Derek W. Anderson & Jaco J. Hamman

The Essence of Leadership:

Maintaining Emotional Independence in Situations Requiring Change

Routledge, 2024

Self-Differentiation

Elements of and Practices for Essential Leadership

The path to self-differentiation is clear, but not intuitive.

Mindfulness and honest self-assessment are first steps toward differentiation.

- 1. Choose one of the next 14 prompts.
- 2. Mindfully engage the prompt the next few days.
- 3. Move to a new prompt after recognizing growth.
- 4. Repeat.

Having personal meaning & purpose

I have a sense of personal purpose & meaning that surpasses my professional identity

YES

NO

Restate the reasons for entering your vocation or accepting your role

What surprised me today? What touched my heart today? What inspired me today?

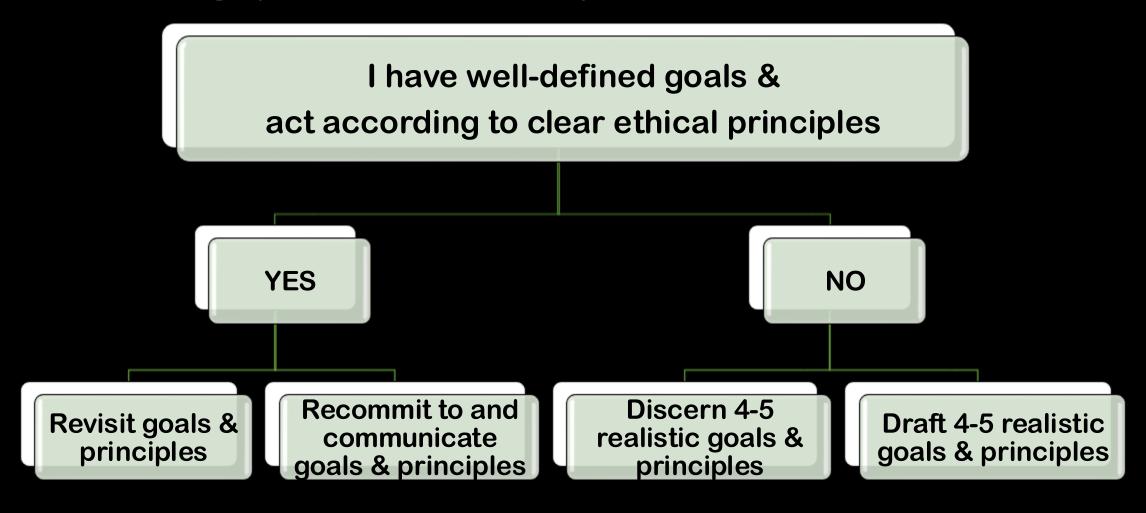
(Rachel Remen, MD)

Discern who you are beyond your professional identity

Ask a mentor how they discern personal purpose and meaning

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Having personal & professional Goals



Remaining emotionally responsive

I remain responsive (i.e., I am not reactive) in emotionally charged moments YES NO Catch personal Refrain from joining **Engage in spiritual,** unconscious others in their cognitive, and bodily reactivity practices that anxious reactivity

Recognize

anxiety in

others

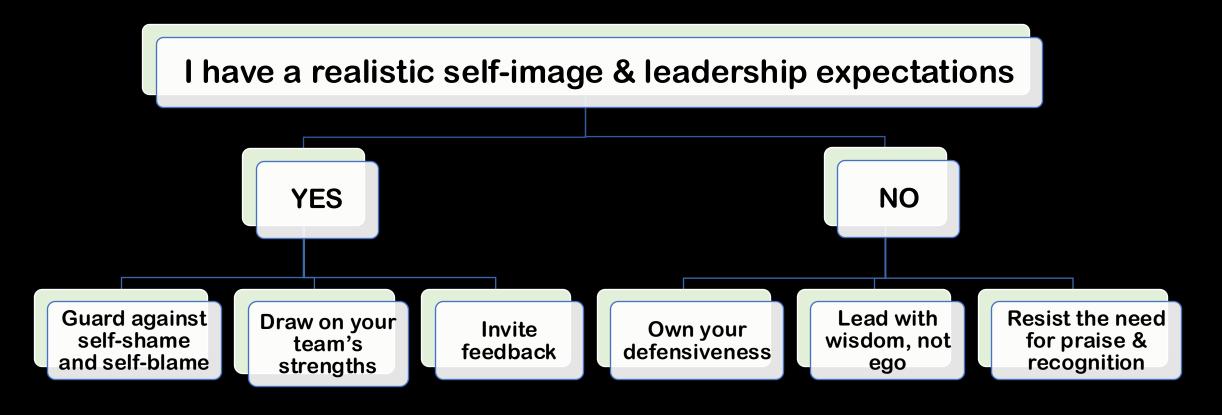
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promote inner peace

