



RESET & REWIRE

Created and Presented by Dr. Carla Stanton and Lee Ann Del Carpio

8 Key Practices

How to live and lead with less fear, greater creativity and positive impact in times of unparalleled uncertainty.

Hello & Welcome!

By downloading this guide, you're taking the first step to take charge of your energy and generate more positive impact amid ongoing change and uncertainty!

The pace of change we are living through right now will never be this slow again. Technology and a host of other mega trends are only accelerating disruption and change.

For many of us, this constant ambiguity has left us feeling overwhelmed, anxious and even saturated, at a cognitive, emotional and energetic level.

Even if we are doing our best to keep up – tracking the latest trends, discovering new business models or building our predictive analytical skills – when we are saturated, we can get overloaded, unable to focus or generate proactive, creative solutions to problems with our usual resourcefulness. Think about a sponge that is soaked to the brim... it simply cannot absorb anything more.

In this new reality, our nervous systems are constantly going through waves of activation and settling on a regular basis, with increasing speed and intensity.

So, if we don't find ways to shorten the time to get calm and clear on demand, we can siphon off our energy and miss chances to mobilize our creative resources to bettering our future.

The 8 key practices on the pages that follow help you turn that around and work with your nervous system for optimal results... for yourself and your team.

So grab a cup of tea or coffee, find a quiet place to reflect and let's dig in!



Meet the Creators

Lee Ann Del Carpio

**Executive Coach &
Organizational Energy Catalyst**

Lee Ann has over 20 years experience helping leaders and teams foster the capabilities needed to deliver results in the midst of an increasingly distributed, mobile, intelligent and participatory world. Through her work across multiple industries, Lee Ann has witnessed firsthand how the unparalleled uncertainty, rapid change and ongoing disruption of our time has led to chronic stress at the individual, team and organizational level and impacts the decision-making clarity, communication effectiveness, and overall well-being of individuals globally. Her work leverages the latest neuroscience of change to help people develop greater versatility and shorten the time to greater impact in a rapidly changing world.



Dr. Carla Stanton

**Family Physician and Certified
Functional Medical Doctor, UK**

Realizing her medical training had taught her how to deliver outstanding care, but lacked any practical tools to support her wellbeing during continual challenge and change, she committed to find another way. Dr Stanton now teaches others physiology-based approaches to calm and align the nervous system on demand. Her teachings, rooted in science and practical application, have helped countless individuals take charge of their energy, creating clarity and superior results when it really matters.



Key Practice #1

Learn the red flags of a hijacked limbic system

When we are inundated by constant urgent texts and emails, news notifications, or shocking information and immediately pivot to react, we are literally training our brains and bodies to live by the hormones of stress.

And the moment we – or the team members we lead – react to external events (over which we have no control) with fear and anxiety. The amygdala, an area of the brain that contributes to emotional processing, sends a distress signal to the hypothalamus. This area of the brain functions like a command center, triggering a downstream release of chemicals of stress – such as adrenaline and cortisol.

This leads our eyesight to narrow on what the “threat” is, our breathing to become shallower, our digestive function to decrease, and our blood vessels to constrict and divert more oxygen to our muscles so we’ll have more strength to take action. Then our emotions get sparked with potential waves of anxiety, frustration or overwhelm, our thoughts can go into overdrive, and our behavior follows, often unconsciously.

While we may think we know this stress response all too well, most of us only become aware of it once we are experiencing deep emotional reactions to the disruptions we face.

So, by the time we are feeling angry, fearful, or overwhelmed as a result of a stressful situation, our physiology has already moved from order to disorder, decreasing our ability to access our prefrontal cortex, where our ability to make calm, clear decisions lies.

While exercise can assist us after the fact, the first key to taking charge of our energy and resetting ourselves into creation mode is developing more finely tuned awareness of how our physiology is pulling us into survival mode the moment it is happening.

