



REPOSITION THAT MIRROR

*"How to envision the habits, behaviors
and systems of a rising leader"*

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Generationology LLC*

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YOUR VIRTUAL TRAINING EXPERIENCE

Logistics – Connecting with One Another

- Camera's Off
- Stay on Mute Until You are Recognized to Contribute

Sharing Your Wisdom

- Provide Comments and Ask Questions (Raise Hand/Provide a Thumbs Up) during the Workshop
- Provide Comments in the Chat Box

Helping Learning Stick

- Take Notes – Online, in a Notebook or Both
- Capture and Share with others "Aha Moments"
- Think Application

UNPACKING ONLINE LEARNING TOOLS

Clapping/Thumbs

Polling

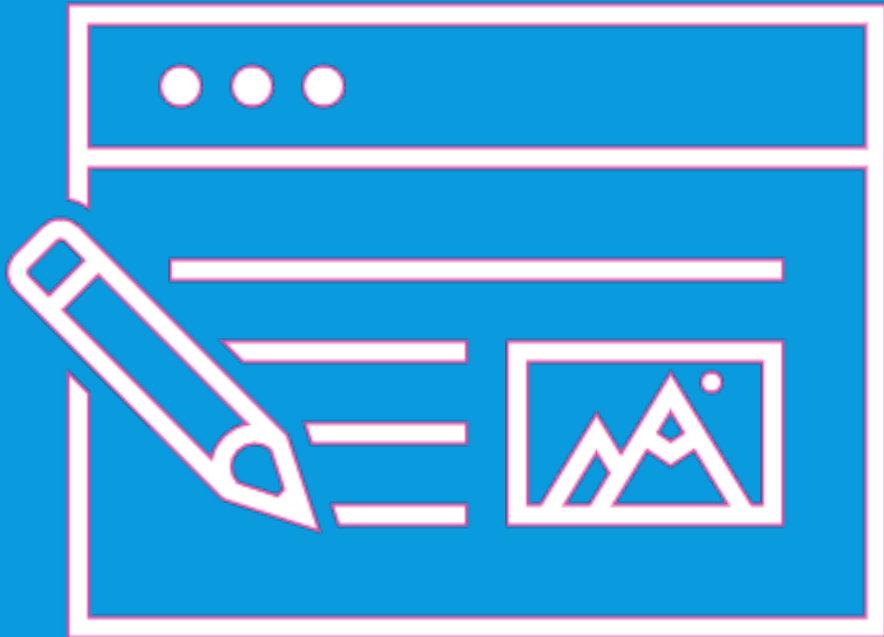
Chat Box Communication

- All
- Individual

Workshop Recording



MORE ON “YOUR VOICE” AND THE CHAT BOX...



What resonates with you?

Share some “yes and moments”...

Ask questions...

Provide value-add comment...

CHECK-IN – CHAT BOX

- Put in the chat box one word to describe how you are feeling today (i.e. **excited, happy, blah, awesome, present, etc**).



Or

- Paste in the chat box an emoji that speaks to your current state





Polling....I'm in my home office/presentation studio - Denver, Colorado

WHERE ARE YOU RIGHT NOW?



Participate in our Poll...

WHERE DID YOU SIGN IN FROM FOR TODAY'S PROGRAM?

Go to: www.sli.do – Enter Code:



TODAY
GIVE YOURSELF
PERMISSION TO
EXPERIENCE....

Transformation



TO "REPOSITION" A
LEADERSHIP MIRROR –
YOU MUST FIRST
DEFINE ITS CURRENT
POSITION

My Current Mirror - Generationology LLC

A Leadership Development and Talent Management Consulting Group

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303-569-6143 Extension 700

- 28 Professional Virtual Leadership Workshops
- Leadership Coaching & Mentoring
- Talent Management
- 35 Clients Including: West Point, NTSB, Department of Energy



List of 28 Virtual Leadership Development

Workshops -





A FEW THINGS THAT INFORM THE POSITION AND REFLECTION OF MY MIRROR....

- **Former Senior Leader - CLO:**
- Federal Senior Leader in Human Capital - 22 years.
- Former - Chief Learning Officer, Nuclear Weapons Complex (NNSA).
- Former - Chief Learning Officer, Financial Oversight (CFTC).
- Former – Federal Recruiter, Human Capital Leader (DOE)
- Mentor, Strategist, Youth Advocate, Leadership Coach, Leader.

