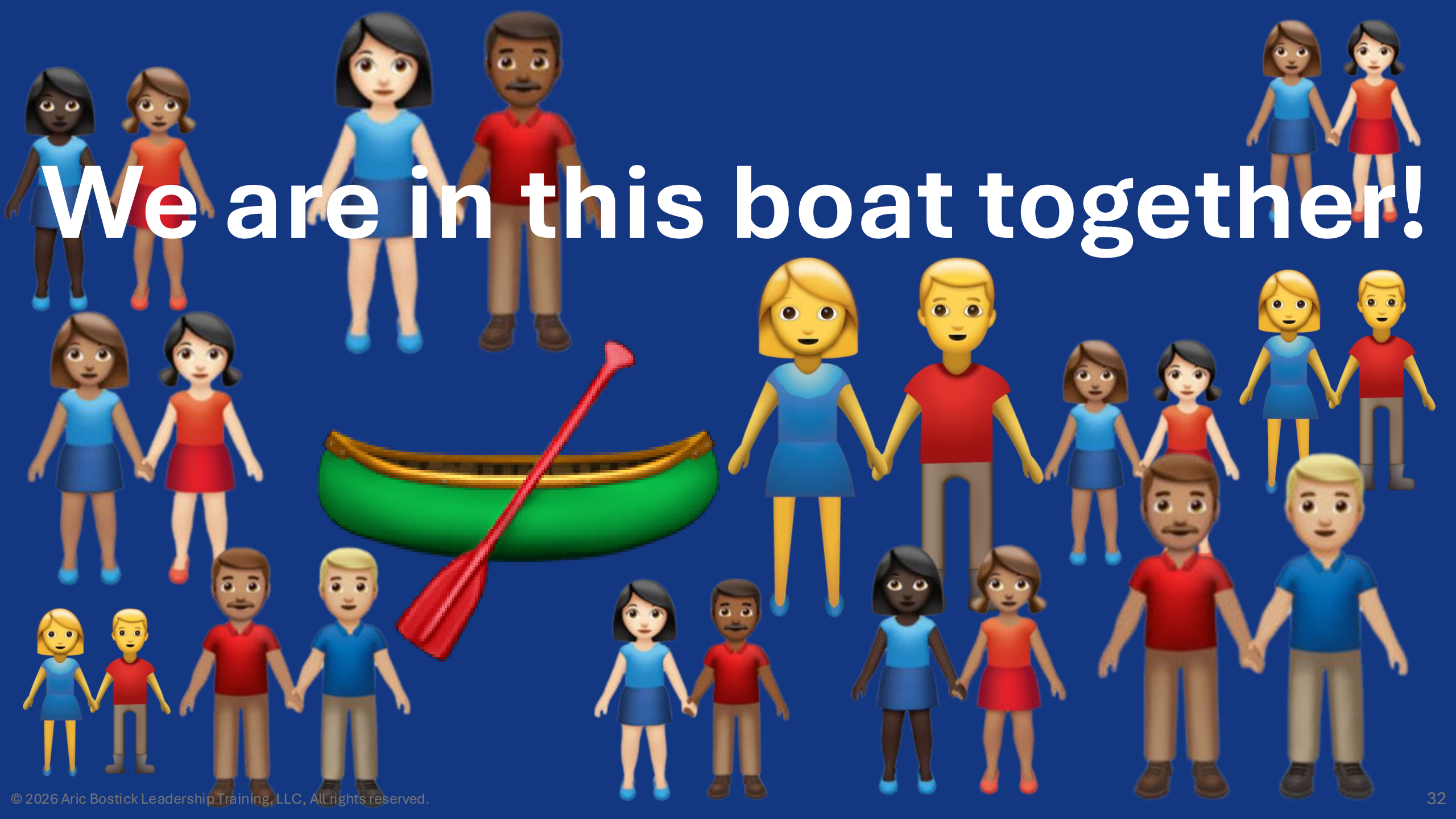
REGULATION

Reach out and practice self-regulation and co-regulation practices.



SECURE RELATIONSHIPS

Build trust and connection that lasts.



We are in this boat together!

L.E.A.D.

A



Attune to
Self & Others

Your security is contagious.



A hand holding a small, rectangular piece of light-colored paper. The paper has the words "Good news!" written on it in a dark, handwritten-style font. The background is a soft, out-of-focus grey.

Security is often built
through very small
moments.



Notify
Your
Face



Be Approachable



Face



Voice



Body

Micro-Moments of Secure Attachment

Be Present

Put distractions away



Presence communicates value.

Delight in Their Presence

Make people feel important



People decide in seconds whether it's safe to bring you problems.

Recognize Others

Notice what's right



Recognition builds trust and strengthens connection.