While we explore scientifically validated techniques to do this in depth in the mini online course Dr. Carla Stanton and I developed together, *Reset and Rewire*, you can begin dialing up your awareness of how stress shows up physiologically by reflecting on the following:

- Can you think of one thing in the past week that pulled you into a swirl of stress or anxiety?
- Whatever it was, see if you can pinpoint what shifted you from “being up for the challenge” to overwhelm? Can you access the moment when that shift happened?
- How did this stress show up in your body? Did your heart rate increase? Did your shoulders lift? Back tense up? Did you have an unsettled feeling in the pit of your stomach? Did you experience a headache, shallow breathing, poor focus, insomnia?

When we slow down and notice our personal patterns of reaction in our physiology first, it gives us power to pause and intentionally shift into a state of relaxation and creation.

Key Practice #2

Become a Super Sleuth of what drives your action

When we receive a stressful bit of information or get hit with yet another challenge, our physiological state changes how our heart beats moment to moment, resulting in changes in blood flow and stress hormone levels. This then impacts our range of emotional expression, which fuels our thoughts, which drives our actions and ultimately our results.

In our Reset and Rewire course, Dr. Carla Stanton and I find a tree helpful to remind us of this flow of information. And, since 95% of our ways of sensing threats, feeling and thinking become habitual and unconscious, we can fall into a default mode of reacting before we can expand our response.

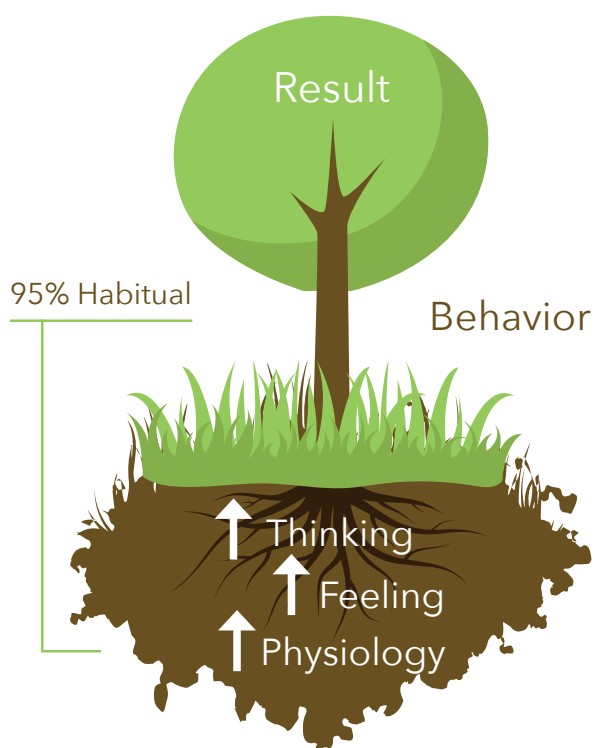
Let's take a look at how this works. I recently needed to get Covid tested for some upcoming business travel. But as I missed the exit on the freeway on my way to the appointment and realized this would add another 10 min to the trip, I noticed instantly my jaw tightened up and my shoulders raised. I noticed I felt anxious that I might be late. Then the thought of "I don't have time for this!" popped in my head, leading to an instinctual reaction of hitting the gas.

I decided to shift my energy. Bringing my attention back to my jaw, I loosened it up, exhaled deeply, and rolled my shoulders back. This opening up of my body led to feelings of greater calm, and the thought of "you got this!". I then focused on driving with sharp attention within the speed limit, arriving perfectly on time.

It's these small but subtle shifts that make a big difference.

The Physiology-First Approach

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The next time you are feeling stressed, try noticing what sensations are present in your body first. Then, attune to what you are emotionally feeling. What thoughts are immediately coming to mind? What is your impulse to act? Jot these immediate reactions down and then, try shifting from the roots up: physiology first (just a few minutes of deep, slow, even breaths can alter the physiological signal of stress), then reach for a more expansive feeling and thought.