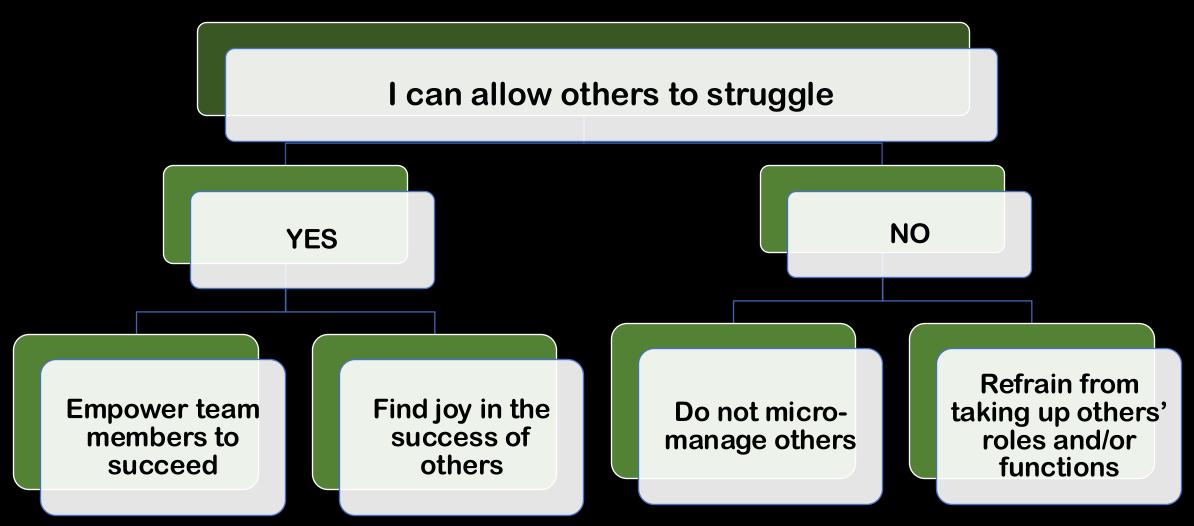
Portraying lower levels of personal & professional anxiety

I carry less anxiety to the challenges in the workplace than the team I lead YES NO Do not join **Consult with** Increase Seek a Resist forms of the anxiety selfcare peers in similar mentor self-medication (i.e., think, practices positions do, and act alike)

