

Derek W. Anderson & Jaco J. Hamman

*The Essence of Leadership:
Maintaining Emotional Independence in Situations Requiring Change*
Routledge, 2024

Self-Differentiation

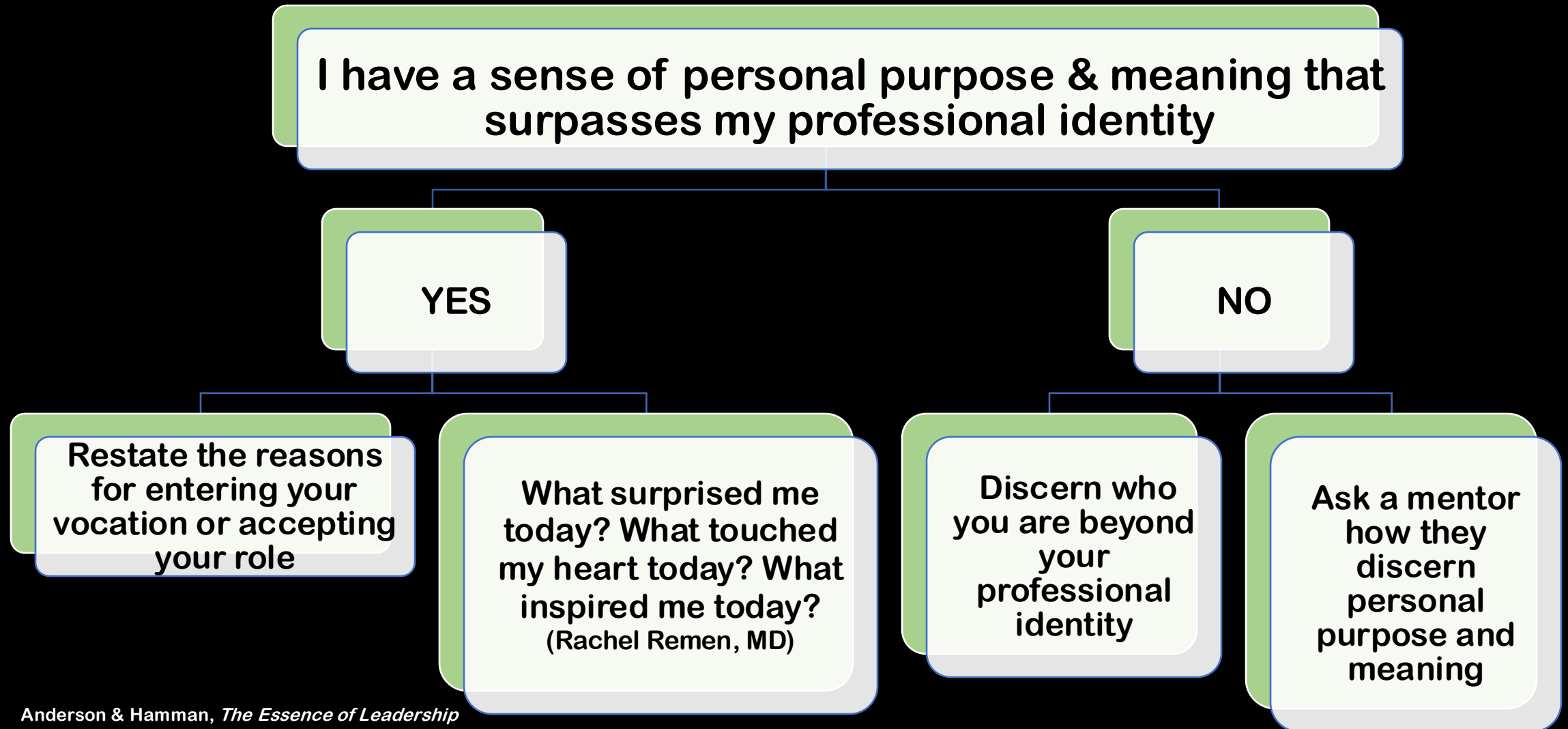
**Elements of and Practices for
Essential Leadership**

