

MM MANAGEMENT

ND



RESILIENCE PRACTICE FOR
LEADERS & THEIR TEAMS
WHILST WORKING FROM
HOME

YES

YOU

CAN

WELCOME TO OUR MIND MANAGEMENT CHEAT SHEET



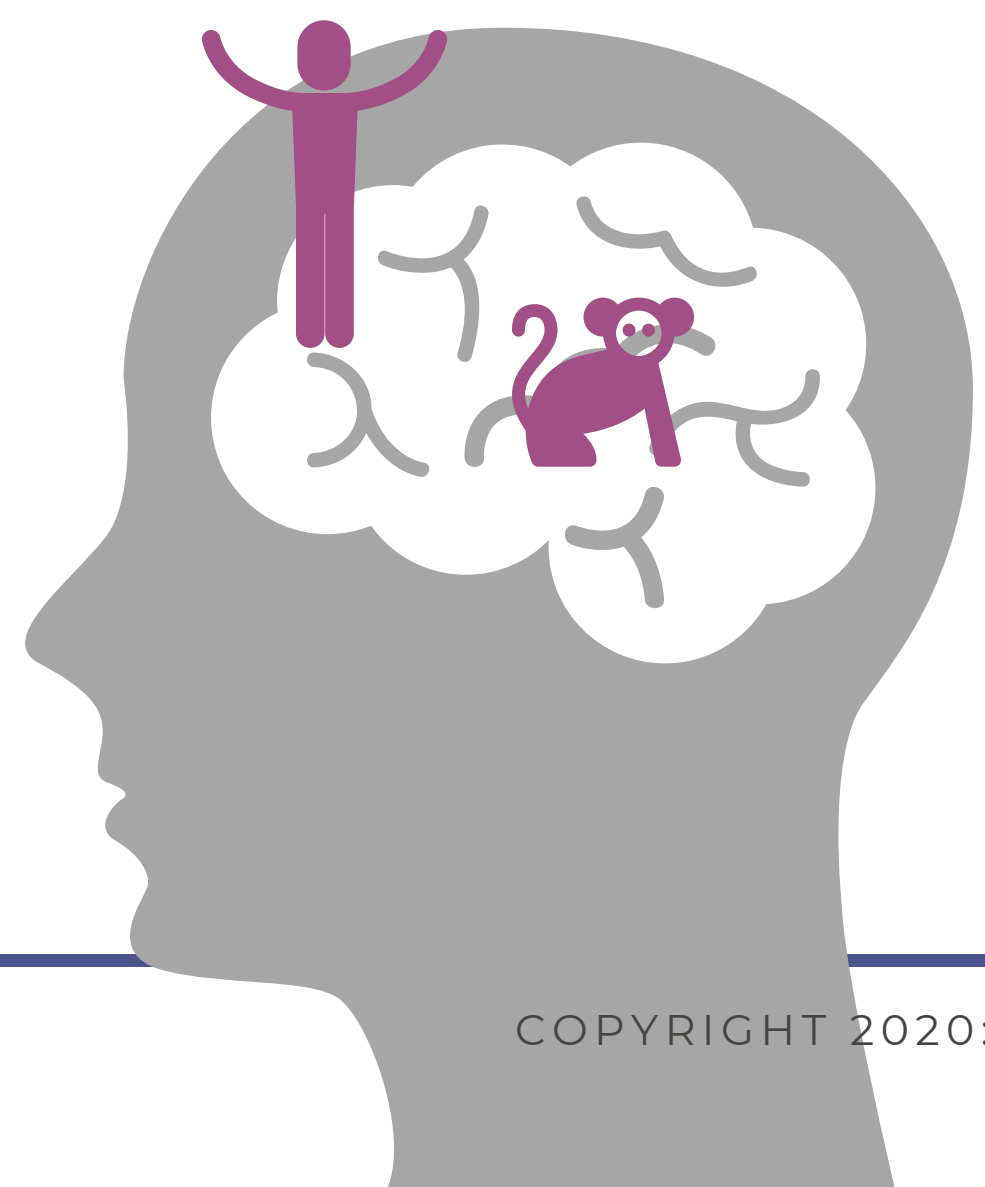
Our Catch, Challenge & Change philosophy presents an incredibly powerful mind management model based on the neuroscience of the brain. The model simplifies the science into a practical way to help you to understand how your mind is working and gives you the ability to manage it - ultimately boosting personal resilience. Using the model can lead to a better quality of life, resulting in you being more successful, more confident in a crisis, more effective as a leader, happier and healthier.

