

conscious

adjective

Aware of one's surroundings, one's own thoughts and motivations

see also;

RESPONSIBLE
DELIBERATE
INFORMED

WHEN
EMOTION IS
HIGH
INTELLIGENCE
IS
LOW

WHO AM I?



ALEX JAMES
HIGH PERFORMANCE COACH FOR LEADERS

LINKEDIN IN 2022...

 **Dr Ben Hamer** • Following
Adjunct Professor | Future of Work Leader | AHRI Board Member | Keyno...
2w • 🌐

Mental health and wellbeing is right at the top of the agenda when it comes to what workers want from employers. Go back ten years ago and it wouldn't have got much of a look in. But now, whether it's the emergence of 'quiet quitting' where people are unsubscribing from the hustle mentality, burnout as

Insights by Stanford Business Topics 🔍

Leadership

When It Comes to Communication from the Top, Less Isn't More

Many managers don't convey the right amount of information, but those who undercommunicate pay a steeper price.

September 12, 2022 | by Claire Zulkey

🐦 in f ✉

 **Camille Wilson** (She/Her) • Following
National Organisational Development Manager // Mental Health Key Not...
1d • 🌐

The last few weeks I haven't been posting much because there has been a lot going on personally. ...see more



👍❤️ Cate Moodie and 123 others 16 comments

 **Arianna Huffington** in • Following
Founder and CEO at Thrive
6h • 🌐

The employer-employee relationship is just that: a relationship.

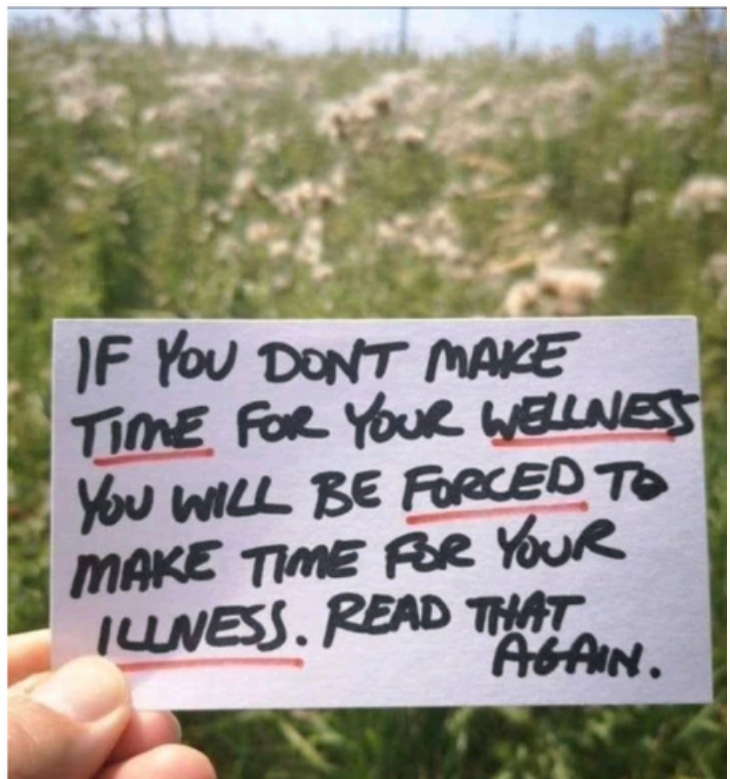
When the relationship is merely transactional, it's not good for any ...see more

 **Arianna Huffington** ✓
@ariannahuff

When we create workplaces where people feel valued, not just as workers but as people, they're more likely to stick around. That's the kind of relationship we need to strive for.

 **Stephen Schreibeis** • 2nd
Superintendent | Executive Director at Maxwell Leadership | Le...
3d • 🌐

I saw this today and wow, was it powerful!