Key Practice #3

Learn to get clear and calm on demand

The fight and flight sympathetic nervous system response, if elevated daily under constant waves of stress, the body cannot restore itself over time. Chronic stress can reduce the size of the hippocampus, which is essential for learning and memory, and reduces our ability to creatively respond to stressors we face.

Think about that for a moment. What we consider a “normal” mode of being is – for many of us – bathing in the chemicals of stress, hardwires neurones into a higher state of alert, and inadvertently depletes our brain’s capacity to learn and grow.

Our most creative brain state is accessible when we can shift out of the sympathetic fight/flight mode, into more of a parasympathetic rest/digest mode. This happens when we can calm our emotions and quiet our minds.

The good news is that we can learn to tap into the parasympathetic, restorative state and increase our ability to get calm and clear on demand. This essentially rewires our brains.

So, how do we do that?

Most people reach for exercise, sleep, meditation, and getting out in nature and these are indeed excellent tools to restore our brain and body and better balance our nervous systems.

But often, we are in the midst of meetings when stress hits, and we need ways to shift our physiology in the moment.

One of the fastest ways to shift your physiological state into more of a rest/digest state is through your breath. There are many approaches to breathwork. Dr. Carla Stanton and I explore



powerful approaches to breath in our Reset and Rewire course. But to begin today, consider HeartMath®’s Quick Coherence Technique, which is one of the most powerful ways to take charge of your energy the moment that stress hits us, through three easy steps of heart-centered breathing.

Belly breathing and the 4-7-8 breathing technique (inhale for 4 counts, hold for 7 counts, exhale for 8 counts) are also good ways to use breath to shift into the parasympathetic nervous system.

You may already have your own personal practices to calm your emotions and quiet your mind.

Whatever you are already doing to regenerate your body and brain, consider how you might strengthen your resilience through your breath and practice it at least 3 times a day for 30 days.

Key Practice #4

Root out an “all or nothing” mindset

As you begin becoming more aware of the unconscious way your physiology, feelings and thoughts have become hardwired over time, you may begin to notice certain patterns of thought.

One of the most common traps when we continually face disruption is falling into an all or nothing mindset. We begin to see things in extremes of either total success or failure, total change or total stability, all good or all bad.

Our thoughts may go something like this, “The market is completely chaos, so there is no way forward right now.” Or, “Everything was going well before this latest disruption. Now we have to start all over again.”

In fact, we can find ourselves using language that are absolutes as well, reinforcing a sense of polarization and powerlessness, such as always, never or ever. When we are overloaded, we can also easily become trapped in linear “When... then” thinking, which prevents us from moving forward on anything until we have perfect information, perfect conditions, perfect certainty.

This binary way of thinking does not account for shades of gray and can lead to an inability to see the alternatives in a situation or nuanced solutions to a problem.

In an ongoing assault of uncertainty, it’s important to focus on progress, not perfection. This begins with a commitment to avoid language of absolutes (not using “always”, “never”, “ever”, etc.) and catching yourself in the habit of thinking “When X happens, then Y must necessarily follow.”

Every time you catch yourself in the habit of using all or nothing thinking, count that as a small win and celebrate it.

Bit by bit, you will reclaim personal power, lower the volume of fear in the brain and begin deepening your ability to be comfortable in the midst of ambiguity.

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Key Practice #5

Notice language of helplessness and uplevel it



When an individual continuously faces a stressful, uncontrollable situation and stops trying to change their circumstances, even when they have the ability to do so, psychologists call it “learned helplessness.”

For example, a smoker may repeatedly try and fail to quit, grow frustrated and come to believe that nothing he does will help and therefore stop trying altogether. In our current highly disruptive environment, it’s easier to begin slipping into helplessness.

It begins with our everyday language.

Notice when you or others begin using language that limits possibilities:

“We can’t.”

“There’s no way that will work...”

“I don’t know how.”

Create a team agreement that invites us to let each other know when we slip into “I can’t.”

Help move each other forward by asking “What CAN we do here? What would make it possible?”