The model explains how to recognise, understand and manage:

- Your internal struggles
- Your emotions & thoughts
- Yourself & others so you can become the teams you would like to be

We transform performance by changing the way people learn & think.

The Frontal Cortex (we will call the human part of the brain) and the Limbic (we will call the Chimp part of the brain) are two separate thinking machines that independently interpret our experiences, says the ground breaking creator Professor Steve Peters, author of The Chimp Paradox (2012).

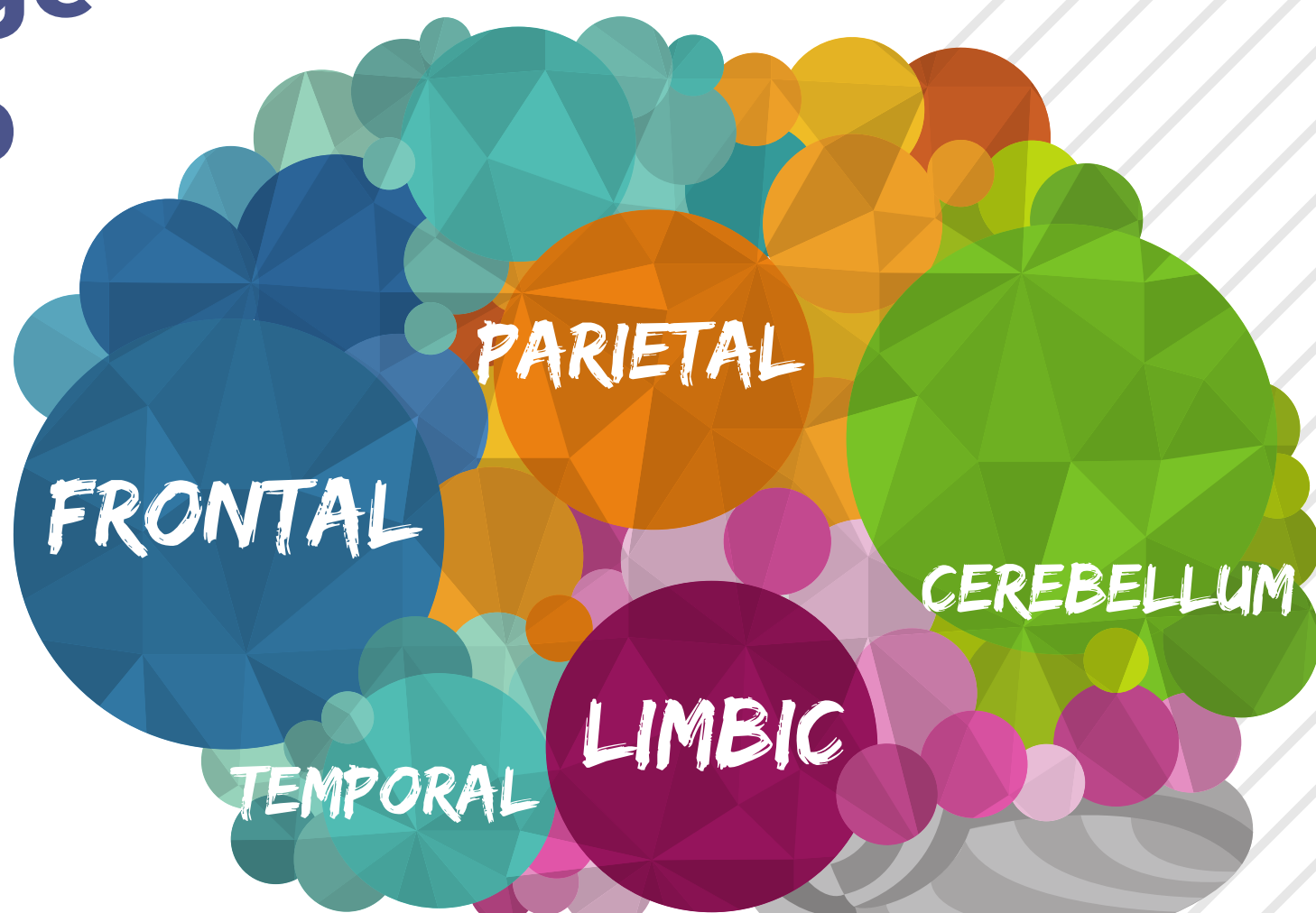




WHAT IS THE CHIMP?