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

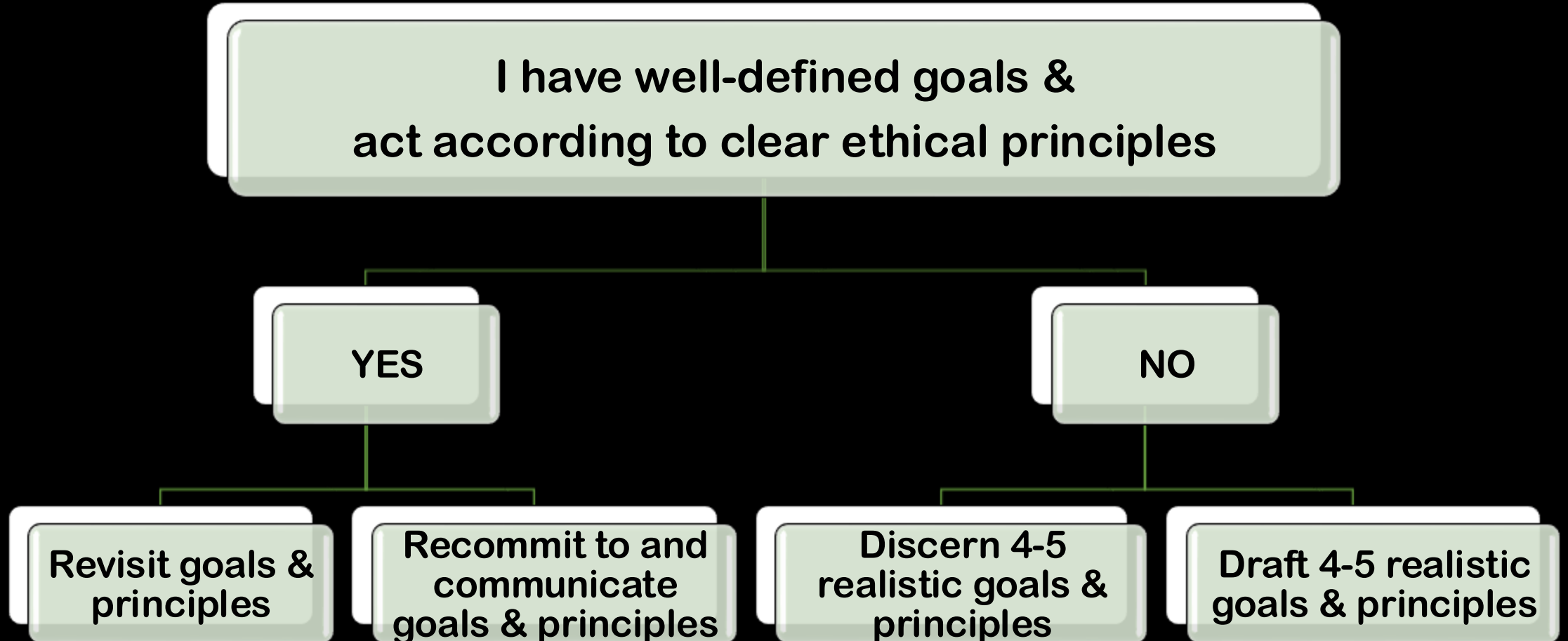
Mindfulness and honest self-assessment are first
steps toward differentiation.

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



Having personal & professional Goals



Remaining emotionally responsive

I remain responsive (i.e., I am not reactive) in emotionally charged moments

YES

Recognize anxiety in others

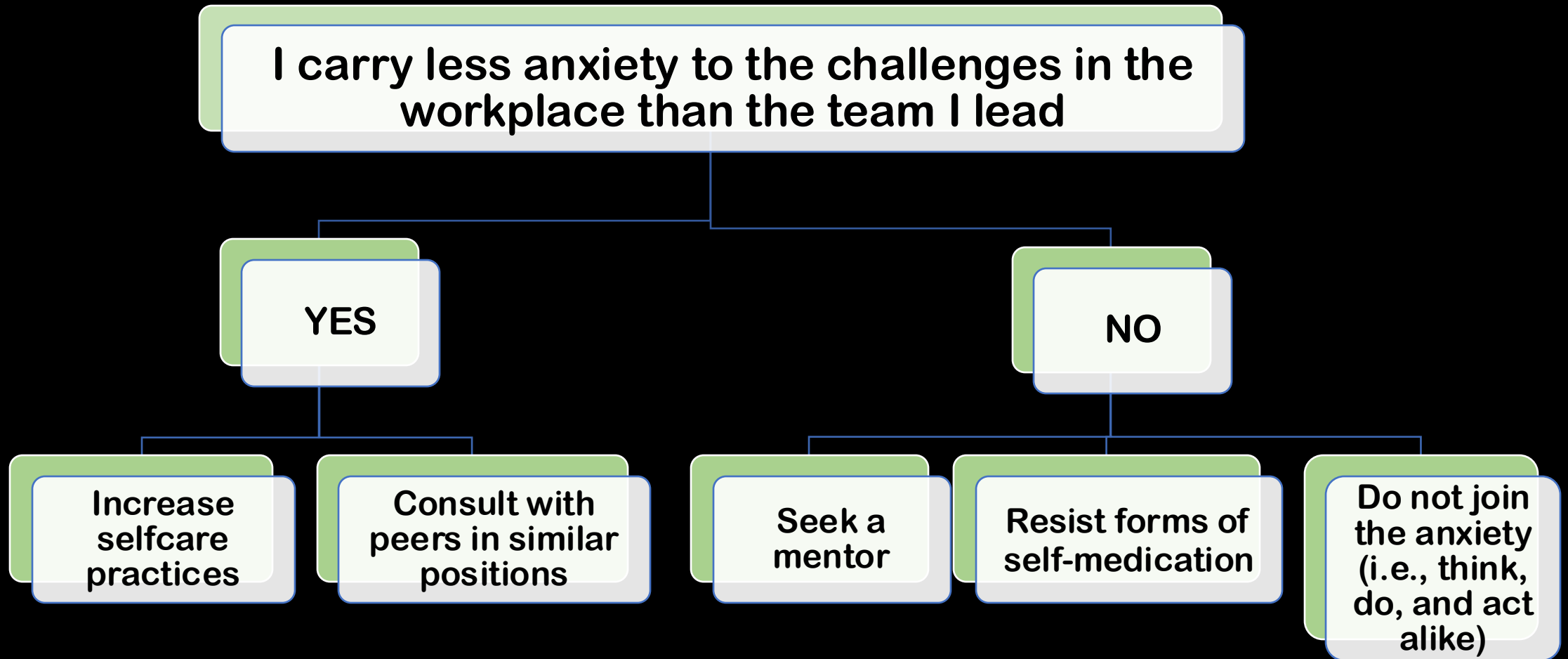
Engage in spiritual, cognitive, and bodily practices that promote inner peace

