

inspero



Welcome to 2021!

A new year, a new look.
What do you think?

There are changes afoot in the
look and feel of Inspero for 2021.

As we continue to sort out what To offer
online and in-person we want to hear
from you...What challenges are you facing?
What stresses you out daily/weekly?
How can we help?

Please reach out through our website or email
me directly (Jason@Insperoteam.com) to
provide feedback about the newsletter as well as
your wants, needs, and desires.

We want to see you thrive in 2021 so if there is
anything we can do to help you in that process
please don't hesitate to Inquire.

Finally, a **thought experiment for you and your team**:

Fill in the blank (on your own or with your team)

To make consistently good decisions, stay motivated,
and avoid traps, I need more information about _____.

In this issue:

QOTD: Brene Brown
E-motion Explored: Daring
Leadership Series Part 1
Calendar

Check Us Out!

Adventurous courage, Boldness.

Daring, as an emotion, feels like an odd thing. It wasn't until I started digging into the word that it started to make more sense.

It is an emotion of courage, of an ability to recognize the risk in a situation and yet still make the decision and put forth the effort to tackle it.

We talk a lot about the need for courage when making any kind of change – whether that is a personal behavior/belief change or a dramatic practice change (eliminating PPO participation, for example).

It should not come as a surprise that Brene Brown uses the word “daring” in the title of two of her books. In those books she is accurately saying that it takes an ability to harness that daring emotion to effectively communicate and lead yourself and your organization. You know it is risky, scary, and often avoided. Digging deep into your reservoir of courage is required to accomplish your desired task.

It is easy to become overwhelmed by choices, circumstances, and challenges. A free tool that can be of benefit is [The Resilience Toolkit](#). Use it anytime you are needing to channel that inner “daring” emotion and harness your best self for success.

E-motion explored: *Daring*

Part of learning about these emotions is also about becoming familiar with how they feel. What is the physical sensation associated with it? Try it...imagine something (a situation, a conversation or a task) that you find scary. Now, imagine what it will take to overcome. What is the physical sensation prior, during and after? This is a great opportunity to journal if you are so inclined...

“Clear is Kind!”

Brene Brown



Leadership is unique to the individual and their situation. That is why we have decided to start the

Leadership Styles Series:

With this issue of the e-newsletter as the first, we will use the next five issues to cover the Emotional Intelligence-based Leadership Styles based off the work of Goleman, Boyatzis, and McKee. I am going to call this "Intentional Leadership" because, once you know the styles, you will have the opportunity to choose how to use them in life and your practice.

Intentional Leadership

In their book "Primal Leadership," Goleman, Boyatzis and McKee outline six leadership styles with a foundation in Emotional Intelligence. Our emotions affect our ability to think and lead so improving our ability to recognize our emotions and what triggers them will allow us to lead more effectively. Through better understanding of ourselves and others we can utilize the six leadership styles (they all have a place in the complete leader) to maximize performance, influence culture and set a trajectory for success.

The Six Leadership Styles are:

Visionary

Coaching

Affiliative

Democratic

Pace-Setting

Commanding

Commanding Leadership Style

Style in a phrase: "Do what I tell you, now!"

Underlying E.I. Competencies: Achievement, Influence, Emotional Self-Awareness, Emotional Self-Control, Empathy

Builds Resonance by: Soothing fears & giving clear directions in an emergency.

When Appropriate: In a crisis, to kick-start a turnaround, or to deal with problem employee.

Overall impact on climate: Because so often misused, highly negative.

As you can imagine, any style that has a nickname of "coercive" will need to be used judiciously.

When used inappropriately this style can ruin a culture and team motivation. Without a well-planned approach and incorporation of Emotional Self-Awareness and Empathy the use of this style should be avoided.

The best time to implement the

Commanding style is during a crisis when decisions need to be made and followed immediately.

To develop this style will require understanding of the capacities of **Achievement**, **Influence** and, as stated before, experience in Emotional **Self-Awareness**, Emotional **Self-Control** and **Empathy**.





See us Live or Virtually:

Emotional Intelligence Live!

-May 2021
-Austin, TX

Inspero Leadership Continuum Series
for the Central Texas AGD
-Starting in July 2021

Coming in the Fall/Winter:
RLF&A Events:
NPE – September 24-25
ASP – October 21-23
EI – November 11-13

See Ryan at the
AADP Members Only Meeting
in October for
an interactive round
table discussion

April 2021

Jason is participating in this series
hosted by Custom Dental Solutions:

Strategic Leaders Series – Meeting
Registration – Our Learning Center



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