The Catch, Challenge and Change Model explains how the mind can be seen as three teams, each with their own agenda and way of working in the brain. **The Human** (you), is mainly based in the Frontal Cortex and is associated with logical thinking and works with the facts and truth. **The Chimp**, mainly based in the Limbic System, is an independent emotional thinking machine and works with feelings and impressions. **The Computer**, spread throughout the brain, is a storage area for programmed thoughts and behaviours. The human and the chimp can both input information into the computer.

The key to good mind management is to store helpful information in the Computer to help manage your Chimp



EVERYONE HAS AN INNER CHIMP

Yours can be your best friend or your worst enemy in a crisis...



FACTS

Your inner Chimp is hijacking you if you:

- Have unwelcome thoughts and feelings
- Struggle to live life the way you want to
- Sabotage your own happiness and success
- Act impulsively and regret it later
- Procrastinate or cant stick to resolutions

GOLDEN RULE

Don't try and control your Chimp - you can't control your Chimp with willpower. Just as an actual chimpanzee is five times as strong as a human being, so your inner chimp is five times stronger than you. You can only manage your chimp not own it! You need a management plan or it will deplete your resilience and that of your teams.

GUIDANCE

Nurture & reward your Chimp, give it the recognition it needs by asking for praise and approval from someone whose opinion you value, or offer it incentives by looking after your emotions when you achieve something important. And remember to listen out for your team members Chimps, and do the same for them.

EXERCISE IT

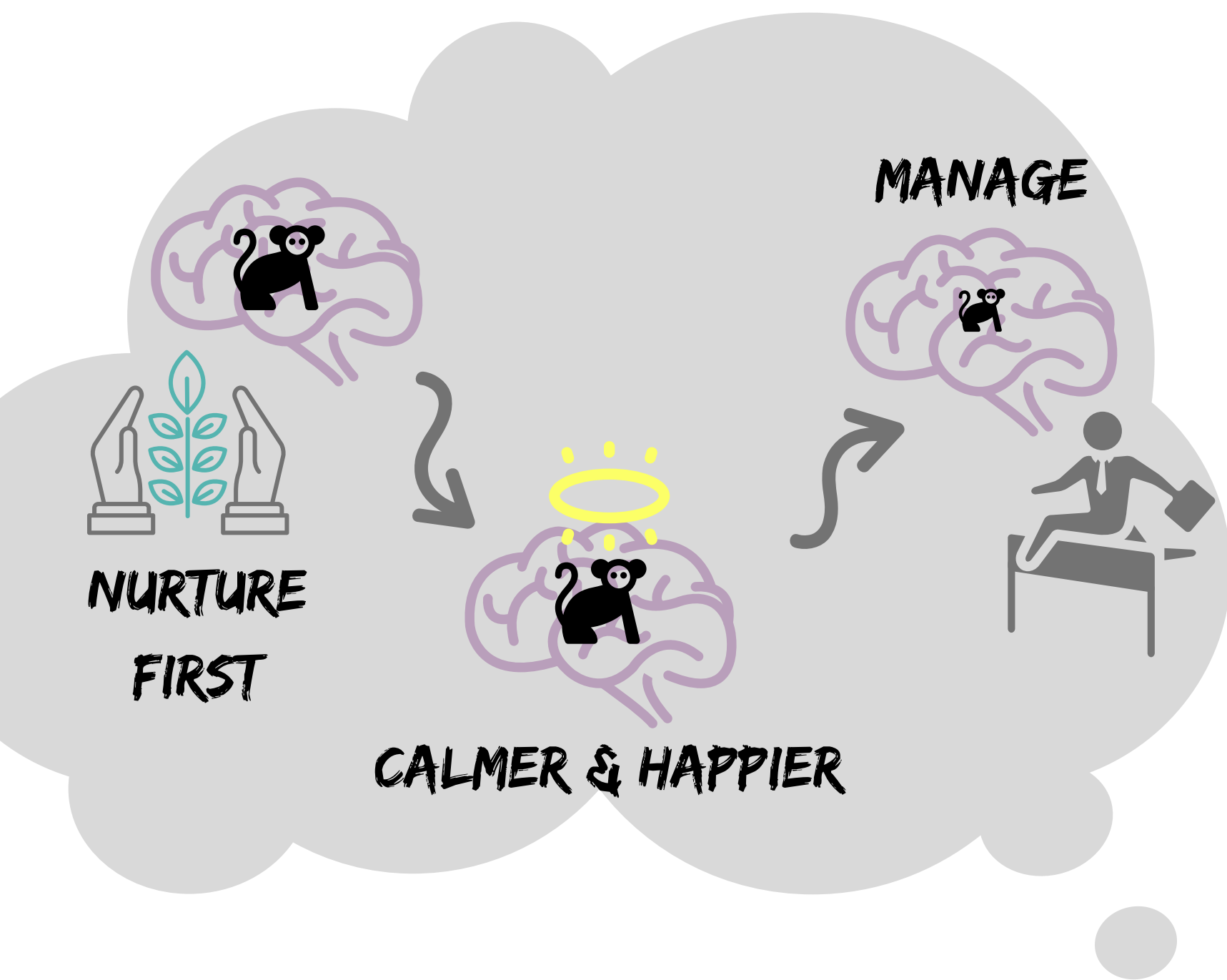
To exercise your Chimp, express your emotions safely. Recognise the need to express your emotions and then do this in the right place and with the right people. Recognise these are just emotions and once expressed you can gain perspective again. Listen to your Chimp for as long as it has energy. BUT DON'T INTERACT. Eventually your Chimp will get tired from all of its exercise. Then let your Human select the sensible things that have been said - now you are ready for our Catch, Challenge and Change philosophy.