ANOTHER VIEW OF MY LEADERSHIP MIRROR....

Qualitative Researcher

President/CEO – Business Owner

Generational Expert

Husband

Dad

Son

Friend





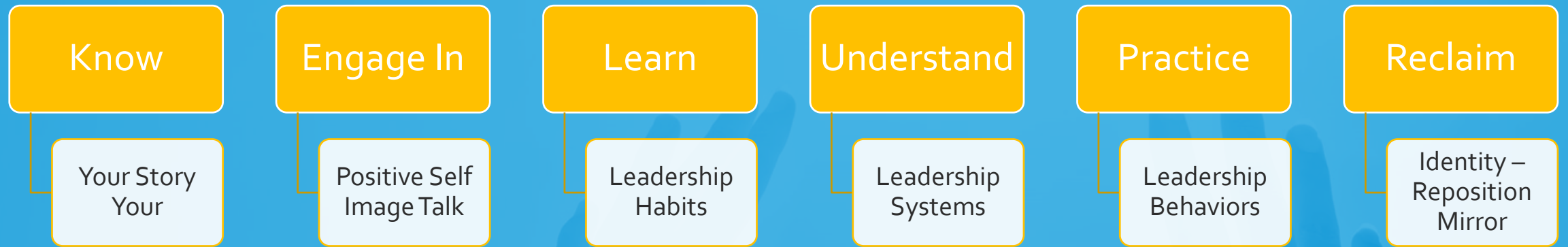
LET'S BEGIN



IDENTITY –YOUR MIRROR



AGENDA – REPOSITION THAT MIRROR





STEP ONE: KNOW YOUR STORY

- When you know your story, your struggles, your challenges, your achievements and your successes; **you own the position of your mirror** – you own the reflection of your leadership capacity.
- Your story creates your image. An image, disconnected to a story appears disingenuous. It gives room for other to read, write and interpret your story without your input.

KNOW YOUR STORY...

- Never let anyone else capture the picture and reflection of your life.
- Own the camera, own the picture, own the reflection....



CHALLENGE TOOL – KNOW YOUR STORY

Questions to ponder/answer (write down) and share...

- Write out a story that speaks to an accomplishment you are proud to have completed, or a struggle you are proud to have overcome.
- Write out a story that speaks to an accomplishment you helped someone else achieve or a struggle you have helped someone else overcome.
- Write out a story regarding an areas of your life you are “working” at overcoming right now.

Share your stories with a friend, co-worker or family member.

TRUTH - COVID-19 CONTINUES
TO INFORM OUR
PROFESSIONAL IDENTIFY AND
THE POSITION OF OUR
PROFESSIONAL MIRROR...

- Effectively and efficiently working from home
- Practicing self-care - hand washing and hand sanitizer, facemask
- Authentically connecting with others – virtual connections via Zoom/WebEx/FaceTime Etc.





POSITIVE SELF-TALK

IS THERE ANY SCIENCE BEHIND POSITIVE AFFIRMATION?

1. Self-affirmations have been shown to decrease health-deteriorating [stress](#) (Sherman et al., 2009; Critcher & Dunning, 2015);
2. Self-affirmations have been used effectively in [interventions](#) that led people to increase their physical behavior (Cooke et al., 2014);
3. They may help us to perceive otherwise “threatening” messages with less resistance, including interventions (Logel & Cohen, 2012);
4. They can make us less likely to dismiss harmful health messages, responding instead with the intention to change for the better (Harris et al., 2007);
5. They have been linked positively to academic achievement by mitigating GPA decline in students who feel left out at college (Layous et al., 2017);
6. Self-affirmation has been demonstrated to lower stress and rumination (Koole et al., 1999; Weisenfeld et al., 2001).



POSITIVE SELF-TALK

- When will you practice it?
- Where will you practice it?
 - How will you practice it?
- Make "positive self-talk" a routine...

