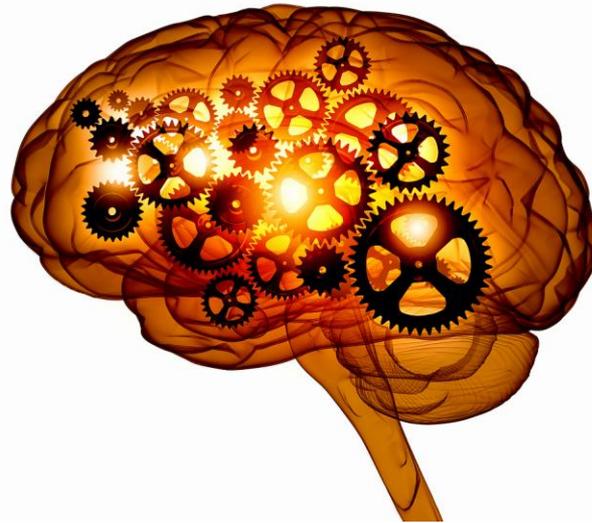


# THE NEUROSCIENCE of **CONSCIOUSNESS** (and why this matters to leaders)

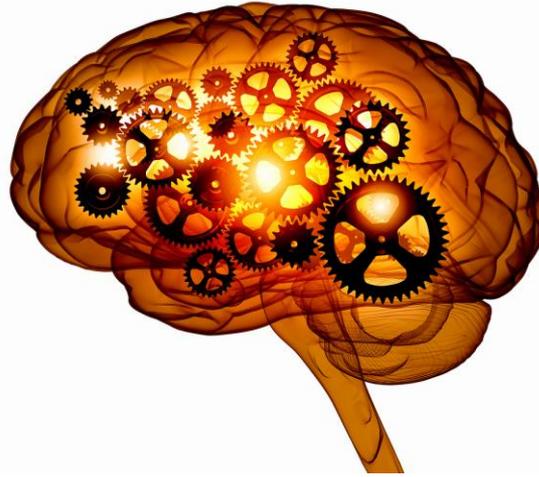


ANN BETZ, CPCC, PCC, CNTC

Beabove Leadership, 2017, all rights reserved

## THE SEVEN LEVELS OF PERSONAL, GROUP AND ORGANIZATIONAL EFFECTIVENESS



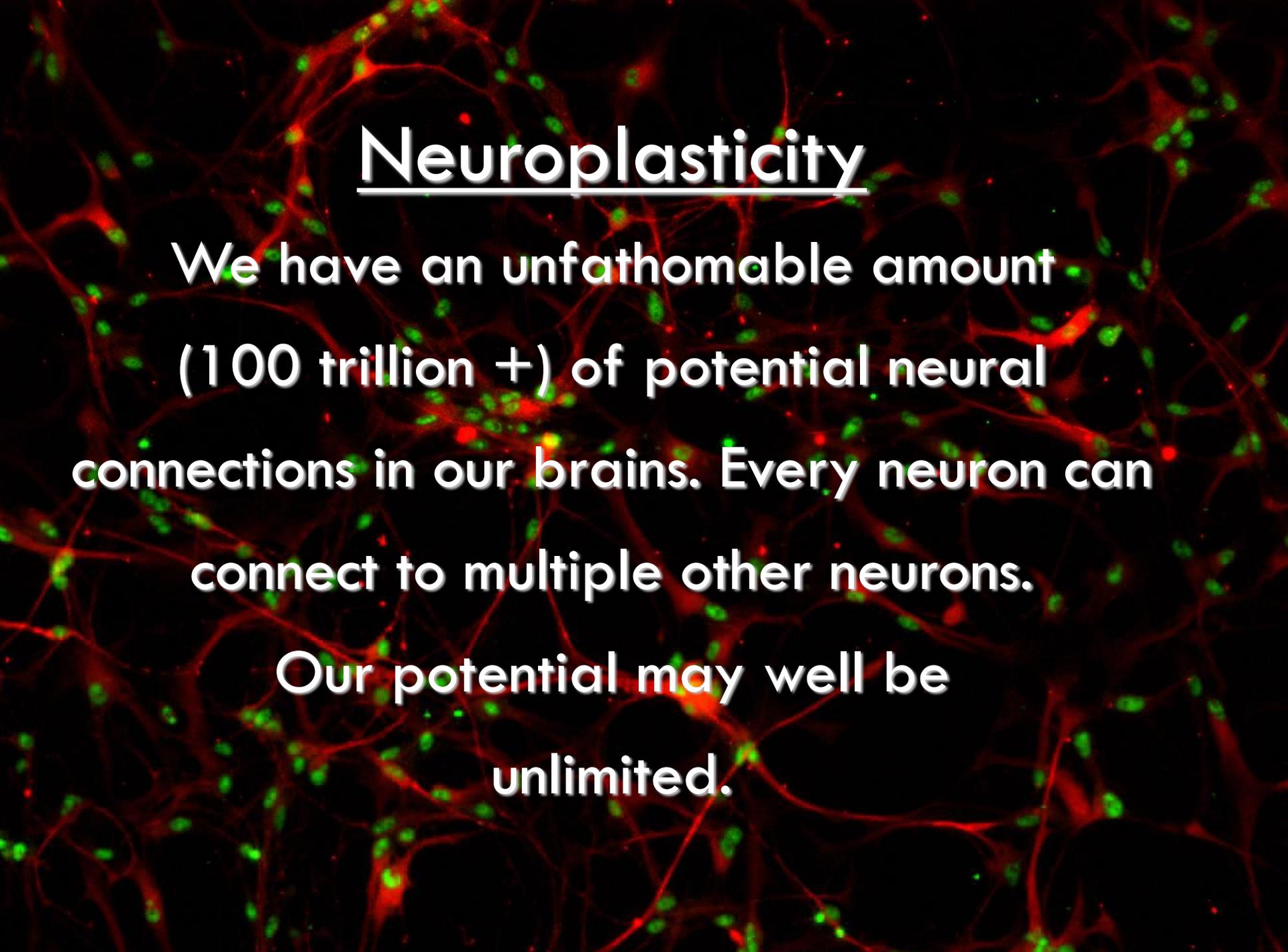


# KEY TOPICS for CONSCIOUS LEADERSHIP

Neuroplasticity

The Impact of Stress

Integration

A microscopic image of neurons, showing a dense network of red and green fluorescent structures against a black background. The red structures form a complex web, while the green structures are more discrete and punctate.

# Neuroplasticity

We have an unfathomable amount (100 trillion +) of potential neural connections in our brains. Every neuron can connect to multiple other neurons.

Our potential may well be unlimited.



# Neuroplasticity and Change

- Neurons that fire together, wire together
- The more often we do something, the stronger the neural pathway
- We have well-developed neural pathways designed to keep us safe
- We can intentionally create and strengthen new neural pathways (coaching is one way to do this)

**“Neuroplasticity is a 6-syllable word for hope.” ~Dr.  
Linda Page**

The background features a complex, glowing blue neural network with numerous interconnected nodes and fibers. Several bright orange and red light flares are scattered throughout the network, creating a sense of dynamic energy and connectivity.

**Are you  
wired for  
change?**

# The Goldilocks of the Brain – Your Prefrontal Cortex

When we are in balance, we have access to high level functioning:

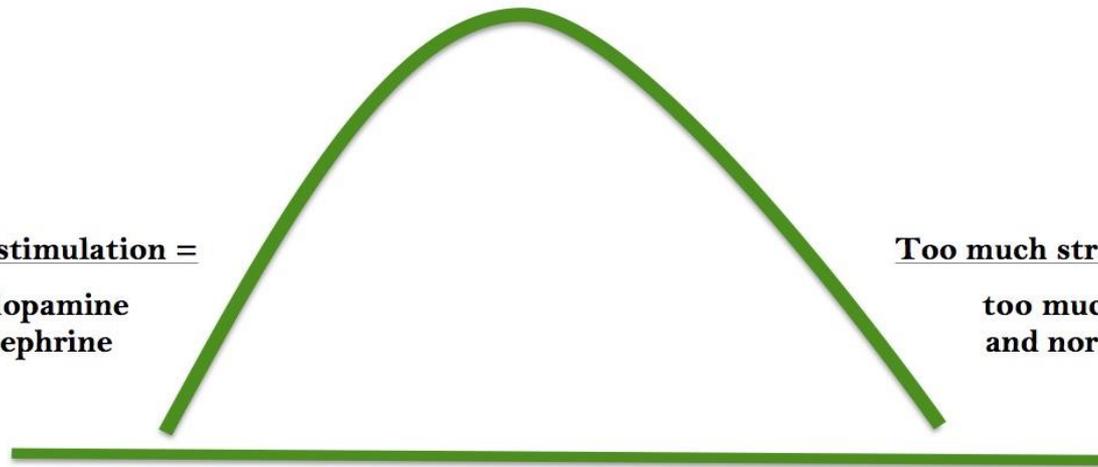
**goal direction ~ delaying gratification ~ making and retrieving memories**  
**decision-making ~ understanding what others are thinking ~ abstract concepts**

Just right =

**dopamine and norepinephrine in balance**

Too little stress/stimulation =

**not enough dopamine  
and norepinephrine**



Too much stress/stimulation =

**too much dopamine  
and norepinephrine**

When we are under- or over-stressed, we have impaired functioning:

**foggy thinking ~ poor impulse control ~ poor decision-making**  
**poor memory ~ lack of empathy ~ black and white thinking**

# LEADING THROUGH STRESS

## NOT EFFECTIVE

#1. Tell them not to worry, not to think about it, not to feel stressed or upset.

#2. Ask them how they are, *REALLY*. And then listen.

#3. Give them a sense of being in control in any way you can. Share information, give them choices, etc.

#4. Help them connect to their personal values. And, if they are upset, find out what value needs honoring.

#5. Help them find an empowering way to look at the issue. (Note: they have to find for themselves, otherwise it's #1.)

#6. Support activities around mindfulness. Create meditation space, bring in lunchtime yoga, encourage breathing.

# INTEGRATION



**THREE KEY AREAS SCIENTIFICALLY CORROLATED  
to an INCREASE in CONSCIOUSNESS,  
EFFECTIVENESS and IMPROVED LEADERSHIP**

**Prefrontal Cortex ~ Limbic System**

**Right Hemisphere ~ Left Hemisphere**

**Task Positive Network ~ Default Mode Network**

# THE HEMISPHERES ABOVE and BELOW THE LINE

LEFT

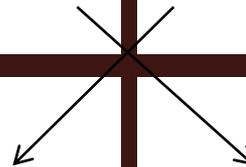
RIGHT

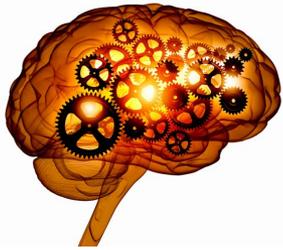
STRUCTURE  
FOCUS  
DIRECTION  
POSITIVITY

FREEDOM  
ONENESS  
MEANING  
PRESENT MOMENT

RIGIDITY  
ANGER  
BLAME  
DENIAL

CHAOS  
OVERWHELM  
DEPRESSION  
FEAR





# Task Positive Network

## Default Mode Network

### Default Mode Network

Dreaming  
Envisioning the future  
Long-term memory  
Gauging other's perspectives  
Theory of mind  
(understanding others)  
Introspection  
Self-referential thought

### Task Positive Network

Focus on task  
Actively paying attention  
(external)  
Goal-orientation  
Reacting to and working with  
sensory information  
Short-term (working)  
memory  
Planning  
Abstract reasoning

# ANN BETZ

[ann@beaboveleadership.com](mailto:ann@beaboveleadership.com)

[www.beaboveleadership.com](http://www.beaboveleadership.com)

[www.yourcoachingbrain.wordpress.com](http://www.yourcoachingbrain.wordpress.com)