HIGH
PERFORMANCE
COACH

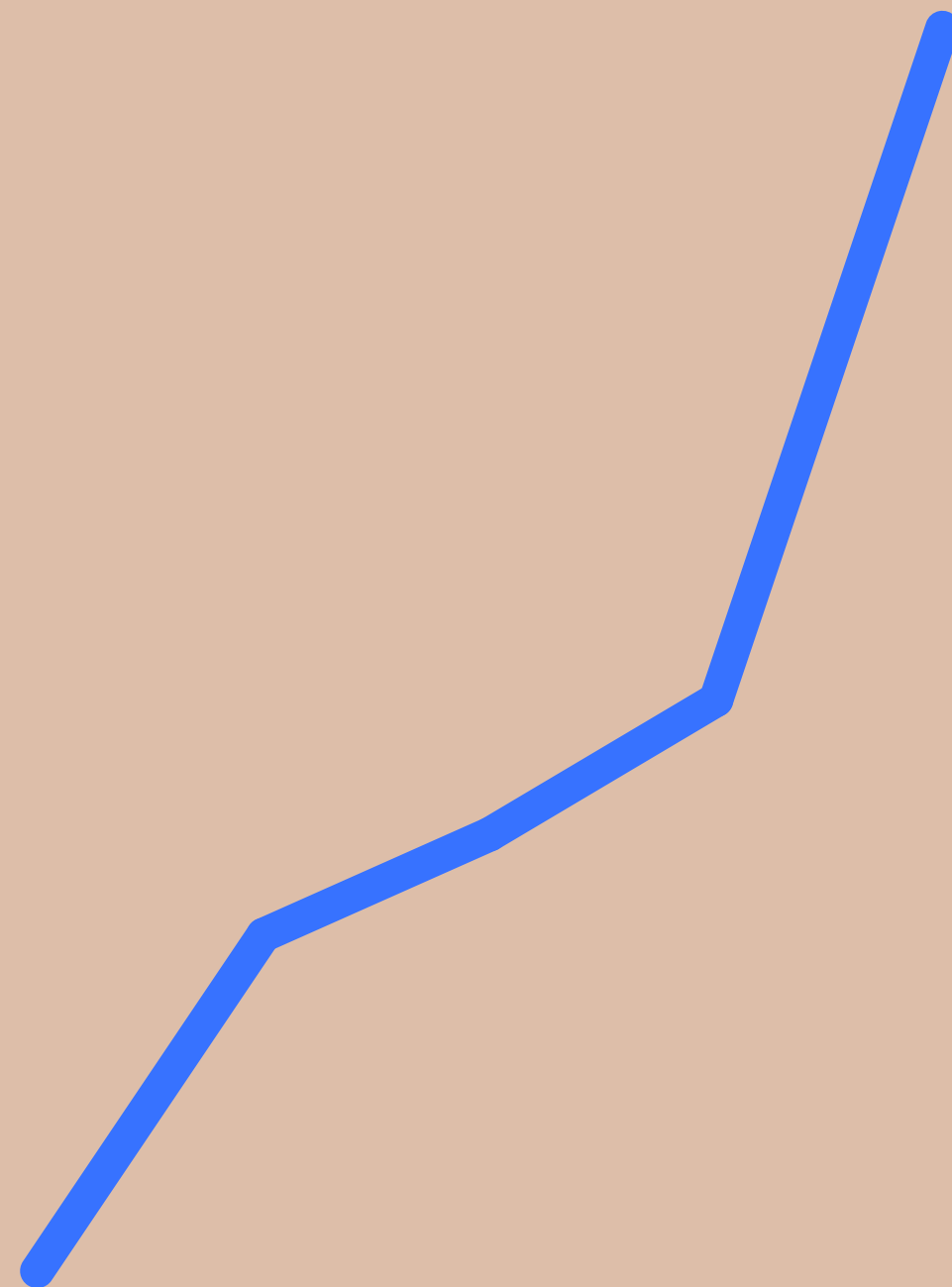
CONSCIOUS
COMMUNICATION
FRAMEWORKS



ALEX JAMES

THE FRAMEWORK

POTENTIAL EFFECTIVENESS



STEPS INCLUDED

ALEX JAMES

- STEP 1. Lowers receivers defences
Reduces cortisol
→ Increases capacity to receive information
- STEP 2. Provides context
Connects the "Why"
→ Gets buy in to Vision
- STEP 3. Demonstrates honesty & transparency
Elevates trust & psychological safety
→ Increase effectiveness
- STEP 4. Clarity that helps them feel safer
Reduces assumptions on how to meet needs
→ Sets them up for success
- STEP 5. Signals respect
Gains understanding
→ Ensures alignment

THE FRAMEWORK

ACKNOWLEDGE THE GOOD

- Be Specific
- Ensure Authenticity

SHARE THE BIG PICTURE

- What is the long term vision
- Paint the picture in how it relates to them

DESCRIBE THE PROBLEM & ACKNOWLEDGE YOUR PART

- Be Specific
- Stay neutral in sharing information

TELL THEM YOUR ASK

- Explain simply and clearly what you need
- State you expectation

GIVE THEM THE FLOOR

- Invite them to share, then listen
- Seek to understand their view

BOAST & REFLECT