YOUR MIRROR RESPONDS TO YOUR SELF TALK

Practice/Use Positive Self Talk Phrases

- *I'm in charge of how I feel, and today I'm choosing happiness.*
- *I am enough.*
- *I give myself space to learn and grow.*
- *My presences is my power.*
- *I am learning valuable lessons about myself everyday.*
- *I trust myself to make the right decision.*



POSITIVE AFFIRMATIONS

- We Want to Know Some of Your Favorite Positive Affirmations
- Go to www.sli.do
- Enter CODE:



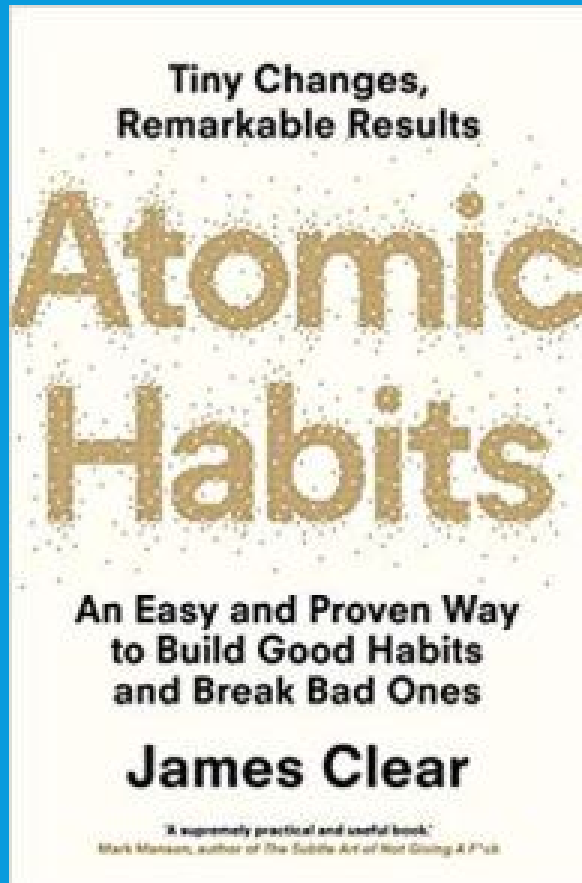
Old Habits

New Habits

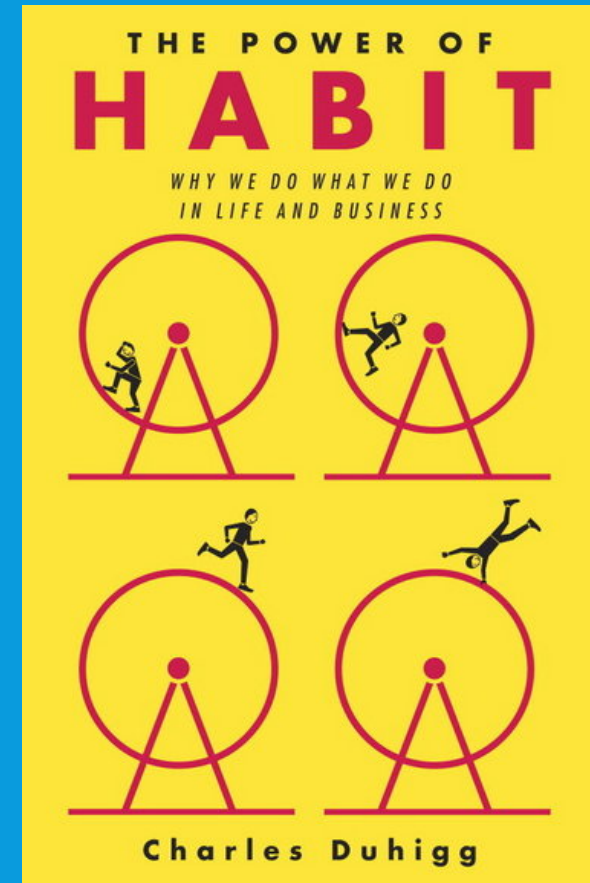
LEADERSHIP HABITS

LEADERSHIP HABITS

BOOK RECOMMENDATIONS



*Reposition your mirror
through learning new
habit, understanding
leadership systems and
practicing new
behaviors...*



LEADERSHIP HABITS



- **A leadership habit** is choice that we deliberately made at some point, then we stop thinking about, and we continue to do it (i.e. how we start a meeting, how we greet coworkers or a boss, etc).
- Habits are “unthinking” choices and invisible decisions that we automatically make every day – habits are made “visible” when we intentionally acknowledge and recognize them.

