

## **IE – Integral Leadership Development – Lesson 3 – Practices for Growth – Video**

Supplemental PDF

6 core practices – but don't map 1-to-1 with attributes

Make unconscious conscious:

1. We have perceptions from childhood – they shape subtle ways we hold our body, retain tension in it, the assumptions and perceptions that drive core beliefs and emotions which translate into core patterns of our behavior.
2. Unconscious means we have large, influential mental stuff happening at levels we can't easily see. As an example, stand up right now, turn to your left and take 3 steps. Then return and sit back down. You didn't pay any attention at all as to how you maintained your balance as you did this. But as you learned to walk as a toddler, maintaining your balance took your full attention. You practiced it over and over, until you mastered it. Then you moved on to the next challenge. This balancing is now 'unconscious' – it's like our own auto-pilot system. In the same way, many long-standing mental and emotional activities are also inside our minds, too, but as invisible to us as our understanding of how to balance.
3. How to make the unconscious conscious
  - a. The key is to learn to listen to yourself think when your mind is operating on auto-pilot, without any direction from your intention. One way to do this is simply to start writing without any goals other than that you write what you think as you think it. You let your thinking direct your writing, without having any other goals, except to reveal what you think about when you're not trying to think about anything in particular.
  - b. The point is to learn to hear what you're thinking on auto-pilot, thoughts that were happening but being ignored. You learn to become a sort of scientist whose field of study is your own mind.
  - c. What happens as you do this is those unconscious thoughts begin to lose their power. You change how you look at them from "the way I am" to "the way my mind thinks. I become the chooser of what thoughts I

believe are valid". (I once saw a bumper sticker on a car, "Just because you think it doesn't make it true." Yes!)

## Meditation

1. There are many definitions and approaches to "meditation." The purpose, as I propose it, is to deepen your grasp of the nature of your core identity. What is the fundamental subjectivity from which our sense of being emerges? (Turns out to be a profound recognition!)
2. Two keys to meditation
  - a. One: sit erect with back straight for a short period time to start. Don't do anything else. Don't plan, don't reflect. When you see you're planning or reflecting – just observe what is happening and remember – your job is simply to sit and do nothing.
  - b. First phase – can't stop thinking. Maybe use a technique like focus on breath or mantra to focus attention.
  - c. Second phase: Use your willful effort to calm your mind. Will-power is your primary agency to control your mind.
  - d. Third phase: allow your mind to let go of thinking because it wants to. No real technique is used and you learn to 'do nothing.' Begin to notice subtler experiences of being, absorbed ever more deeply into "now", which is a synonym for the nature of our core identity. The result: your core identity when you are no longer creating any self-image, nor using your will at all – unplugging your mind as the director leads to self-renewal and frees you from all kinds of inner drama.

These are both simple but enormously challenging tasks. Make no mistake about it.

## The other four helpful practices

1. Learning to ask the right questions. Allows our mind to be optimally creative
2. Recognize and make peace with the fact that you don't control everything – learn how to integrate powerlessness into optimism – the skill of faith
3. Courage. To be true to yourself means volunteering to encounter the stuff that makes us afraid.
4. Exercise. Do things that are not goal-oriented. Entrepreneurs have tremendous pressure to be the producer, a machine focused 24x7x365 on getting things done. What about us, "the being"? We also need to recuperate, to recharge, time to day dream.

One final thought. I know all of this may sound "out there" to some who read/listen to this. So be it. My goal is to encourage the kind of extraordinary growth that is responsive to the profound challenges of the 21<sup>st</sup> Century. Therefore, I simply decided

to try to share ideas that may have a limited audience because this all seems important for the kind of leadership that I believe is needed.

Exercise: based on your assessment of your needs, publish:

- The kinds of practices that respond to your needs and encourage growth you believe is most important.
- Be specific: what are your practices, how will you do them, how often, how long, and how will you respond to the inevitable resistance to doing them?

Thought questions

- One of the core ideas behind Integral Entrepreneurship is the idea that we human beings can grow not only our business skills but also our awareness of our spiritual connection and our moral perception. What does the idea of “moral” mean to you? Is this understanding of “moral” the same as you think about your personal life versus your business life, or are they different? Why or why not? What do you think about this? Is it important to you, possible for you, worth doing? Why do you think this way?
- One of the other core ideas of Integral Entrepreneurship is that everyone sees things through his or her level of growth and that, as we grow, we get closer to seeing complex things as they actually are. What are areas of your own perspective that you suspect can and should continue to mature? If this happens, what do you believe/hope the benefit will be?