

# Lead Above the Line

## Using Self-Awareness to Interrupt Reactivity and Lead with Intention

In the face of stress, adversity, and conflict we commonly operate “below the line” of self-awareness – in ways that are more reactive and self-protective. Our work as leaders is to come to these moments with more calm and discernment. This tool provides a three-step process (notice > name > choose) to shift your leadership from below to “above the line.”

### STEP 1: NOTICE

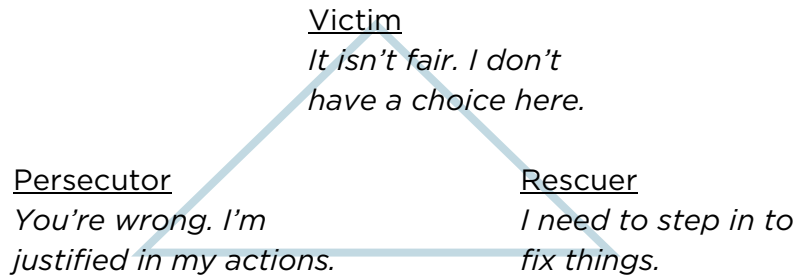
#### SELF-AWARENESS

BELOW THE LINE

##### Below the Line Patterns

- Defending
- Justifying
- Fixing
- Blaming
- Avoiding
- Rescuing/fixing
- Proving I’m right

##### Drama Roles



Recall a moment where your body reacted before your brain fully caught up.

What happened?

Who was involved?

What was at stake?

# Lead Above the Line (continued)

## STEP 2: NAME

Look at the below-the-line patterns and without overthinking:

Circle any below the line patterns you slipped into.

What needs was I protecting?

- My authority
- My identity
- Predictability
- Approval
- Being right
- Safety
- Autonomy
- Competence
- Control
- Acceptance
- Fairness
- My time

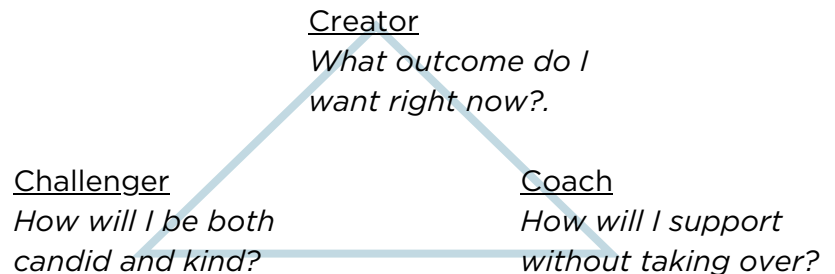
## STEP 3: CHOOSE

ABOVE THE LINE

### Above the Line Patterns

- Curious
- Open
- Accountable
- Open
- Grounded
- Responsive

### Creator Roles



## SELF-AWARENESS

For me to move above the line, how might I engage differently through one of these five lenses?

- **Assumptions:** What am I assuming?
- **Ownership:** What is mine to own?
- **Power:** How am I using my power?
- **Values:** What response has integrity for me right now?
- **Learning:** What is this moment inviting me to learn?

**BOTTOM LINE:** You may not be able to change the circumstances, but you can change how you respond in ways that restore choice, responsibility, and impact.