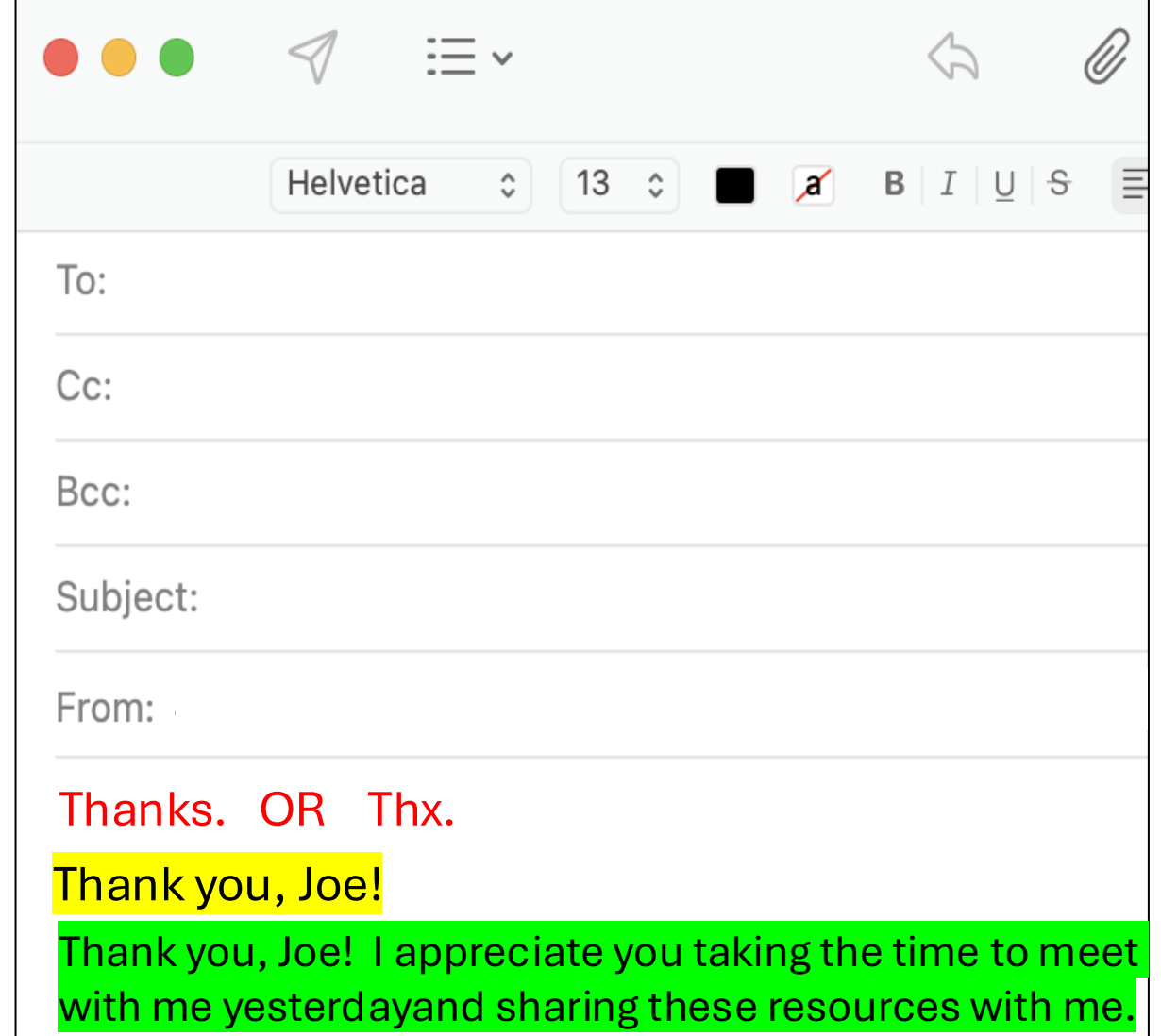
Be Available

Create opportunities for connection



Availability creates safety and connection.

Attachment focused Communication

A screenshot of an email composition window. The window has a title bar with red, yellow, and green window control buttons, a paper plane icon, a menu icon, and a back arrow icon. Below the title bar is a toolbar with a font dropdown set to 'Helvetica', a size dropdown set to '13', a color picker, a strikethrough icon, and buttons for bold (B), italic (I), underline (U), and strikethrough (ABC). The email body contains the following text: 'To:', 'Cc:', 'Bcc:', 'Subject:', 'From:', 'Thanks. OR Thx.', 'Thank you, Joe!', and 'Thank you, Joe! I appreciate you taking the time to meet with me yesterday and sharing these resources with me.' The text 'Thank you, Joe!' is highlighted in yellow, and the text 'Thank you, Joe! I appreciate you taking the time to meet with me yesterday and sharing these resources with me.' is highlighted in green.