IDENTIFY YOUR HABITS...

Start with an observation of some of the “non-thinking” things you do everyday...

- Morning/Start Work
- Lunch Time
- Ending Your Workday

AWARENESS - "IDENTIFY YOUR HABIT DATA"

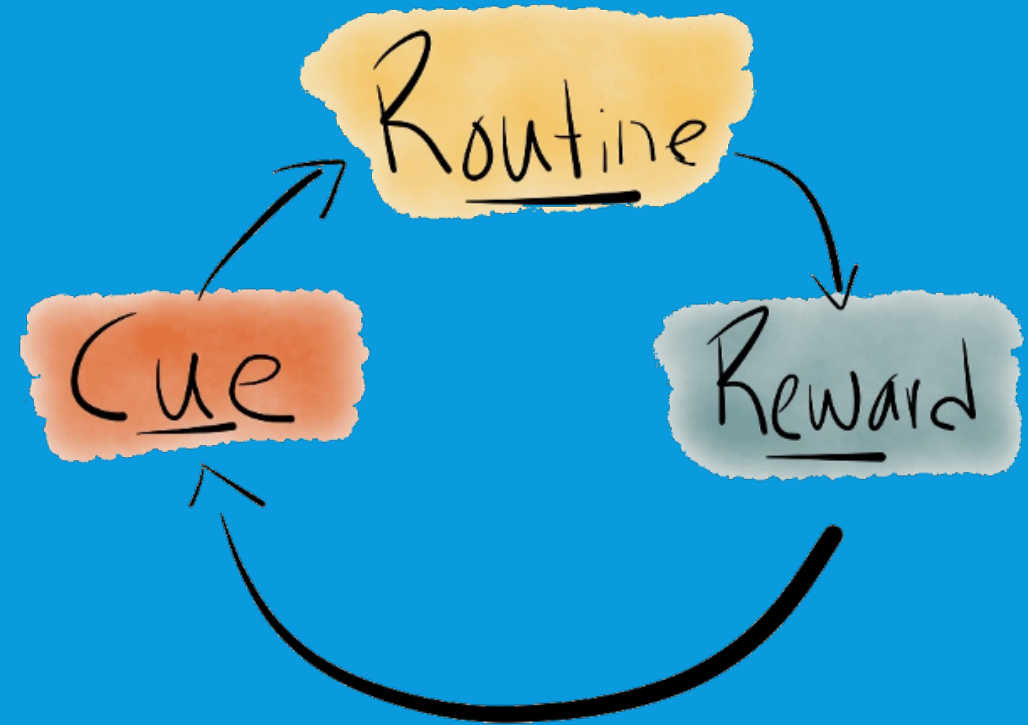
"Our outcomes are a lagging measure of our habits..."

- Our net worth is a lagging measure of our financial habits.
- Our knowledge is a lagging measure of our learning habits.

IDENTIFY LEADERSHIP HABITS THROUGH A LEADERSHIP "HABIT LOOP"

Habits create neurological cravings (i.e. - desire for endorphins).

- **CUE**
 - Trigger can be anything (i.e. visual, time of day, company that you keep, etc). that tells your brain to go into automatic mode and what habit should be summoned.
- **ROUTINE**
 - Things you do repeatedly – can be physical, mental or emotional, can be both simple and complex.
- **REWARDS**
 - Brain determines if it's worth it to continue to do the thing you are doing and do it the same way.



WHAT IS THE CRAVING/REWARD THAT IS DRIVING YOUR ROUTINE?

- Leadership Habits get executed because we are satisfying a craving, we want the experience of a reward.
- To identify a craving we must force ourselves into very intentional, “moments of attention”.

Keep the Loop in Mind....The Cue –
The Routine – The Reward.....

Identify Your Leadership Habit Reward(s):

- Being “seen” as smart
- Building a legacy
- Being liked and appreciated
- Being respected
- Feeling a sense of completion
- Feeling a sense of “winning”
- “Crossing stuff off the List”
- Feel good about yourself when you help someone else

By identifying and “experimenting” with different rewards you can isolate the **real reward** and begin to reengineer your habit.