Then, activate a sense of hope and renewed energy by adding the word “yet” to phrases of limited thinking. In this way, “We can’t” becomes “We can’t...YET.”

This use of YET is a powerful way to reshape the energy of your team. It essentially taps into what Dr. Carol Dweck calls “a growth mindset” – a mindset that sees challenges and setbacks as opportunities to grow and learn.

When we have a growth mindset, we believe that no matter what adversity hits us, our innate skills, talents, and abilities are not set in stone. Those skills and abilities can be developed and/or improved with determination.

Using “YET” is one of the fastest ways to shift from impossible to possible. Give it a try!

Key Practice #6

Reconnect your team at a deeper level

We may be working in a hybrid virtual/in person environment with our team(s) for some time to come.

Physical distance does not make your team remote. Strategic distance, operational distance and emotional distance make you remote to one another. And you can only increase resilience at the pace of the team member who grapples the longest with personal resilience.

So take 45 minutes out in your next team meeting to anchor back into a collective purpose you all are working towards and recommit to one another about how you will all work together.

Then, refresh, reboot and keep those agreements alive to deepen connection and dialogue no matter what change comes.

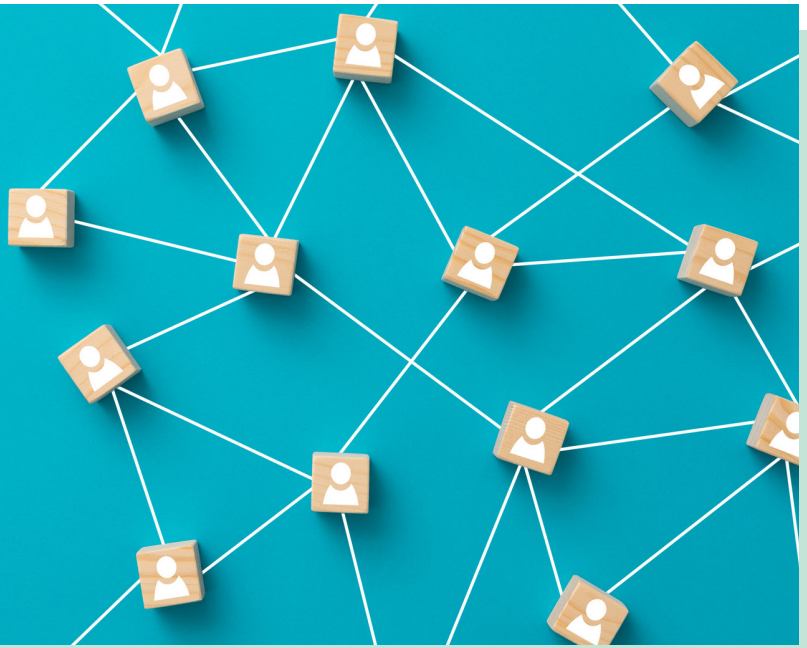


Reflect on the following and invite the team too, as well:

- **Why does our team exist**, truly, beyond the numbers?
- What is the **purpose we are aligned around**?
- **What emotionally compels us** or inspires us to “go the distance” together vs. just executing on our goals or KPIs?
- Thinking about our team, complete this sentence: “**Wouldn’t it be amazing if we _____?!**”
- **What behaviors**, when practiced together, **bring out our best and promote positive results**?
What behaviors cause interference, slow us down and get in the way of our collective success?

Key Practice #7

Reshape how your team communicates



When we are constantly bathing in the hormones of stress, our focus becomes very one dimensional on the source of stress in front of us, our energy shifts into efficiency over effectiveness and our behavior can slip into “check the box” mentality.

We essentially devolve our ability to be fully present with one another, actively listen, practice curiosity and explore wider perspectives.

This is especially damaging in our team meetings, as our one dimensional focus under stress can lead to silo thinking, lack of collaboration and lack of creative thinking together. This further fuels polarized views and an inability to dialogue together.

Whatever you do, STOP using team meetings as operational report outs. Not only are they mind-numbingly draining, but they waste precious energy that could be better used for real collaboration and creative problem-solving.

