

LEADERSHIP AND MENTAL HEALTH

Dr. Henry Cloud

Clinical Psychologist; Leadership Expert; Best-Selling Author

Dr. Henry Cloud is an acclaimed leadership expert, clinical psychologist and *New York Times* best-selling author. His 45 books, including the iconic *Boundaries*, have sold nearly 15 million copies worldwide. He has an extensive executive coaching background and experience as a leadership consultant, devoting the majority of his time working with CEOs, leadership teams and executives to improve performance, leadership skills and culture. His newest book, *The Power of the Other*, debuted at #5 on the *Wall Street Journal* bestseller list.

Dr. Henry Cloud discusses the crisis of mental health, how it affects leaders as well as those we lead, and how to move toward health through a four-part framework. This session includes a conversation with Marten Hoekstra, a seasoned leader who shared how Henry's insights shaped his personal journey and helped bring his leadership to the next level.

Your Mental Health

What angst, pain or hurt have you been experiencing these days that are influencing your emotional and mental state? Take an opportunity to practice awareness by writing below what you've been feeling and experiencing. Take time as a team to share what you feel comfortable.

Get Connected

Dr. Cloud shared some of what you might be experiencing if you are disconnected: depression/mood; anxiety/fear; acting out/impulse problems; distorted thinking; addictions. Reflecting on your mental health, how might you be experiencing disconnection? Note your thoughts below.

Consider who might be a safe person in your life and write down some ways you could connect with them more intentionally. If you notice you don't have those safe relationships, how can you start to develop them?

Dr. Cloud shares the analogy of how the heart works—input and output. Connection involves both receiving (input) and giving (output). What 2 life-giving inputs can you experience to foster

connection? After you have reflected on your own inputs, as a team, share your ideas with each other to help each consider new ways to get energized.

→

→

Get Freedom

Dr. Cloud shared some of what you might be experiencing if you are lacking boundaries and limits: depression; anxiety; co-dependency/enabling; powerlessness/blaming; addictions.

Reflecting on your mental health, how might you be experiencing a lack of boundaries? Note your thoughts below.

Consider a relationship that is causing stress in your life. Write the nature of that relationship and what emotions you are experiencing through that relationship.

What is one change you can make to experience freedom? Dr. Cloud suggested: Take extreme ownership and responsibility; develop the “no” muscle; set limits on bad behavior, control and manipulation; respect other’s freedom. Note your thoughts below.

Take some time to learn as a team. Share with each other, as you feel comfortable, a circumstance where you might lack limits.

Get Acceptance

Dr. Cloud coaches leaders about the “gap” between ideal outcomes and reality. He shared some of what you might be experiencing if you are lacking acceptance: perfectionism/critical attitude; depression/anxiety; unresolved grief and pain; lack of emotional regulation; addictions.

Reflecting on your mental health, how might you be experiencing a lack of acceptance? Note your thoughts below.

What recent imperfection of an outcome has caused you stress? (For example, ineffective meeting, rejected proposal, lacking team involvement on project, etc.) Note that below.

What is one change you can make to experience more acceptance? Dr. Cloud suggested: embrace vulnerability/confess your faults to one another; process your pain and grief; develop a growth mindset; monitor the tone with which you address imperfection to yourself and others; forgive. Note your thoughts below.

Take some time to learn as a team. Share with each other, as you feel comfortable, a circumstance where you might need more acceptance.

Gain Adulthood

Dr. Cloud shared some of what you might be experiencing if you are lacking adulthood: feelings of inferiority/people pleasing or needs for approval; anxiety/depression; black and white thinking; comparing yourself to others; addictions. Reflecting on your mental health, how might you be experiencing a lack of adulthood? Note your thoughts below.

What is one change you can make to experience more adulthood? Dr. Cloud suggested: own your opinion and disagree with authority; take people off pedestals and stop comparisons; try, fail and learn process; see yourself and others as equal but different. Note your thoughts below.

Take some time to learn as a team. Share with each other, as you feel comfortable, a circumstance where you might need to gain adulthood.

ACT:

Either individually or as a team, choose one the four issues (connection, freedom, acceptance, or adulthood) to continue to work on over the next few weeks. In what ways can your team encourage one another in this process?