IDENTIFY YOUR HABIT CUE'S

Location – Where are you?

Time – What time is it?

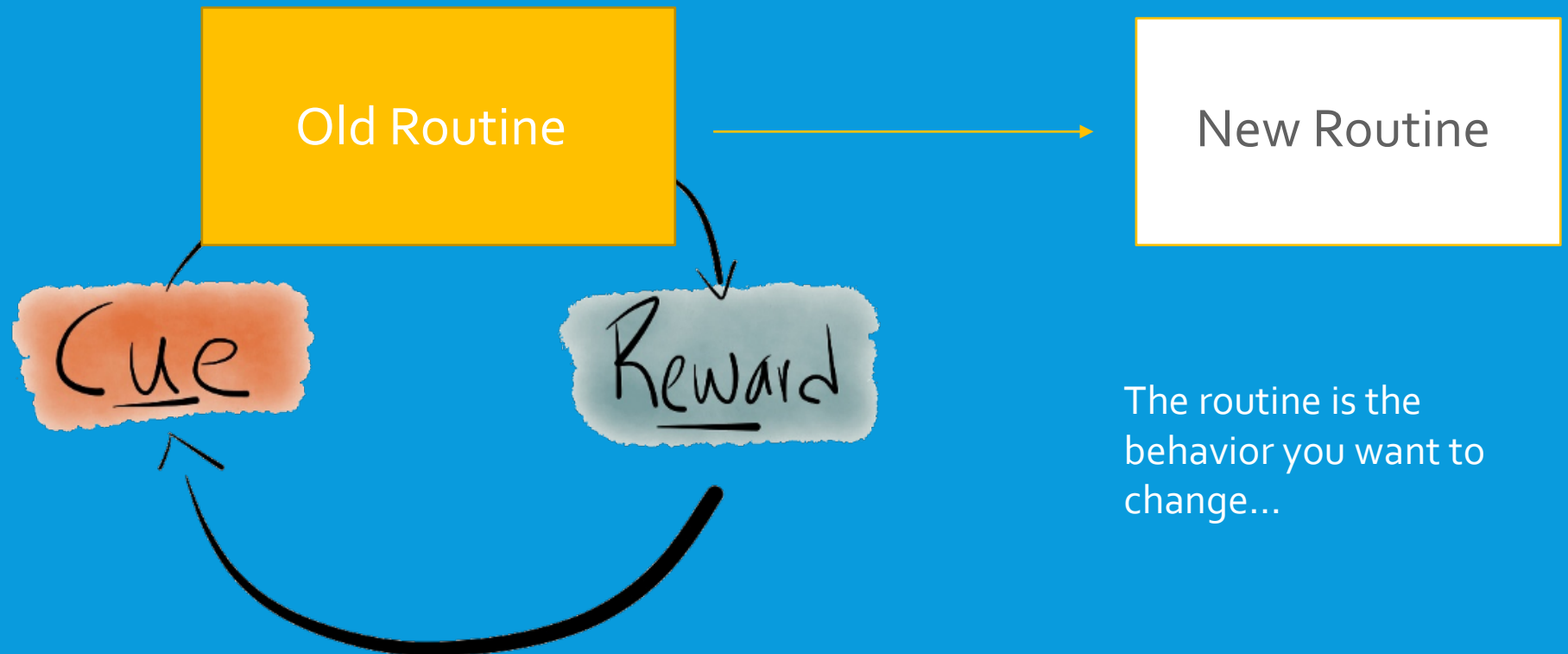
Emotional State – What's your emotional state?

Other People – Who else is around?

Immediately Preceding Action – What action precede the urge?

UNLEASH NEW LEADERSHIP HABITS

- To learn a new leadership habit you keep the same cue, pay attention to how you deliver your reward – challenge yourself to experience a new routine.



CHAT BOX SHARE- LEARNING LEADERSHIP HABITS

What are some leadership habits you engage in, almost everyday?

What are some great leadership habits you see others engaging and you would like to emulate one day?

What rewards are you or people you are observing experiencing through their leadership habits?

