CONSCIOUS LEADERSHIP

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NO CONFLICTS TO DECLARE
OBJECTIVES

1. Discuss the context for the need for leaders
2. Review the characteristics of conscious leaders
3. Discuss approaches that can work in our environment
WHY ME

- We have more team-based care than almost every specialty
- You are seen as a leader (whether you like it or not)
- Eps work as CMOs, CEOs, in the federal government, state governments, foundations, are entrepreneurs…
- If your team fails, you are the “captain of the ship.”
“YOU CAN FIRE IN ANY DIRECTION BECAUSE YOU ARE UNDER ATTACK FROM ALL SIDES”
Medscape National Physician Burnout, Depression & Suicide Report 2019

Are Physicians Burned Out or Depressed?

- Burned out: 44%
- Colloquially depressed: 11%
- Clinically depressed: 4%

Which Physicians Are Most Burned Out?

- Urology: 54%
- Neurology: 53%
- Physical Medicine & Rehabilitation: 52%
- Internal Medicine: 48%
- Emergency Medicine: 48%
- Family Medicine: 48%
- Diabetes & Endocrinology: 47%
- Infectious Diseases: 46%
- Surgery, General: 46%
- Gastroenterology: 45%
- Ob/Gyn: 45%
- Radiology: 45%
- Critical Care: 44%
- Cardiology: 43%
- Anesthesiology: 42%
- Rheumatology: 41%
- Pediatrics: 41%
- Oncology: 39%
- Pulmonary Medicine: 39%
- Psychiatry: 39%
- Orthopedics: 38%
- Dermatology: 38%
- Allergy & Immunology: 37%
- Plastic Surgery: 36%
- Otolaryngology: 36%
- Ophthalmology: 34%
- Pathology: 33%
- Nephrology: 32%
- Public Health & Preventive Medicine: 28%
CONSCIOUS LEADERSHIP

• **Unconsciousness** is a state which occurs when the ability to maintain an **Awareness of Self and Environment** is lost. It involves a complete or near-complete lack of responsiveness to people and other environmental stimuli.

• Wikipedia

• “To be conscious means to be awake, mindful. To live consciously means to be open to perceiving the world around and within us, to understand our circumstances, and to decide how to respond...in ways that honor our needs, goals, and values”

• Kofman, p 2
The 15 Commitments of Conscious Leadership: A new paradigm for sustainable success

JIM DETHMER, DIANA CHAPMAN, & KALEY WARNER KLEMP

Conscious Business: How to Build Value Through Values

FRED KOFMAN
Recipient of the MIT Teacher of the Year Award

Forewords by Peter Senge and Ken Wilber
LEADING ABOVE THE LINE

Open curious and committed to learning

Closed defensive committed to being right
FOUR WAYS OF LEADING

TO ME LEADERS

• The cause of my circumstances are outside me and I have no control – why is this happening to me
• Not necessarily upset in being here
• Estimated 95%+ operate from here

BY ME LEADERS

• We create our own experiences
• Everything that happens is for a reason in my development – what can I learn from this
• Chooses curiosity over defensiveness
Four ways of leading

Through me leaders

- See some other driving force in the world
- Direction come through many venues if they are open to it

As me leaders

- TBD
TAKE RADICAL RESPONSIBILITY

I AM RESPONSIBLE FOR THE CIRCUMSTANCES OF MY LIFE AND MY WELL-BEING

I BLAME OTHERS AND MYSELF FOR WHAT IS WRONG IN THE WORLD
BLAME CYCLE

Something wrong

Fear and anger

Solidify our roles

Blame others/self
Taking Responsibility

Stop believing that the world should be a certain way.

Develop more of an approach to learn from it.

What if all those things that we think are working against us are not?
BECOME CURIOUS AND LEARN

I commit to every interaction as an opportunity to learn

I commit to being right
PREDICTORS OF SUCCESS AS A LEADER

- Self awareness
- Learning agility
- Communication
- Influence
LET YOURSELF FEEL

Commit to feeling your feelings

Commit to judging and withholding your feelings
“GREAT LEADERSHIP WORKS THROUGH THE EMOTIONS”

DANIEL GOLEMAN
WE ARE PRETTY MUCH TAUGHT TO withhold OUR FEELINGS, BUT REPRESSION does NOT ALLOW US TO GET RID OF THOSE FEELINGS, JUST SAPS OUR ENERGY

WE OFTEN OBSERVE THOSE AROUND US FOR CUES TO HOW THEY FEEL EVEN WHEN THEY TELL US OTHERWISE

LIKE YOUR WATCH SAYS – BREATHE, ACCEPT, MOST GO AWAY WITHIN 90 SECONDS
SPEAK CANDIDLY, ELIMINATE GOSSIP

Commit to speak your truth and allow others to do so
Talk directly to people not about them

Commit to withholding your truth and manipulate an outcome
Say things about people you would not say to them
CANDID SPEECH

Reveal

• Speak your truth unarguably
• Say everything you need to say
• See what there is to see

Conceal

• Lie
• Withhold something that might be pertinent
• Stay uninformed
PRACTICE INTEGRITY

Commit to integrity by acknowledging authentic feelings, expressing unarguable truths, keeping agreements, and taking 100% responsibility.

Commit to withholding your truth, denying my feelings, not keeping agreements or taking responsibility.
INTEGRITY

MANAGING ENERGY

CONGRUENCE

ALIGNMENT

IMPECCABLE AGREEMENTS
GENERATE APPRECIATION

Commit to living in appreciation – both giving and receiving

Commit to feeling entitled to what is mine
FULLY RECEIVE APPRECIATION

THINK OF IT AS A GIFT

FULLY GIVE APPRECIATION
You are all leaders with a capacity to learn how to lead equal to your capacity to learn how to treat.

By becoming more aware of how you relate to your environment you can be a more effective leader.

Conscious leaders work with self awareness, take responsibility, have integrity, and express gratitude.

Create solutions that win for everyone.
"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be? You are a child of God. Your playing small doesn't serve the world. There's nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We are born to make manifest the glory of God that is within us. It's not just in some of us, it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."

Marianne Williamson