To:

Cc:

Bcc:

Subject:

From:

Thanks. OR Thx.

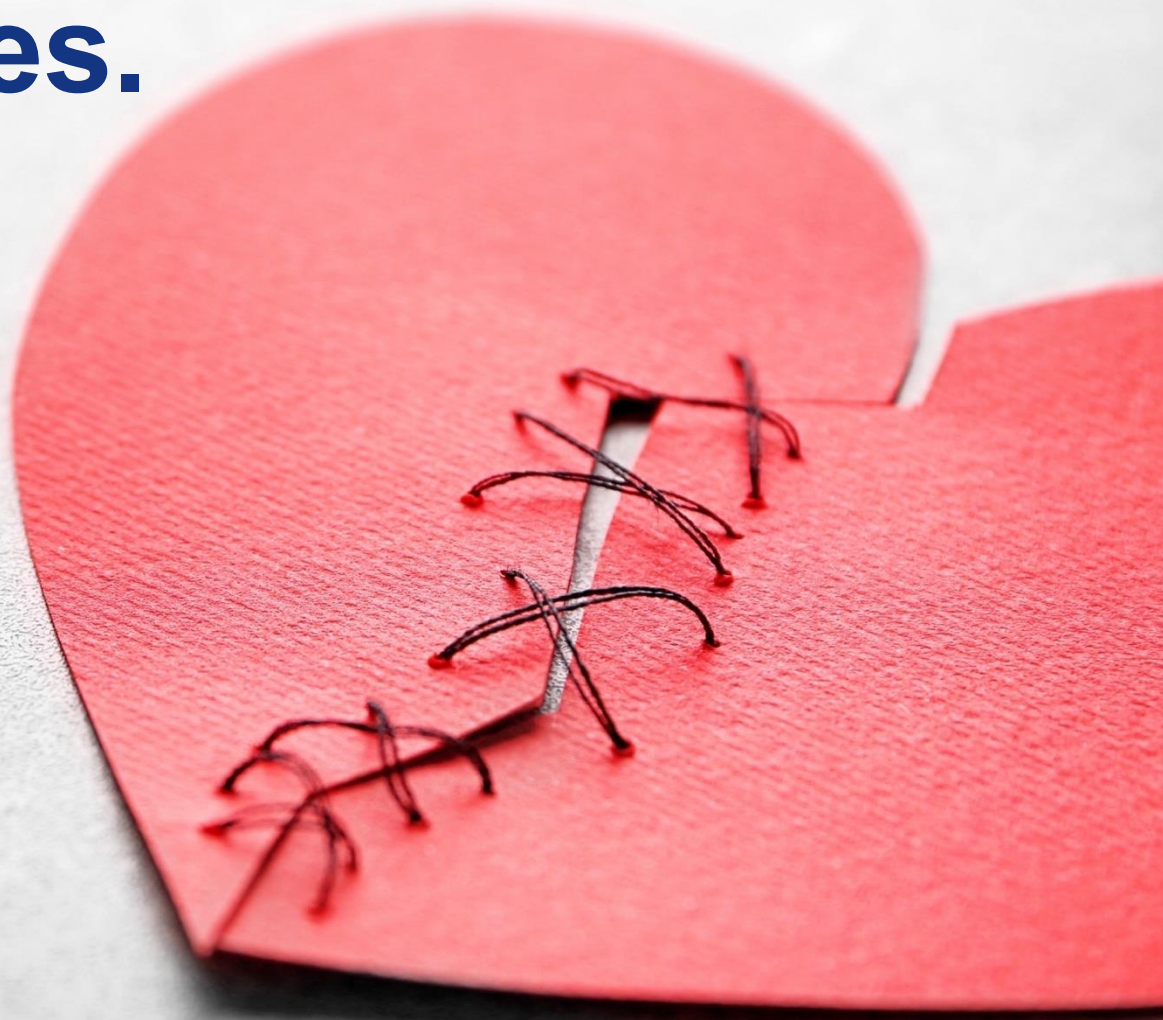
Thank you, Joe!

Thank you, Joe! I appreciate you taking the time to meet with me yesterday and sharing these resources with me.

Be Responsive

Respond thoughtfully and within
a timely manner

You're going to make mistakes.



Repair the Rupture

Repair makes the bond stronger.

Create a **SHOW UP** Plan

How am I going to **SHOW UP**?



1. I will do something for **ME FIRST**, so I can show up my **BEST** for others.



2. I will turn my phone off and remove my headphones so I can be **PRESENT** and in the moment.



3. I will smile when I walk in the door and **DELIGHT** in their presence. 😊



L.E.A.D.



**Do what
matters most**

Take care of yourself so
you can show up for others.