DISTRACT IT

Using Catch, Challenge & Change. This can be an effective way to stop your Chimp thinking and to override it. In coaching we call this the 'Re Frame.' There is more guidance on our Philosophy and how to build the skills for improved resilience on the next page.

LEARN TO LOVE IT

Easier said than done, especially in a crisis. But one of the secrets to success and happiness is to learn to love your Chimp and getting attacked by it. To do this, you need to understand how your Chimp behaves and why it thinks and acts the way it does. You also need to understand who you are and not confuse yourself with your Chimp.



OUR PHILOSOPHY

To deal with our Chimp first you have to nurture it because if we don't, how it thinks then impacts on everything else that happens and creates a cycle of events.

How we think impacts on how we feel (our emotions/reactions to the situation) which then impacts on how we act (our behaviour).

THE SKILL, THE SOLUTION

Using the skill **Catch, Challenge & Change** is the only way to reframe the unhelpful thinking of your Chimp and protect yourself from harmful emotions & thinking.

Negative or anxious beliefs can usually lead to negative results and if they spiral out of control this can lead to a depleted resilience state.

**CATCH
CHALLENGE
CHANGE**



MANAGE THE CHIMP

THE SOLUTION IS SKILL DEVELOPMENT

CATCH THE THOUGHTS

– become aware that our thoughts are limiting what we can achieve.

CHALLENGE THE THOUGHTS

– question those thoughts; why they are there and what you need to do to stop them limiting your behaviour.

CHANGE THE THOUGHTS

– by altering how you behave which will in turn alter how you view the world.