Having a realistic self-image & leadership expectations



Not being overly responsible for others



Not being preoccupied with power and hierarchy

I am mindful how power permeates any system

YES

NO

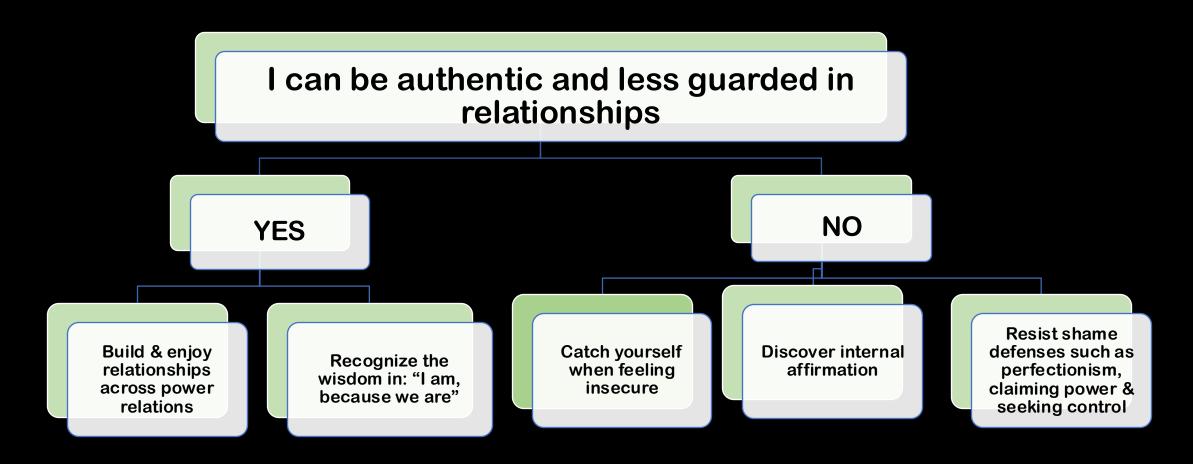
Stay aware how power flows in a system

Listen to those perceived as not having power

Resist a hierarchical understanding of power

Do not abuse your power as a leader

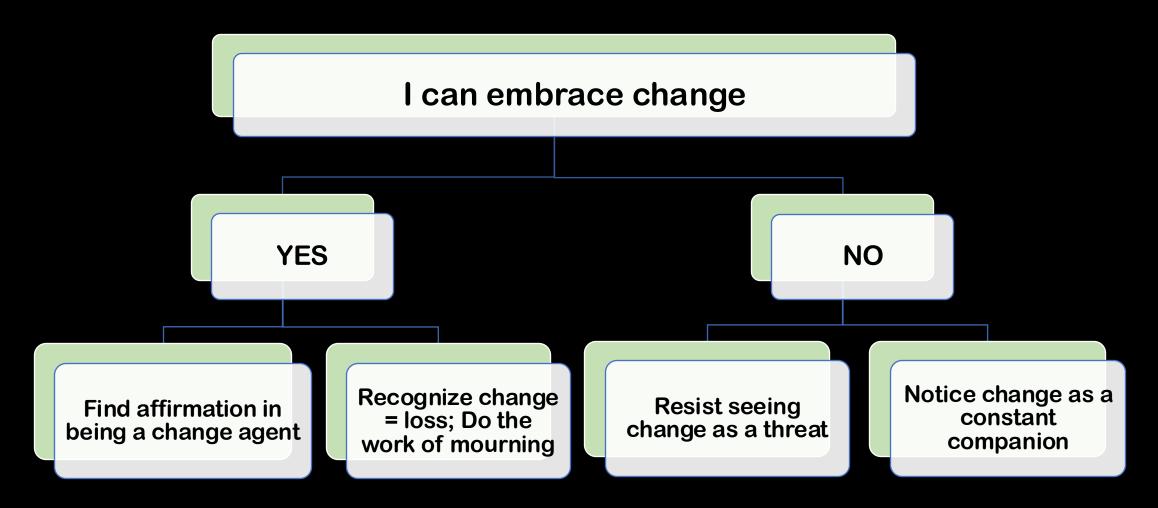
Being free to enjoy relationships



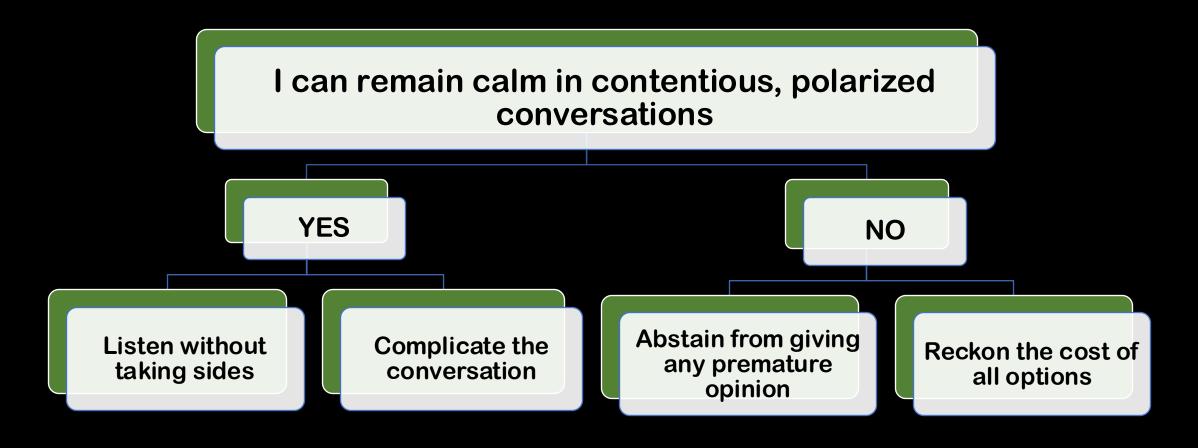
Valuing and respecting differences

I value and respect personal & professional differences YES NO Celebrate Listen with an Resist seeing Refrain from monologues that differences; invite open mind; be difference as a different opinions open-hearted threat invite silence