WHEN OR WHERE HAVE YOU DONE THIS REALLY WELL?

WHAT WERE THE RESULTS?

HOW COULD YOU HAVE DONE BETTER?

WHICH CONVERSTATIONS ARE YOU LESS EFFECTIVE IN?

WHICH STEPS COULD IMPROVE THEM MOST FOR YOU?

3 TYPES OF COMMUNICATORS



THE SUGAR COATER



THE MILITARY SERGEANT



THE ONE WAY
CONVERSTATIONALIST

"LEADERS ARE 9 X MORE
LIKELY TO BE CRITICIZED FOR
UNDERCOMMUNICATING
THAN OVER
COMMUNICATING."

EMPLOYEES JUDGED THEIR
UNDERCOMMUNICATING LEADERS AS
LACKING EMPATHY AND, IN TURN,
LEADERSHIP ABILITY.

STANDFORD UNIVERSITY STUDY BY FRANCIS J. FLYNN & CHELSEA LIDE 2022

ALEX JAMES

KEY TAKEAWAYS

WHEN EMOTION IS HIGH INTELLIGENCE IS LOW

FRAMEWORKS HELP US REDUCE COGNITIVE LOAD

ADDING JUST ONE STEP (*executed effectively & focused on your growth area*) HAS THE POTENTIAL TO
DRAMATICALLY IMPROVE YOUR OUTCOMES



ALEX JAMES

HIGH PERFORMANCE COACH

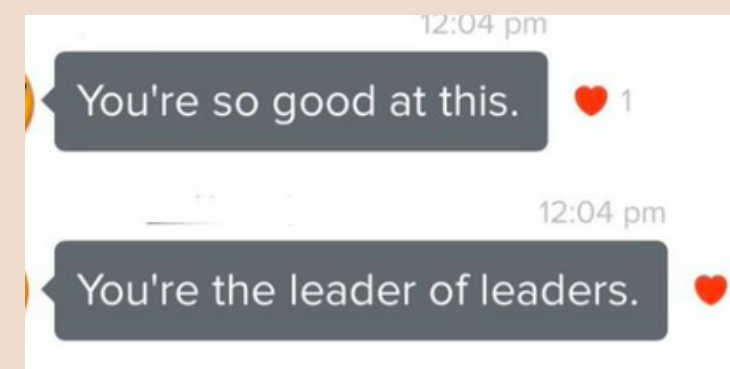
- *1:1 COACHING*
- *SPEAKING*
- *WORKSHOPS*

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consider her support to be like
fertilizer in your soil or jet fuel in
your rocket or wind under your
wings!!!!



General Pants Co.

HubSpot



DIAGEO