Hot Seat Member: Melissa Date/Session#: 5-23-18/Session #4

**Request/Concern/Question**: How to approach work with a colleague who has needed support and remediation, was your supervisor, and you will now supervise.

**Action Step:**Sit with how you’re feeling before taking action or letting the left brain kick in.

**Facilitator Notes:**

* You mentioned several times about trust – whenever a value/attribute like that comes up, take time to “sit with it” and understand the root of your feelings around it. Why is it something you value? What happens when others don’t share your value? If it should be a shared value, why?
* As a “leader leading other leaders”…what does that say about you? What are the external expectations, internal, and are there any expectations that you are taking on but that aren’t real?
* Teams, our work together, and relationships are cyclical in nature. How will you continue to revisit, rebuild, and repair as needed?
* While it is critical that we raise our own EQ, as leaders we also need to consider our formal and informal ways to raise the EQ of those around us. If you made a list of things you do to raise the EQ of others, what would be on that list?
* If no one is looking to you for a solution, are there times you can move forward without a solution and/or without knowing (for right now), how a solution will be found?
* What is the discomfort behind being direct? Gender? Age? Cultural? Familial? Personal?
* Posted several resources to the cohort dashboard, including:
  + Empathy interview for team building [[pdf](https://s3-us-west-2.amazonaws.com/kpfsite/handouts/Three+Part+Interview.pdf)]
  + Brene Brown's take on trust [page [1](https://s3-us-west-2.amazonaws.com/tempfilesforkpf/Excerpt+from+Brene+Brown+Trust+1.JPG) and [2](https://s3-us-west-2.amazonaws.com/tempfilesforkpf/Excerpt+from+Brene+Brown+Trust+2.JPG)]
  + "Relational trust" (see courage way text)
  + Todd Henry - might enjoy some of his email on leadership [[link](http://www.toddhenry.com/blog/)]

Rhetorical question☺….Did you have time to read this copy and did it “speak” to you?

* *From Wherever You Go There You Are by Jon Kabat-Zinn, "Stopping, sitting down, and becoming aware of your breathing once in a while throughout the day. I can be for five minutes, or even five seconds. Let go into full acceptance of the present moment, including how you are feeling and what you perceive to be happening. For these moments, don't try to change anything at all, just breathe and let go. Breathe and let be. Die to having to have anything be different in this moment; in your mind and in your heart, give yourself permission to allow this moment to be exactly as it is, and allow yourself to be exactly as you are. Then, when you're ready, move in the direction your heart tells you to go, mindfully and with resolution."*