



Inner Development The Art of Being to Improve Doing

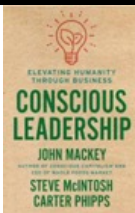
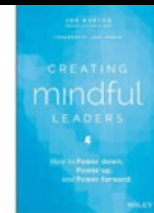
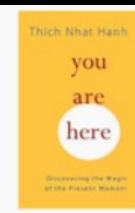
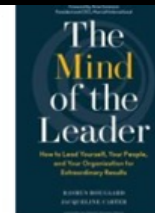
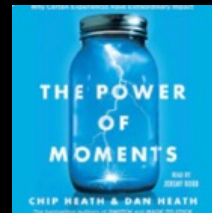
Elizabeth Ross Holmstrom, Founder



**MINDFUL
EMPLOYER**

Evolve the way you work

The way we do business is changing.



From extractive to regenerative.

What if we continue to ignore our being-ness?

During late June, 40% of U.S. adults reported struggling with mental health or substance use*

ANXIETY/DEPRESSION SYMPTOMS



STARTED OR INCREASED SUBSTANCE USE



TRAUMA/STRESSOR-RELATED DISORDER SYMPTOMS



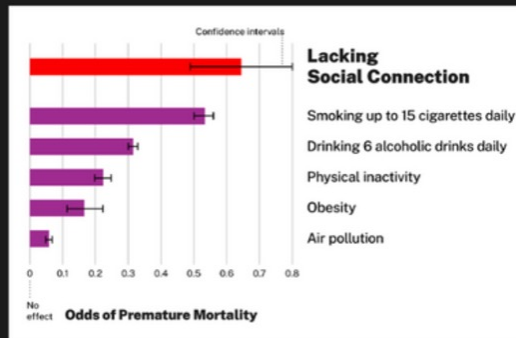
SERIOUSLY CONSIDERED SUICIDE†



*Based on a survey of U.S. adults aged ≥18 years during June 24-30

†In the 30 days prior to survey

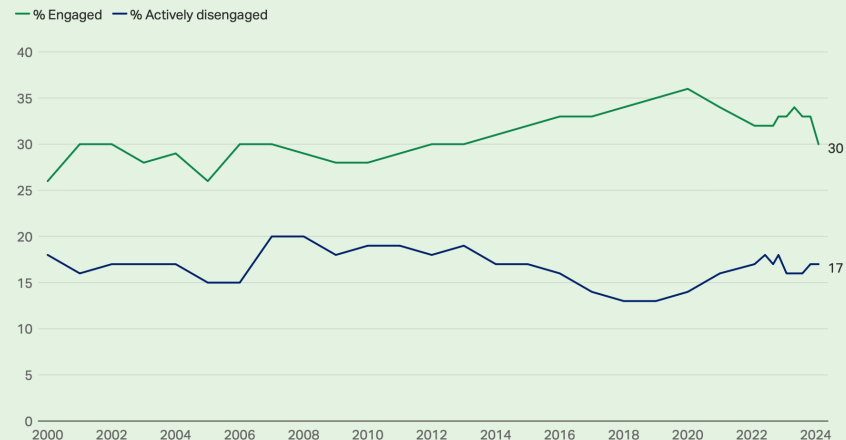
Lacking social connection is as dangerous as smoking up to 15 cigarettes a day.



Source: Holt-Lunstad J, Robles TF, Sberna DA. Advancing Social Connection as a Public Health Priority in the United States. *American Psychologist*. 2017;72(6):517-530. doi:10.1037/amp0000103. This graph is a visual approximation.



U.S. Employee Engagement Trend

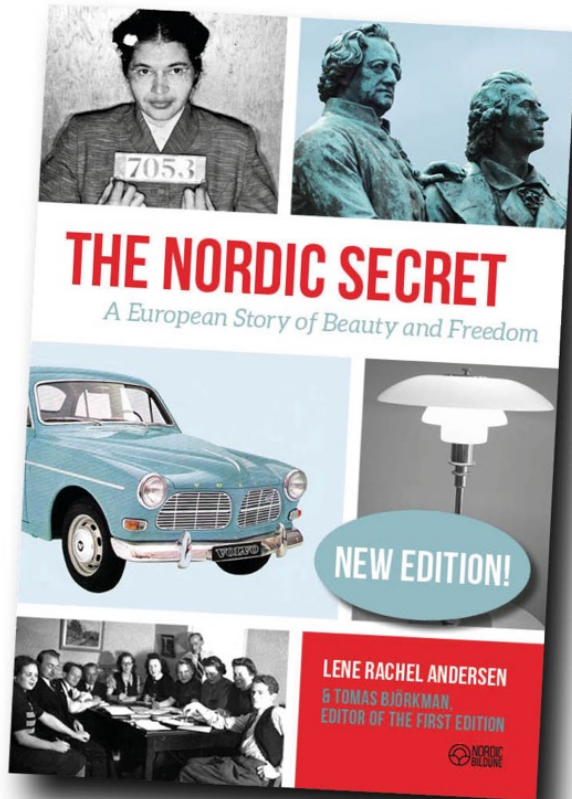


Get the data • Download image

GALLUP



We cannot solve our problems
with the same thinking we used
to create them. *Albert Einstein*



INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development



1 Being

Relationship to Self

Inner Compass
Integrity and Authenticity
Openness and Learning Mindset
Self-awareness
Presence



2 Thinking

Cognitive Skills

Critical Thinking
Complexity Awareness
Perspective Skills
Sense-making
Long-term Orientation and Visioning



3 Relating

Caring for Others and the World

Appreciation
Connectedness
Humility
Empathy and Compassion



4 Collaborating

Social Skills

Communication Skills
Co-creation Skills
Inclusive Mindset and Intercultural Competence
Trust
Mobilisation Skills



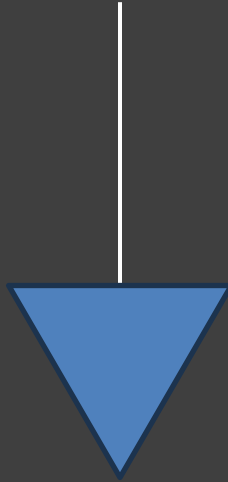
5 Acting

Enabling Change

Courage
Creativity
Optimism
Perseverance



The Art of BEING.



- Inner Compass
- Integrity and Authenticity
- Openness and Learning Mindset
 - Relationship With Self
 - Presence

Doing

Fast

Matter

Logic

Outcome

Quantitative

Intellectual Intelligence

Competitive

99% of Our Focus

Both are Good



Being

Slow

Energy

Intuition

Process

Qualitative

Sensory Intelligence

Collaborative

1% of Our Focus

BEING Requires Space



Think about Aha Moments

How can you weave space into your day?

Our mindset *is* our reality.

What is Sensory Intelligence?



Is Curiosity a Superpower?



How Does Energy Impact Us?

To Me

Pushing against – everything is happening to me. Not using your own power.

By Me

Grabbing hold of energy and power. Trying to “do” it all and acting in a silo.

Through Me

Allowing energy to flow through you in concert with others.
Collaborative and in full awareness of your power to influence and promote positive connection.

Take-Aways

- 🌱 Sensory Intelligence – Create space to listen to your inner wisdom. Trust your instincts and bring them into play more often.
- 🌱 Listening with Curiosity – Ask at least 2 questions when you are talking with someone before you speak. “And what else?” always works if you don’t have a specific follow-up from what they’ve said so far. Respond using information you have gained in listening.
- 🌱 Energy Awareness: To Me – By Me – Through Me
- 🌱 Add “Being” Goals and Metrics to what you measure for you and your team or organization.

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