NO

Catch personal unconscious reactivity

Refrain from joining others in their anxious reactivity

Portraying lower levels of personal & professional anxiety



Having a realistic self-image & leadership expectations

I have a realistic self-image & leadership expectations

YES

Guard against
self-shame
and self-blame

Draw on your
team's
strengths

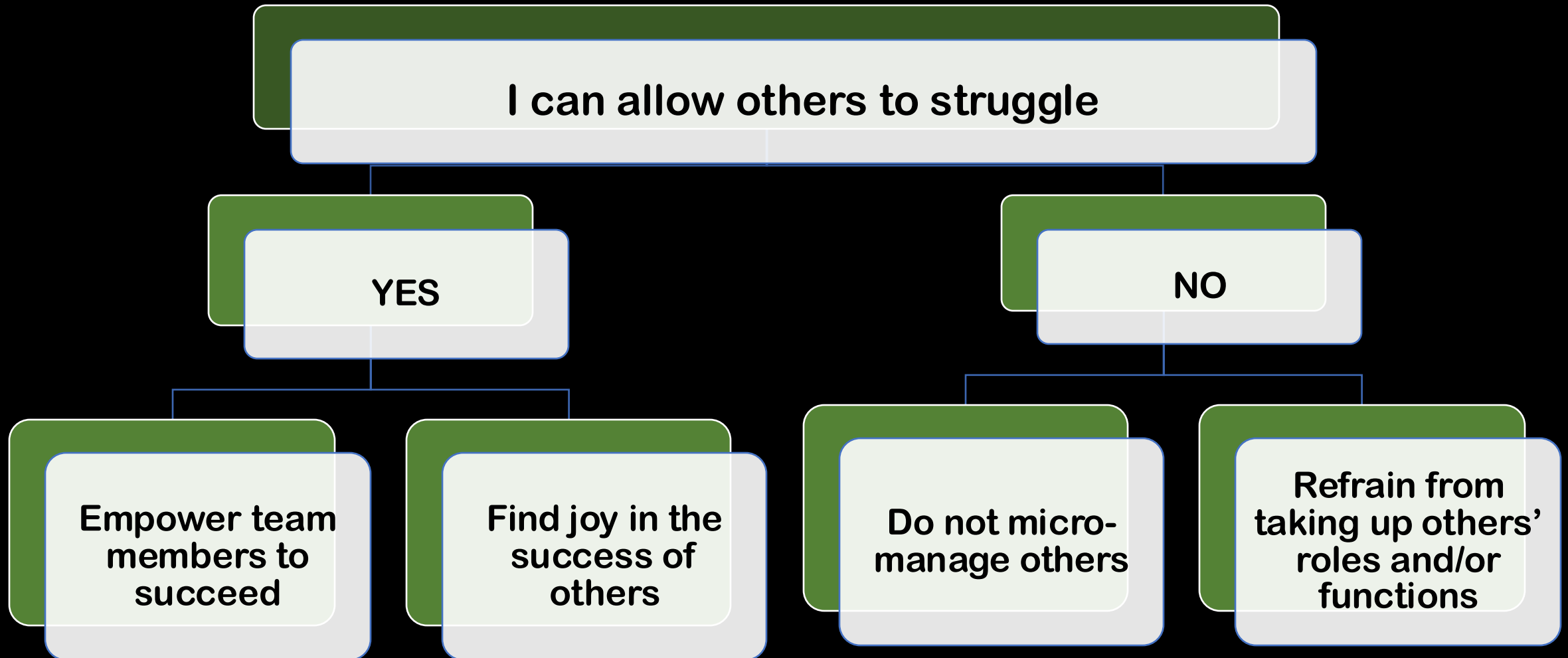
Invite
feedback

Own your
defensiveness

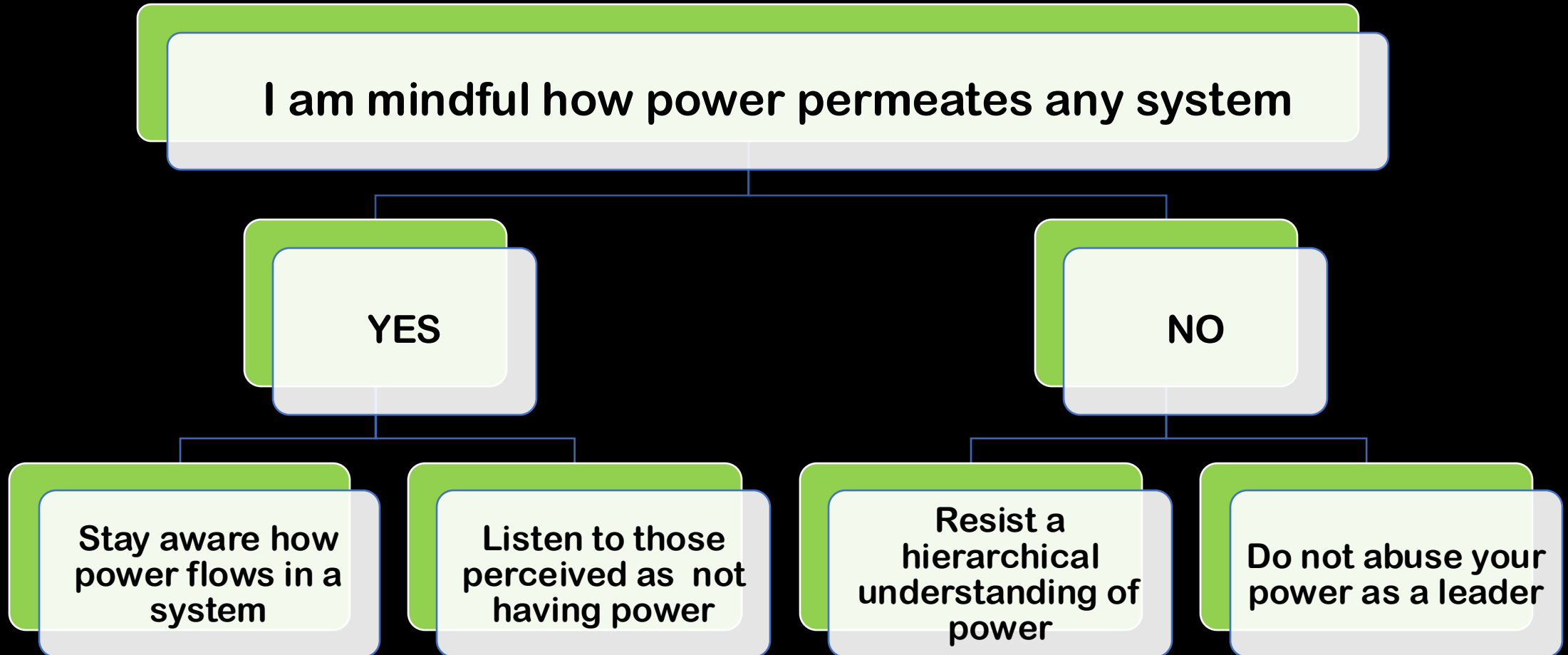