TO DRIVE A DIFFERENT HABIT – YOU MUST HAVE A “HABIT LOOP READY” PLAN

Desired Outcome
– Alignment
Between Rewards
I Seek and the
Behaviors I
Demonstrate

Identify Actions
you will take when
your “CUE” is
present

Identify the
Routine You will
Change; the
Behavior You Will
Engage



Tactical Action -
Write Out Your
“New Habit Loop”
Plan

Identify/Call Out
the Reward You
Seek

LEADERSHIP HABITS AS A SYSTEM

Four Things to Ensure You Have an Effective Leadership Habit System:

- Make your Habit Obvious – Increase Awareness
- Make it Attractive – Increase the Desirability of the Habit
- Make it Easy – Repetition is Key
- Make it Satisfying – Connect with Your Endorphins

Good leadership habits are less about “will power” and more about environment.

UNDERSTAND LEADERSHIP HABITS AS A SYSTEM

If you want better leadership habits – focus less on the goals of a habit and focus more on the system of your habits.

A Leadership Habit System is about refinement and continuous improvement.

To make a habit “stick” it requires intentional repetition.

“An atomic habit is a little habit that is part of a larger system. Just as atoms are the building blocks of molecules, atomic habits are the building blocks of remarkable results.”

AWARENESS – INFLUENCES ON YOUR LEADERSHIP HABIT SYSTEM

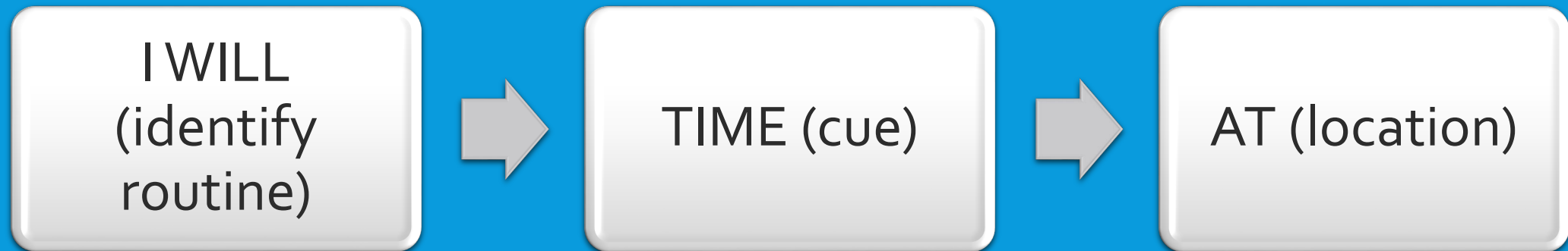
Recognize that if a behavior gets us approval, respect and praise – we find that behavior attractive – this “Influence” can come from family, friends and coworkers.

- Challenge Action - Become a part of a social group (culture) where (1) your desired behavior is the norm and (2) you already have something in common with the group.

12 EXCEPTIONAL LEADERSHIP BEHAVIORS

- Courage
- Effective Communication
- Generosity
- Humility
- Self Awareness
- "Golden Rule"
- Passion
- Infectiousness
- Authenticity
- Approachability
- Accountability
- Sense of Purpose

