

Rudiments of Change

By Robert Kirby

Research has demonstrated that human behaviour and character are embedded in both mind and body. This is known as embodiment. It is also 95% unconscious. Neuroscience also teaches us that human beings become addicted to negative emotions and/or positive emotions. These emotions fuel behaviours and moods that can change without notice. This dynamic creates limiting beliefs and a downward spiralling reality for many people. Even successful people can carry this impediment. It blocks them from evolving to the next level.

Presently billions of dollars are being spent around the world in personal development; organisational development, coaching, psychotherapy and various forms of energy healing. In most programs the focus is based on a new direction or pathway devised cognitively with the guidance of the psychotherapist or coach. This objective approach by itself can create enthusiasm and short term gain.

The limitation of this approach alone however is significant. It creates an intention – counter – intention. If one has embodied a negative intention towards business risk and overrides it with a positive intention – the tendency will be to doubt your decision. In other words you will not be 100% behind your own decision to create new opportunity. You are in conflict.

Accordingly, it is necessary to first accept your current belief system. This inner exploration of unconsciously incompetent (embodied) beliefs or attitudes requires skilful intervention. By accessing emotional energy attached to your present self, you then can achieve self-acceptance. In other words, only by accepting your present state of embodiment as a valid foundation for growth can you transcend it. Rejecting the old you deepens its grip. By fully accepting yourself as you are now you validate yourself. It becomes your personal launch pad.

By making areas of 'unconscious incompetence' more and more conscious you keep your mind wide open to organic transformation. **'Embrace the now – transcend to the new.'** Of course then the new you quickly becomes your present self. You see then that the only organic pathway to change is all inclusive. You can then prepare for the next stage.

Embodied Leadership

Leaders possess three ways to impact change:

1. Humility to Follow
2. Devotion to subordinates
3. 100% At Cause

Humility to follow

Effective leaders know themselves. They know their areas of excellence and their weak areas of incompetence. They humbly seek out assistance in these areas to guide them through the four stages of competence:

1. Unconscious Incompetence
2. Conscious Incompetence
3. Conscious Competence
4. Unconscious Competence

Leaders do not need to be an expert in every area. They simply need to know their blind spots and embrace their shadow. This way they can lead by example by developing themselves first. This humility creates trust between the leader and their subordinates.

Devotion to subordinates

Effective leaders authentically care about those they lead. This value permeates everything they do. Research indicates that people prioritise appreciation, validation and acknowledgement over money and status. The leader's ability to establish affinity, trust and respect with each staff member is another prerequisite to change.

100% at cause

Effective leaders put the cause of every problem or challenge and place it within themselves. They tend to be at their best in a crisis by never blaming colleagues, subordinates or anyone else. When a leader blames outside forces for their challenges they give their power away. They create an objective reality that they believe they did not create. They are victims. This is a distortion of reality.

Alternatively when leaders see a subjective world that they created, including the problems, they are empowered and humble. They become the designers of their universe and masters of change.

Steps to organic change

1. Obtain a very skilled therapist/coach with a proven track record
2. Explore your embodied beliefs that unconsciously create your reality. Transform those beliefs
3. Develop the humility to seek mentoring in your weak areas of conscious incompetence
4. Validate everyone in your sphere of influence as often as possible
5. Put the cause of every challenge and crisis inside yourself

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