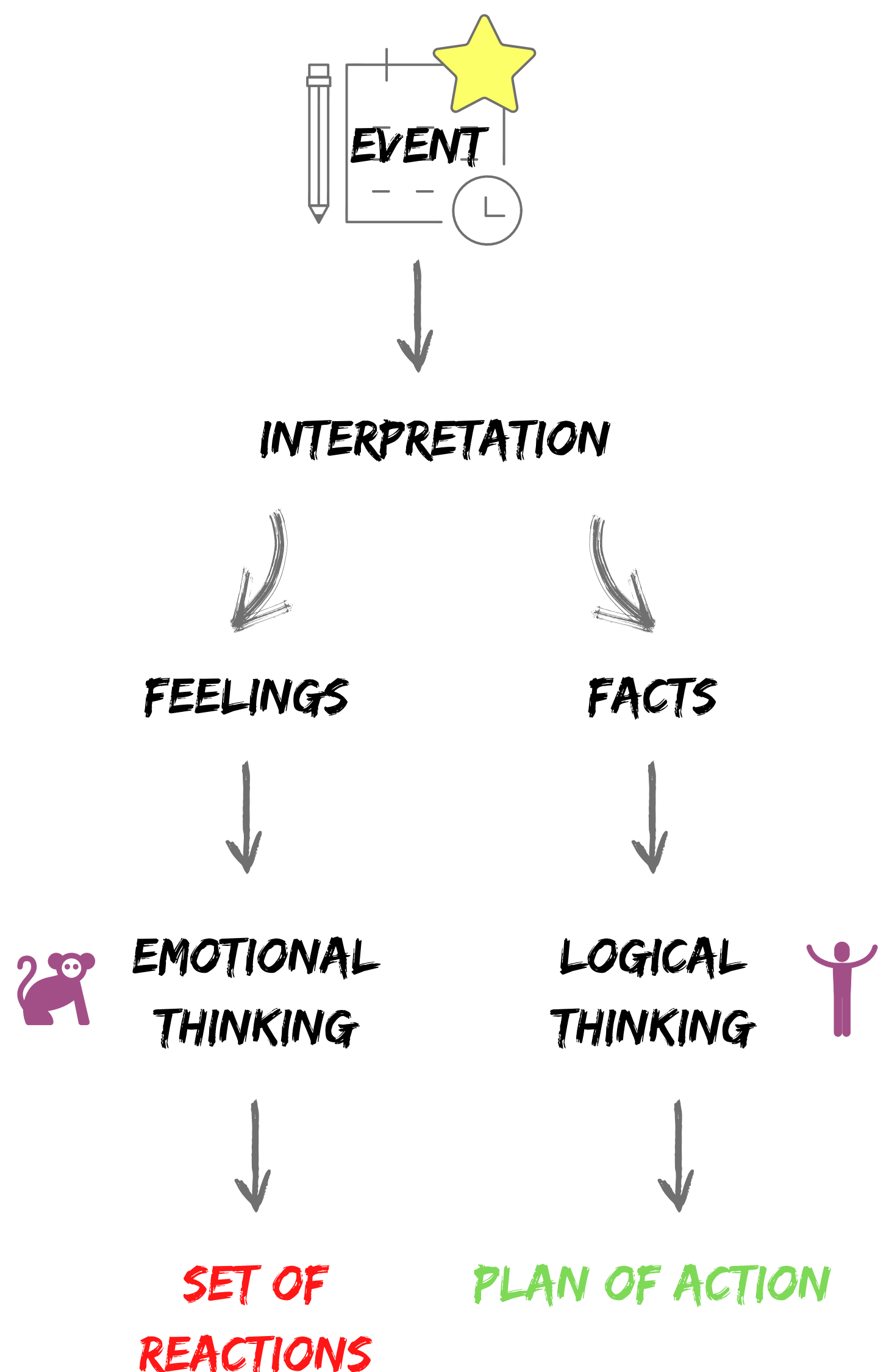
"SELF-TALK IS THE VOICE OR TAPE IN YOUR HEAD THAT PROVIDES A CONTINUOUS COMMENTARY ON LIFE. IT'S THE LOUDEST VOICE WE EVER HEAR".

Kathryn McEwen, Building Resilience at Work

RELATING THIS TO YOUR TEAM

Different parts of the brain receive and interpret the actions and words of others around us. The Human within us searches for the values people hold and the potential they possess - this then determines the quality of their relationship. The constant evolution of the workplace over the past 5 years has caused the brain to malfunction in this area, resulting in a lack of trust in organisations, and the leader/workforce relationship to be broken. The Chimp within us searches for people who will satisfy short term needs, and demands that people comply with its expectations. When we lead through changes, we demand the outcome quicker than other Human brains can cope with and consequently risk the relationship. The Chimps is so strong that many people end up in a relationship with their boss or company that makes them unhappy. The most brain friendly work relationships are the ones in which you accept the person for where they are, in whatever environment they are attempting to perform their role. This builds a platform where resilience can improve, and performance will be enhanced. As a leader when you engage with someone in your team, HOW you approach them and interact with them will affect how they interact with you.

Successful Leaders don't make demands of their team, but set the scene so that the Human in others can respond rather than their Chimp.



MI MANAGEMENT ND

IT IS IMPORTANT TO REMEMBER THAT YOU ARE YOUR HUMAN, NOT YOUR CHIMP. THE CHIMP THINKS INDEPENDENTLY FROM YOU. IT IS NOT GOOD OR BAD, IT'S JUST A CHIMP. YOU ARE NOT RESPONSIBLE FOR THE NATURE OF IT BUT YOU ARE RESPONSIBLE FOR MANAGING IT USING CATCH, CHALLENGE & CHANGE FOR GREATER RESILIENCE.



CHOOSE
to
GROW

Choose to Grow L&D Ltd - Developing People & Business

For further information about our Content, Virtual Facilitation & Coaching Services for organisations facing disruption please contact:



Phil Carroll - Director of Operations
01989 564184
info@choosetogrow.co.uk
www.choosetogrow.co.uk



Or get social with us!