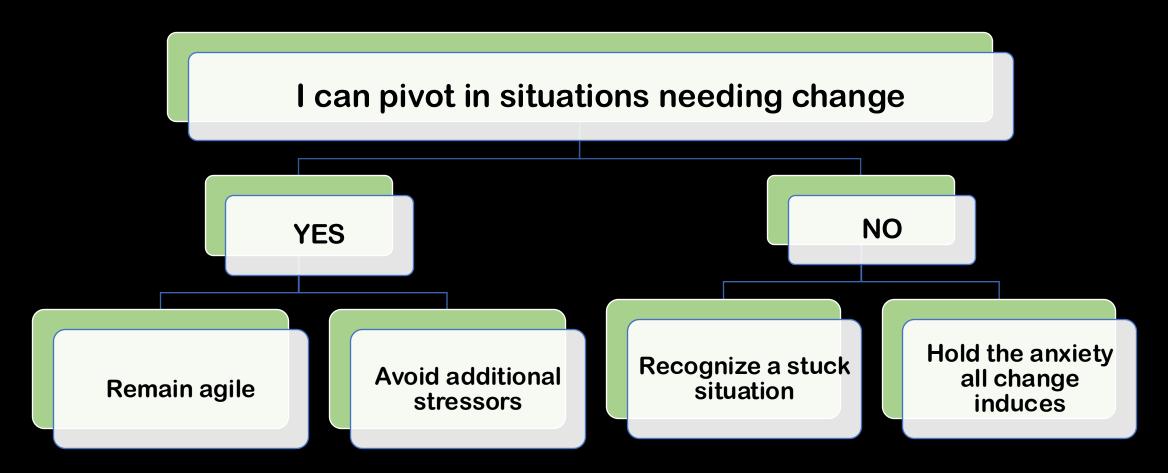
Embracing change



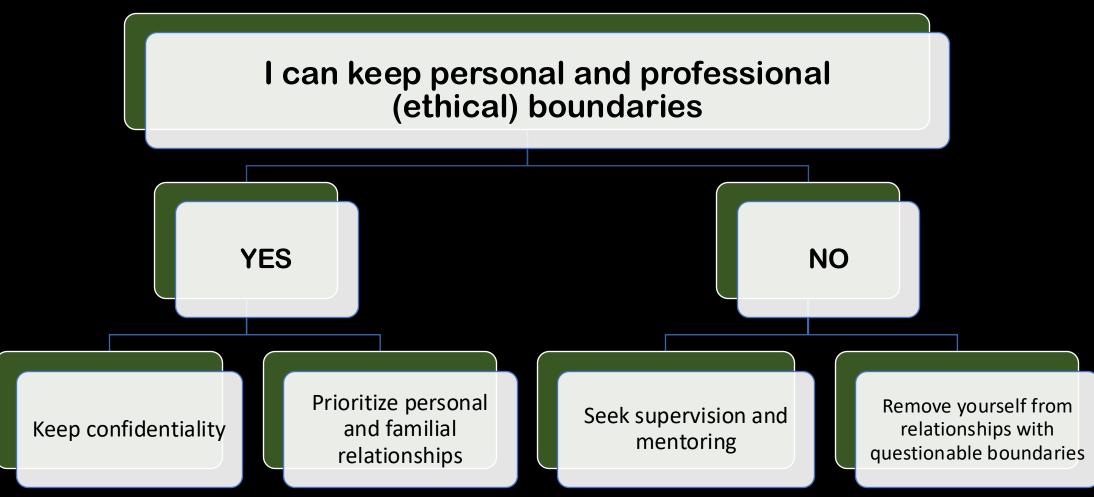
Resisting taking sides in polarized conversations



Having the ability to pivot



Keeping personal & professional boundaries



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Continually discern your growth and transformation

· Ask:

"If 10 = I am as differentiated as I can be, and one is me being an anxious mess, where to I rank myself today? What can I do today to increase my self-differentiation just a bit?"

Be surprised by the answers you give