NEW HABIT IMPLEMENTATION FORMULA



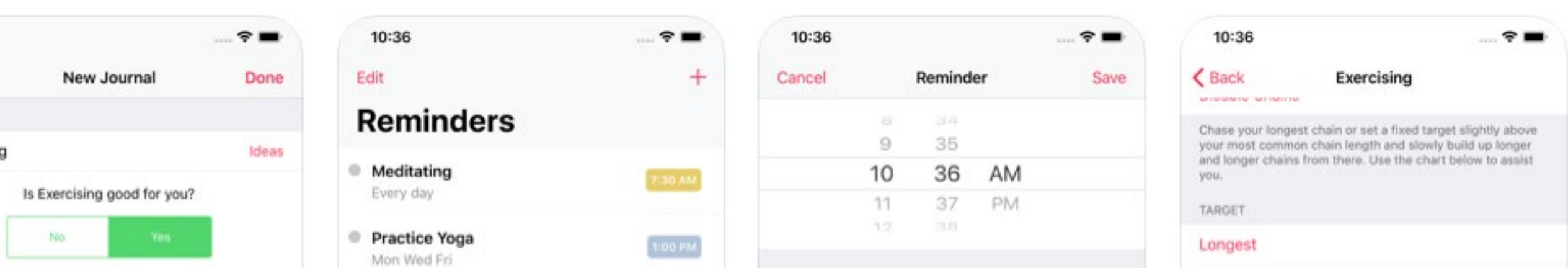
Productive Habit Tracker

PRACTICE LEADERSHIP BEHAVIORS

<https://productiveapp.io/>

Use technology to help you practice leadership behaviors

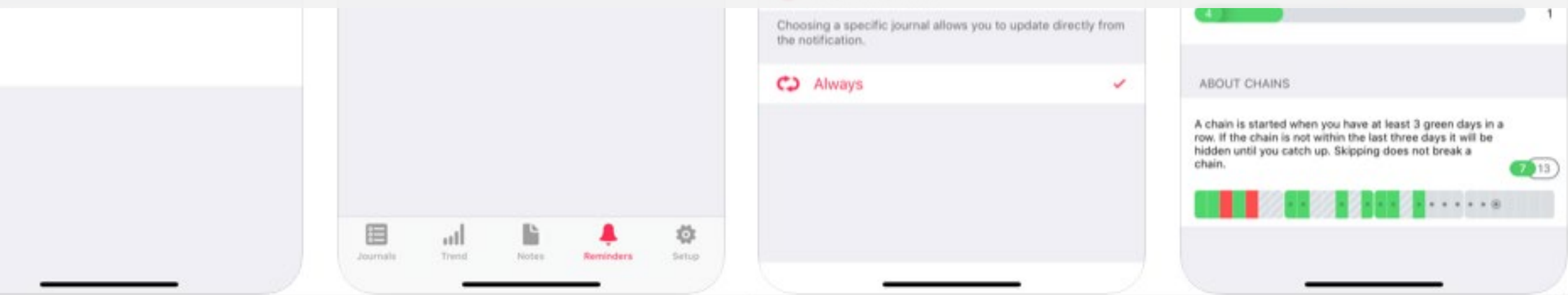




PRACTICE LEADERSHIP BEHAVIORS

<https://wayoflifeapp.com/>

Use technology to help you practice leadership behaviors





RECLAIM YOUR LEADERSHIP IDENTITY

CREATE AN ALIGNMENT – HABITS AND IDENTITY

Align your habits with the identify you want to grow into/you want to become.

Challenge Phase...

- *I want to be a member of the Senior Executive Service leading hundreds of people, managing millions or dollars and making a difference in the lives of the people I serve and in the mission I support.*

BUILD YOUR OWN "REPOSITIONED" LEADERSHIP ROAD MAP

Affirm Role(s) in the Workplace	Claim/Speak Your Identity	Speak Positive Affirmations Related to that Identity	Analyze Your Leadership Habits/Your Habit Loop	Acknowledge Your Cue's Modify Your Routine, Secure Your Reward	Execute Your Repositioned Leadership Road Map
Executive					
Team Leader/Supervisor					
Individual Contributor					
Taskforce or Interagency Member					
Student/Other					

In Closing...

Some
“Repositioning
That Mirror”
Thoughts

- Your Leadership Mirror Reflects Your Identify, Your Habits and Your Dreams.
- Your Identify Can't be Outsourced.
- Identity is Built and Achieved Through Intentional Habits.
- Be Aware of Your Habits - Good Leadership Habits Form When We are Intentional About What We Do
 - Every day ritualize the beginning of a habit – “ Give your habit a focused two minutes”.
 - Standardize before you Optimize – You Can't Improve a Habit That Doesn't Exist.
- We do not rise to the level of our goals. We fall to the level of our systems.”



SELF REFLECTION

Chat Box Final Thoughts/Comments

Feel free to enter some final thoughts and comments regarding this workshop – you will be given a formal evaluation in the near term, please complete that.

Share your knowledge – continue to lead others with integrity and honor and be good to yourself.



THANK YOU
LULAC!

Jeffrey Vargas
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List of our 28
Leadership
Workshops...



RESOURCES

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RESOURCES

Pictures:

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- Duhigg, Charles - <https://charlesduhigg.com/how-habits-work/>
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