Lead with
wisdom, not
ego

Resist the need
for praise &
recognition

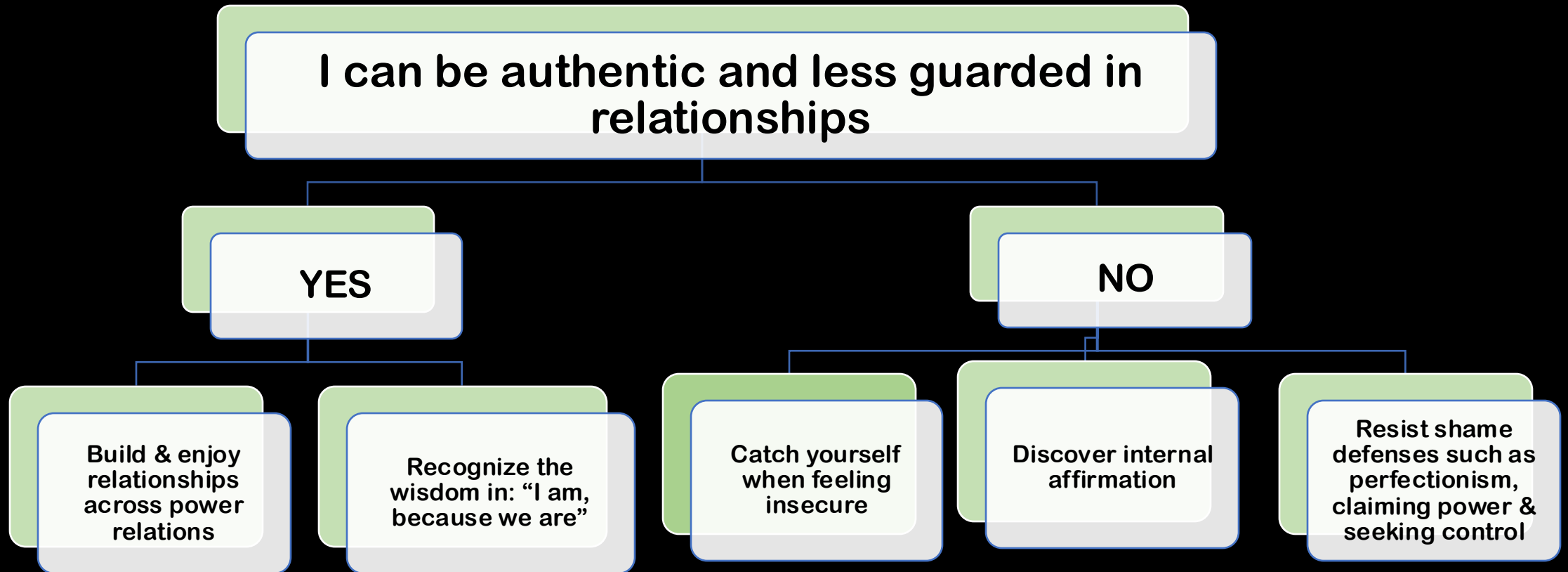
Not being overly responsible for others



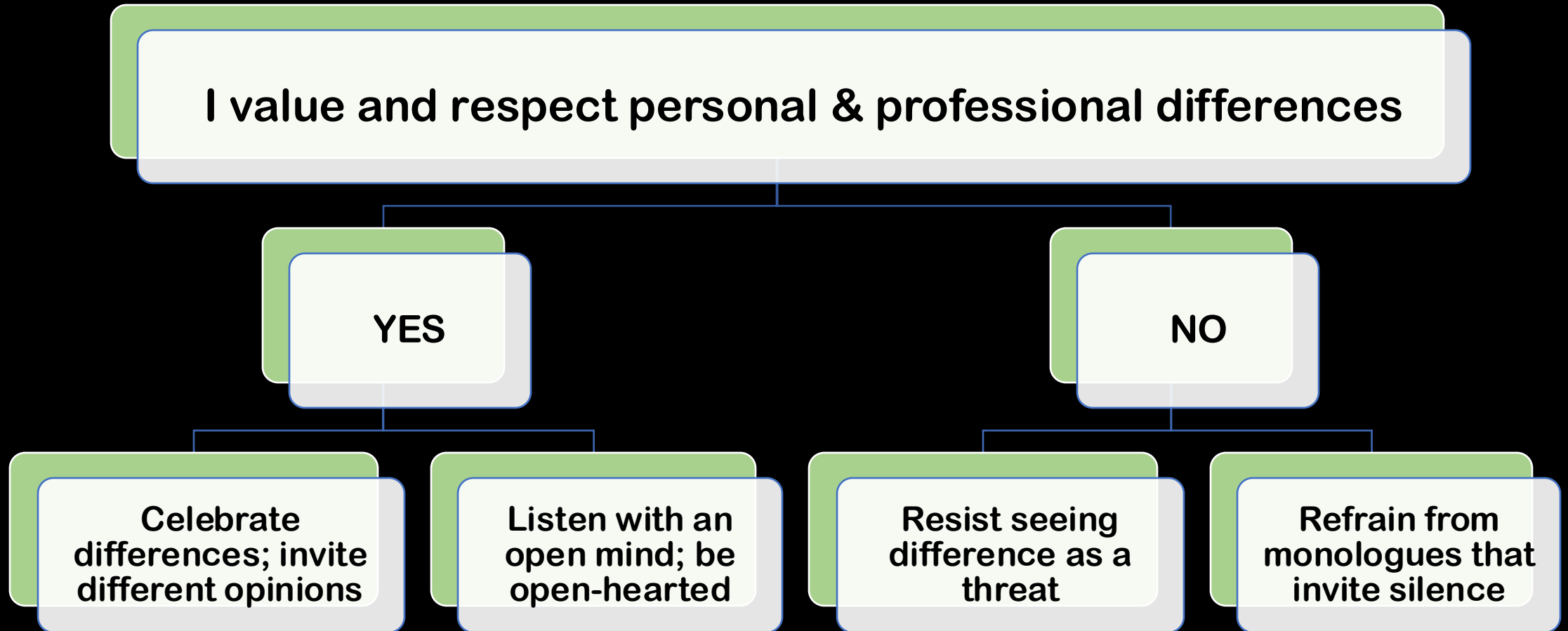
Not being preoccupied with power and hierarchy



