

# CONSCIOUS LEADERSHIP PROCESS

## INSTRUCTIONS

### Step A — Identify the Issue

Choose a relationship issue that you feel challenged about that is currently occurring in your life. Preferably it is one that you have struggled with for some time and has “juice” for you. Name the person and your core complaint about them.

My biggest complaint about \_\_\_\_\_ is \_\_\_\_\_.  
(name)

Examples:

- My biggest complaint about Sarah is that she doesn't listen to me.
- My biggest complaint about Juan is that he is incompetent.
- My biggest complaint about Malia is that she complains I am not home enough.
- My biggest complaint about Tyler is that he makes excuses for not hitting his goals.
- My biggest complaint about Ashley is she tolerates weak people on her team.

### Step B — Locate Yourself

As you think about this issue, ask yourself **Question 1** of the 4 Questions of Conscious Leadership: “**Where am I?**” Above the line \_\_\_\_\_ or below the line \_\_\_\_\_?

### Step C — Explore Using the Drama Triangle

With your Villain, Victim, Hero cards on the ground, take two minutes to consciously complain about the issue. Set a timer for 2 minutes. Move your body and exaggerate.

### Step D — Acknowledge the Payoffs

What are you getting from staying below the line?

Check all that apply:

- I get to avoid my core feelings, especially the feeling's of (fear, sadness, anger)
- I get to stay connected
- I get enlivened by adrenaline
- I get to stay in the familiar and avoid the unknown
- It gives me something to do or a compelling story to tell
- I get to avoid taking responsibility for my issues
- I get to be right about the following:

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### Step E — Identify What's at Stake

From this place below the line, ask yourself: What's most at threat? It is often a mix, but try to identify which one in this moment feels the *most* at threat.

- \_\_\_ Control
- \_\_\_ Approval
- \_\_\_ Security

It might be a combination, and one is likely in the lead.

### Step F — Self-Acceptance

Ask yourself **Question 2** of the 4 Questions of Conscious Leadership: "**Can I accept myself for being just where I am?**" Yes \_\_\_ No \_\_\_

### Step G — Willingness to Shift

Ask yourself **Question 3** of the 4 Questions of Conscious Leadership "**Am I willing to shift?**" Ask yourself these willingness questions to find out.

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|---|----------------|
|   | Yes ___ No ___ |
| Are you willing to end all blame regarding this issue?                            | Yes ___ No ___ |
| Are you willing to let go of being right about _____?                             | Yes ___ No ___ |
| Are you willing to feel all of your (sadness, anger, fear) related to this issue? | Yes ___ No ___ |
| Are you willing to reveal all of your withholds related to this issue?            | Yes ___ No ___ |
| Are you willing to stop all gossip about this issue?                              | Yes ___ No ___ |
| Are you willing to clean up all broken agreements related to this issue?          | Yes ___ No ___ |
| Are you willing to shift from entitlement to appreciation about this issue?       | Yes ___ No ___ |
| Are you willing to let go of taking this issue seriously?                         | Yes ___ No ___ |
| Are you willing to see that the opposite of your story about is as true?          | Yes ___ No ___ |

Based on your responses above, are you willing to shift? (any No above is a No)

### Step H — Declare Commitment

Based on your current commitment in this moment regarding this issue, complete this sentence.

Today is \_\_\_\_\_ and I am committed to \_\_\_\_\_.

### Step I — Take Action

If you are willing to shift, ask yourself **Question 4** of the 4 Questions of Conscious Leadership: "**How will I shift?**" What is one action step you can take and by when will you take it?

My measurable action is: \_\_\_\_\_

I will do it by: \_\_\_\_\_ at \_\_\_\_\_  
(Date) (Time)