YOU matter most

People matter more

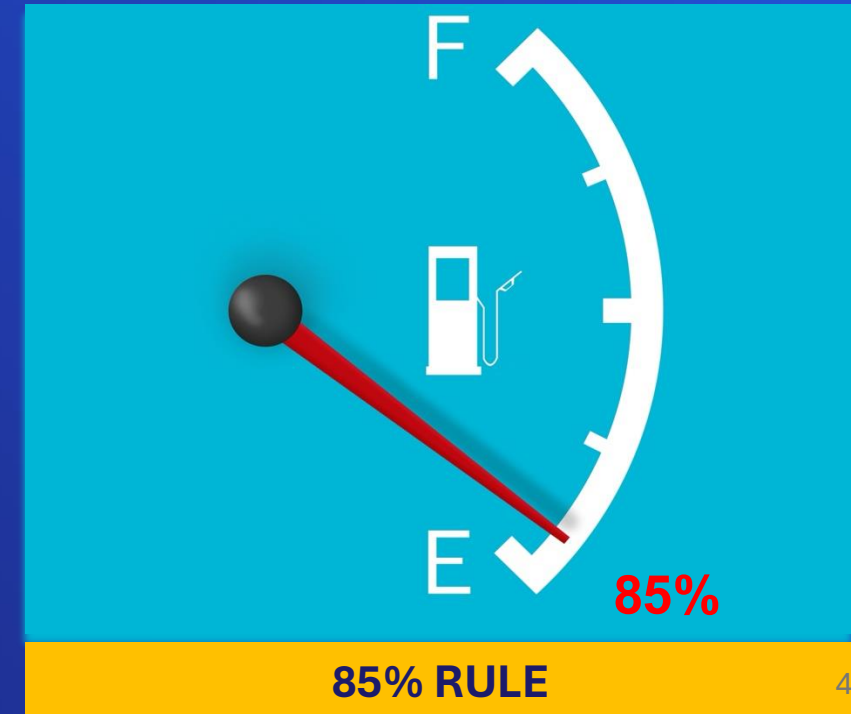
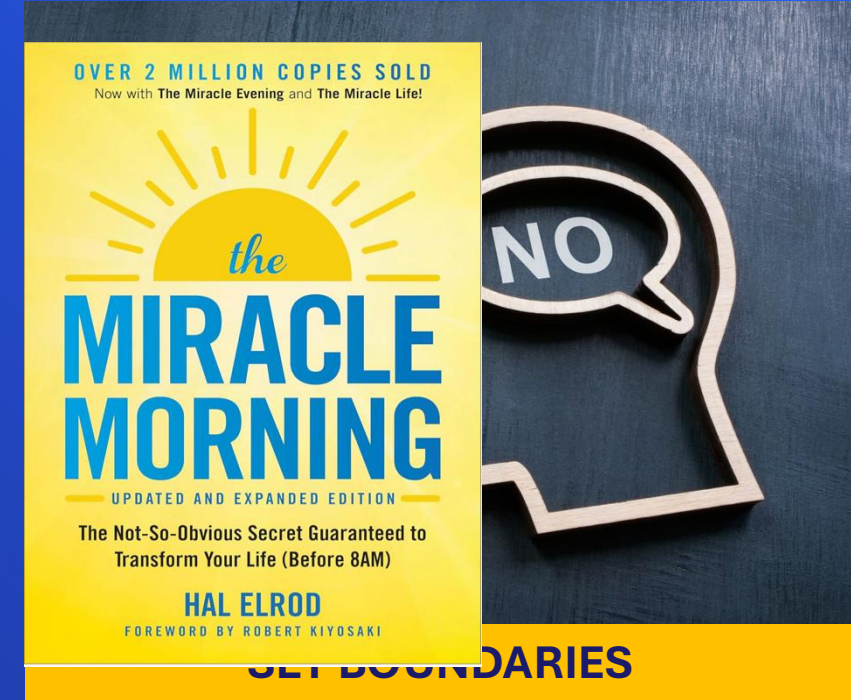
Tasks matter

UNAPOLOGETICALLY ME FIRST.

I am worth the same care I give others.



ENERGY PLAN



— **L.E.A.D.** with **SECURITY**

— Stronger Leaders. Safer People. Better Culture. —



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

The future of **Human Resources**
will not be determined by
how well we adopt
artificial intelligence.



It will be determined by
how well we protect
human attachment
while we do.



TECHNOLOGY WILL CHANGE TOOLS.
CONNECTION WILL ALWAYS CHANGE LIVES.

The Power Of Showing Up

Think Like a Human.
Lead Like One.



Keeping the Human
in **Human** Resources.

Take Attachment Quiz,
and get Presentation
Resources



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