

# The Emotionally Healthy Leader

Gayle Hardie &  
Malcolm Lazenby



# Purpose

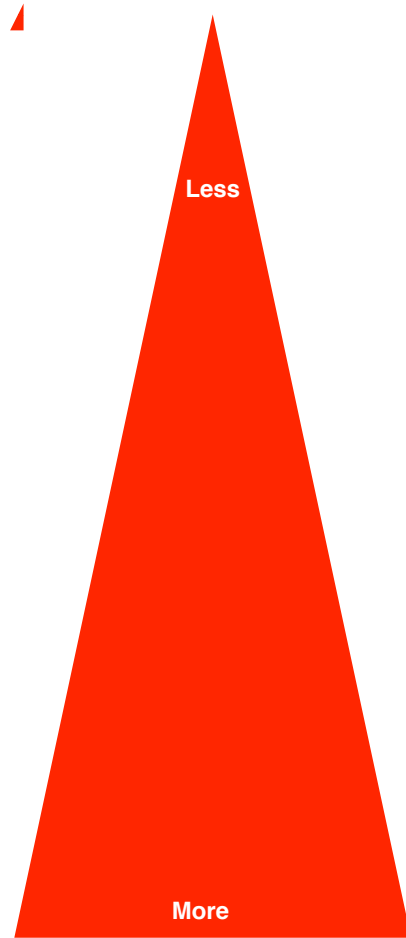
- ⑥ To understand how you can continue to progress through levels of vertical development to become increasingly emotionally healthy and present.



**When you hear the words  
“Emotionally Healthy Leader”  
what comes to mind?**



**Degree of  
Self-Centeredness**

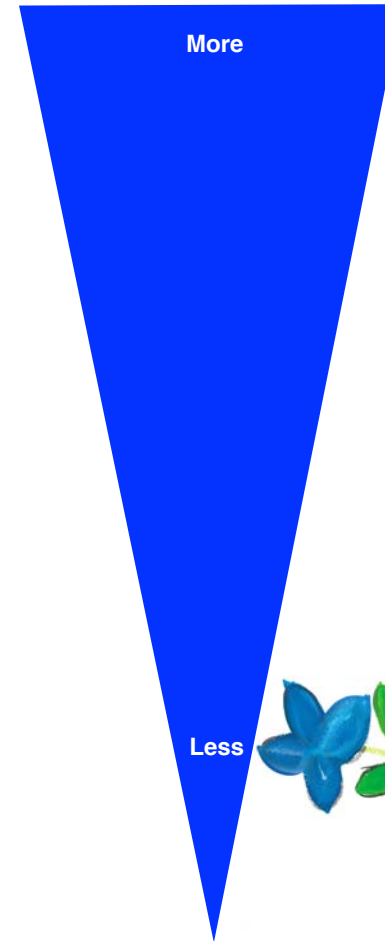


**Emotional Health Levels  
Characterized By**

Levels

1. **Presence**
2. **Wisdom**
3. **Social Value**
- 
4. **Recognition**
5. **Automated Response**
6. **Exaggeration**
- 
7. **Survival**
8. **Preoccupation**
9. **Delusional**

**Degree of  
Behavioural Freedom**



# Leadership Characteristics

- ⑥ Share the characteristics of a leader who inspired you and made you feel good about yourself
- ⑥ Share the characteristics of a leader who made you feel hopeless or useless



# Vertical Development

- ⑥ What has become obvious in current leadership research is that managers have already become experts on the “what” of leadership but are *novices on the “how” of their own development* i.e. how they learn, grow and change in the way they relate to, lead and engage others, that is – their “*vertical*” development.

*Centre for Creative Leadership 2012*



# Chris White



Source: Tosti & Jackson

# Karenza Louis - Smith



Source: Tosti & Jackson



# Graeme Emonson



Source: Tosti & Jackson



# 9 Distinctions

# Choosing your responses



Blame  
Defend  
Deny  
Justify



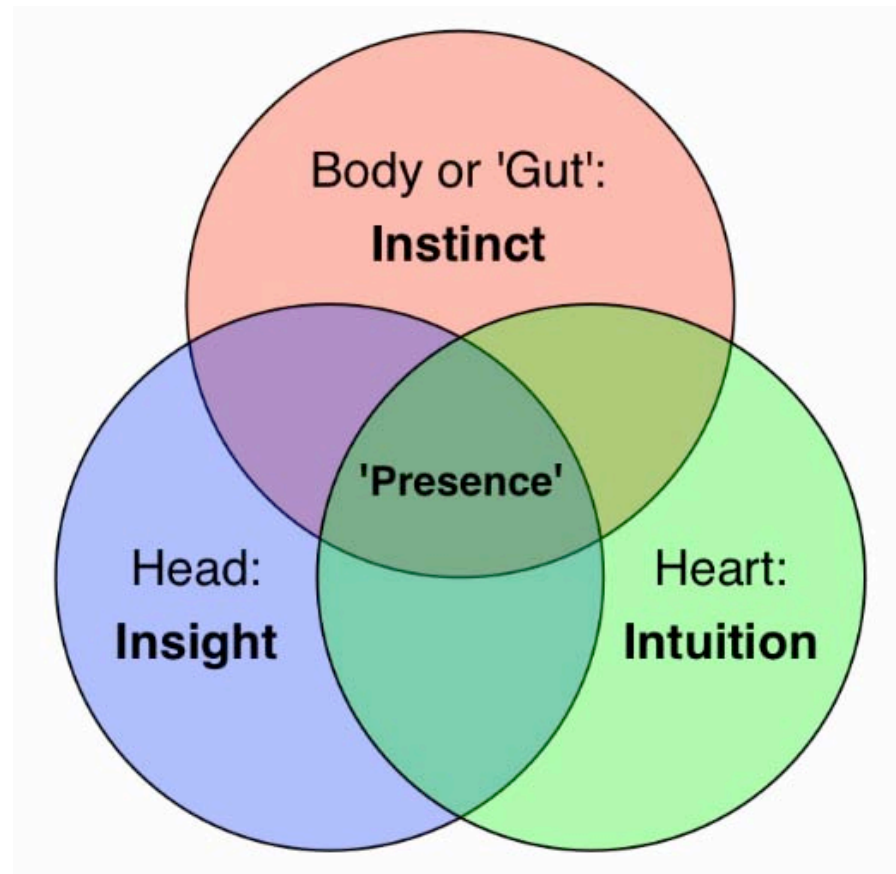
# Be in the experience you want

"If one advances confidently in the direction of his dreams, and endeavours to live the life which he has imagined, he will meet with success unexpected in common hours."

Henry David Thoreau 1817 – 1862.



# Thinking with your “whole body”



# Intent

- ⑥ What quality would you like to create more of for yourself?
  - How do you want to “be” in the situation?
  - What would others see and say about you?



# Embodiment

- ⑥ When you look at the leadership quality you have chosen ask yourself:
  - What does it feel like to be “in” this?
  - What am I experiencing in my body?
  - What emotions am I noticing?



# The Emotionally Healthy Leader

Gayle Hardie &  
Malcolm Lazenby