Send readings in advance and make them as short as possible. Better yet, start making 2-minute video synopsis of key points you want to share and send that to team members before the team meeting so they can listen while walking and building physical resilience.

Deepen a sense of curiosity and exploration by posing questions for dialogue to the team in advance. Then, structure your conversations to have a set time to diverge and listen to diverse perspectives before you converge on actions, alignment and next steps.

Use facilitative techniques to truly include divergent views. Breakout groups can be designed to surface the “Elephant in the ZOOM.” Ask “What’s not being said in the large group that needs to be surfaced right now?”. Then, facilitate large group sharing that integrates minority views.

Or, use breakouts in your team meetings when you are brainstorming new approaches to evolving business challenges. Get small groups in breakouts to pressure test the ideas presented by asking, “What would we challenge this person on? What might we have missed?”. Then, get them to generate one crazy idea for the person presenting and offer one thing they can do to help the person move the idea into action.

Key Practice #8

Get the learning now and experiment proactively

As you begin integrating these key practices, you may find you and your team have freed up latent energy and now have more access to creative thinking. Now it's time to harness that energy and begin to rethink and reimagine possibilities for your future.

Begin by acting like all the changes we made to the business since the onset of COVID-19 are just a dry run for further disruption that is coming.

Make time in your functional area to summarize learning to date. Assess what you are doing to track the weak signals in the environment around you, then ensure it's not all lagging indicators.

Carve out a morning with your team to dig deep. Ask the questions below. Get the learning now and keep on disrupting proactively!

Dig deep, ask questions, and keep learning

- **Do we have some early warning signs** that things are shifting and more disruption may be coming? Not just with the **current disruption at hand**, but with **how consumer behavior is changing, how our industry is morphing**, what partnerships are forming that we may not have been tracking?
- **What assumptions do we have** about how business will be run in the months to come? (Uncover at least 2 core assumptions that you hold as critical to your business model.)
- What if our core assumption #1 is **no longer as valid or true as we think it is**? What would be taking place if this were, in fact, the case? What patterns or behaviors would we be seeing from our customers?
- **What if our core assumption #2 is fatally flawed**, and is actually creating friction in our customers' experience with us? What would we be seeing from our customers if this were true?
- If our core assumption #1 is no longer as valid as we thought and we are, indeed, seeing potentially revealing customer behaviors to that effect, **how might we turn this into an opportunity?** For example, could we **harness human-centered design thinking** and new technologies to create a breakthrough customer experience?
- If our core assumption that our company controls the most prized expertise in our industry is flawed, then how might we turn this into an opportunity? For example, could we use crowd-sourcing and **more emphasis on horizontal networks to deepen and broaden our resource pool?**

Great work!!

By pausing to reflect on the questions in this 8 Key Practices guide, you've begun identifying how you can lead yourself and your team forward to experience less fear and unleash more creativity and positive authentic impact even in a very uncertain world.

Now that you've got a head start on key practices you can consciously employ daily to harness your energy, let me ask you a few simple questions.

- So what? Beyond accelerating your resilience amid rapid change, what do you dream of reimagining or rethinking for yourself, your team or your organization, given all this disruption? (Hint: Notice what ignites your sense of possibilities. This is the thing that lights you up thinking about it and would be an excellent focus for your renewed energy)
- What's getting in your way and stopping you from realizing limitless possibilities?
- What would it mean for you and your team if you could harness even more positive energy to actualize those possibilities?

Our team loves to support leaders, founders and experienced professionals in uncovering their true sources of interference and limitation, and then help them unleash positive energy towards amazing growth - at the individual, team and organizational level.

We do that through our signature courses, community of practice, and our high-touch coaching and consulting services®.

If you'd love to learn from us, collaborate with us or find out what we are up to next, connect with us on LinkedIn or shoot us an email at hello@recalibrateforimpact.com. We can't wait to connect!

In gratitude,



Lee Ann and Dr. Carla



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