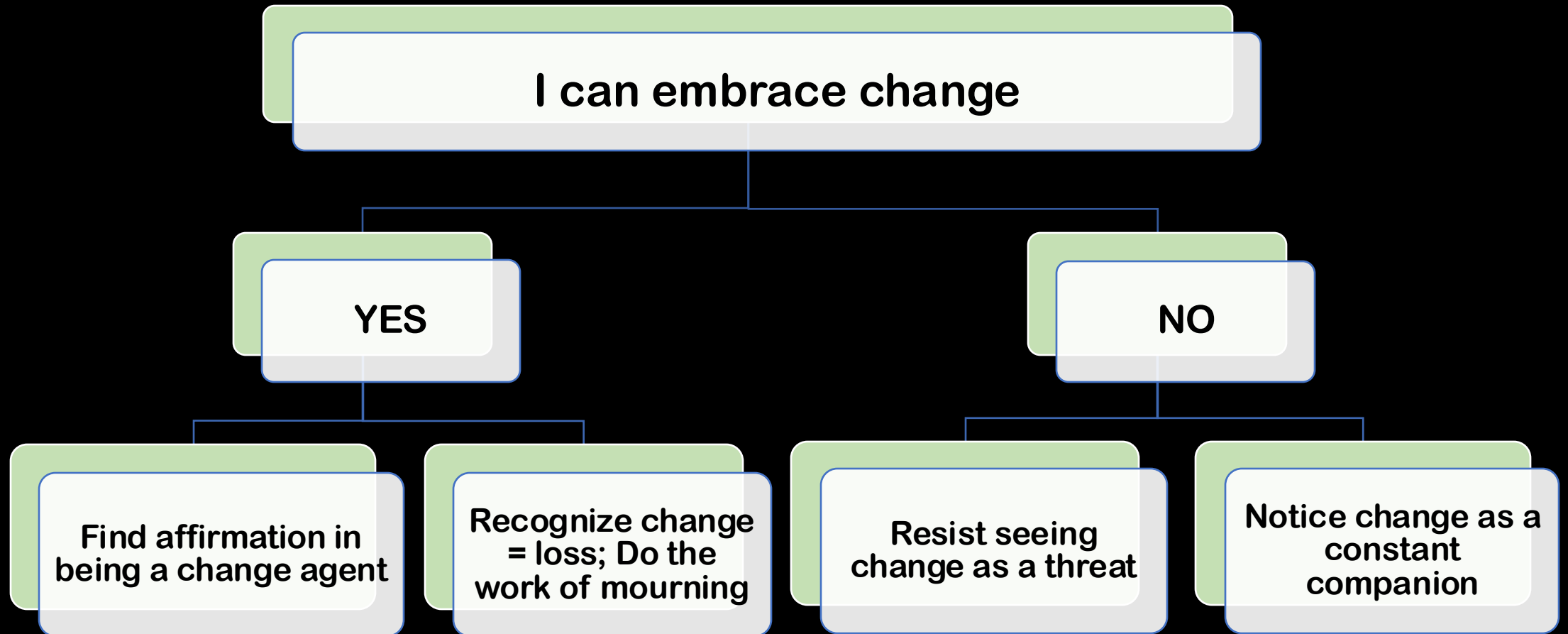
Being free to enjoy relationships



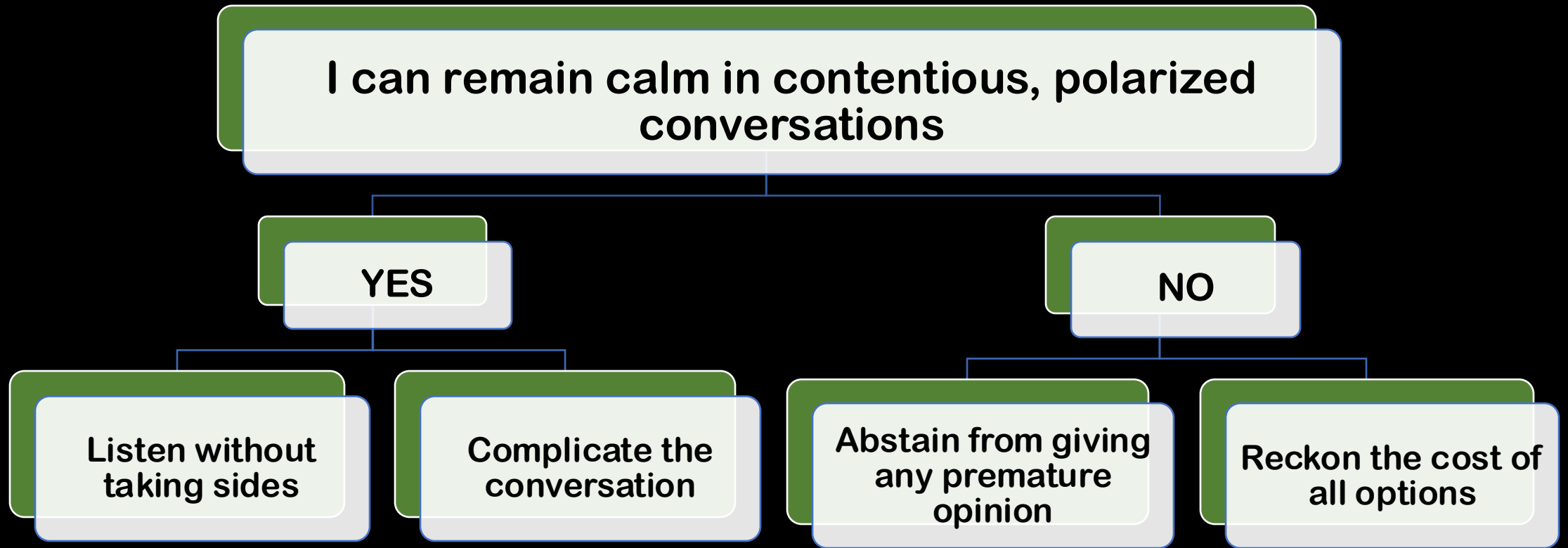
Valuing and respecting differences



