



## Skill-Building Strategies



### OVERALL STRATEGIES

- **BUILD RESILIENCE**
  - Reduce biological stressors
  - Work out and meditate more often
  - Increase vagal tone
  - Develop a felt sense for tension vs fluidity
- **PRACTICE EMOTIONAL REGULATION**
  - Expand emotional literacy
  - Start a daily journaling practice
  - Reconsider your interpretations
  - Strive for coherence between your inner and outer experiences
- **BE WILLING TO TRY NEW THINGS**
  - Expand your comfort zone
  - Move past your blind spots and distortions
  - Form a generative relationship with uncertainty
  - Strategize new behaviors and approaches



### SITUATIONAL STRATEGIES

- **LEVERAGE YOUR BODY TO RELAX YOUR MIND**
  - Drop your shoulders and deepen your breath
  - Notice the data from your nonverbal channels\*
  - Activate the vagus nerve
  - Consider who's "driving the bus"
- **FOCUS ON YOUR PREFRONTAL CORTEX**
  - Assume the best intentions of others
  - Acknowledge your choices in uncertainty
  - Lean into positive emotions
  - Be courageous and curious
- **STAY ABOVE THE LINE**
  - Stay humble, open, and positive
  - Take ownership and responsibility
  - Look for solutions instead of blame
  - Over-communicate to reduce confusion
- **BRING SAFETY TO THE CONVERSATION**
  - Stop blaming and complaining
  - Take nothing personally
  - Share your wins and celebrations
  - Know you are entitled to express yourself
- **PRACTICE DECENTERING**
  - Remember your experience is not universal
  - Detach from your inner narrative
  - Demonstrate presence and quality listening
  - Be curious and listen to understand
- **REDUCE POLARIZATION**
  - Notice and name assumptions
  - Shift your mindset from either-or to both-and
  - Ask "What if..." questions
  - Look for common ground
- **LOOK FOR HOW TO GROW**
  - Normalize making mistakes
  - Accept that you may be unintentionally hurting others
  - Be willing to start over
  - Use feedback to grow, develop, and improve

\* nonverbal data channels: somatics, emotions, & intuition

**The Diamond Path: Next-Level Conversational Tools for Leaders & Teams**

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