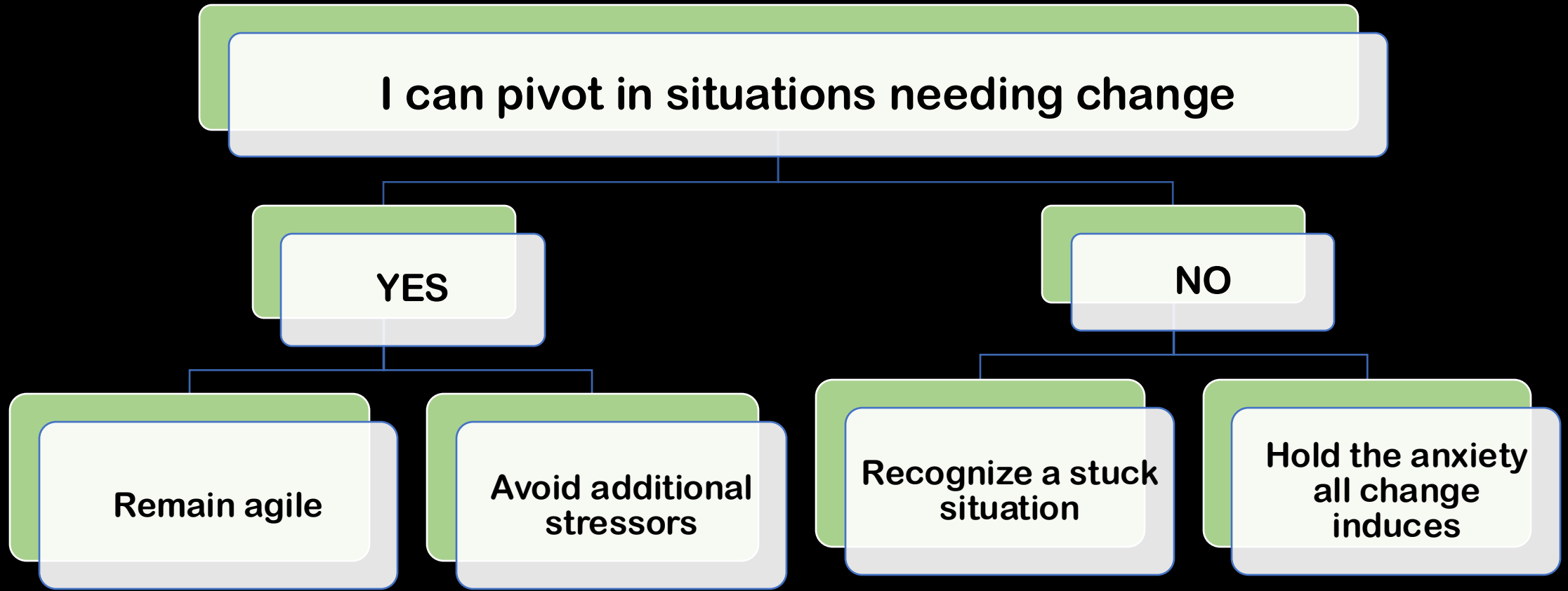
Embracing change



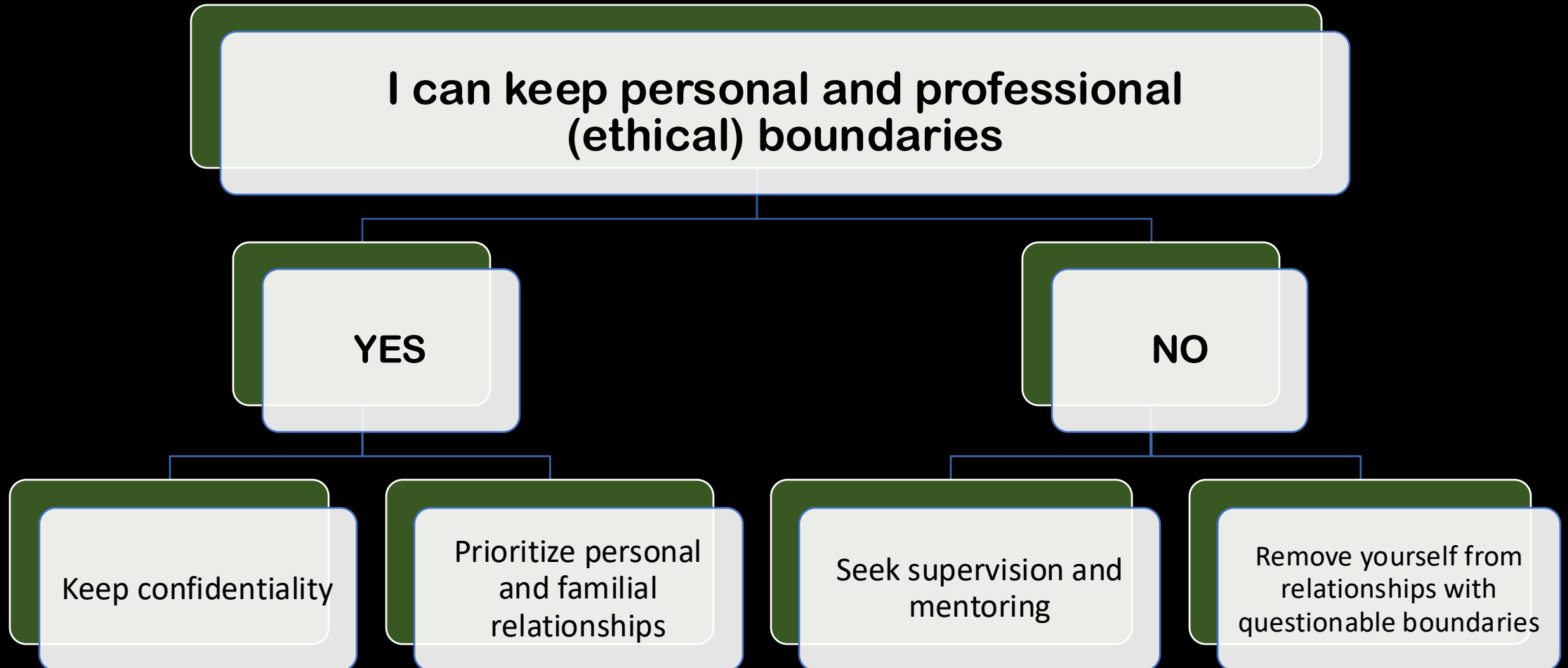
Resisting taking sides in polarized conversations



Having the ability to pivot



Keeping personal & professional boundaries



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

