



# BirdsEye – Culture Leaders Network Webinar

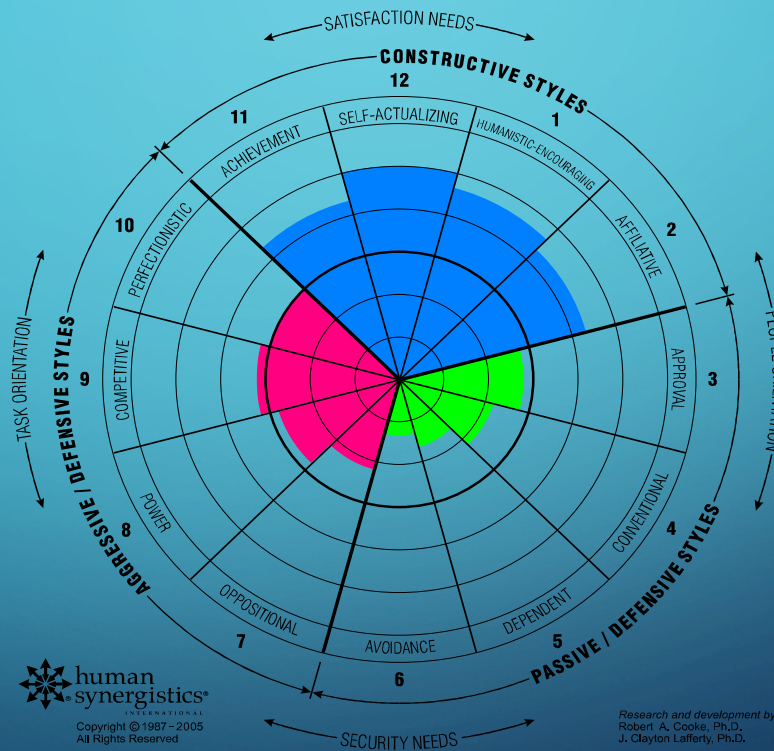
## LSI Leadership Style Techniques for Staying in the Blue (Constructive Thinking Styles)

Frank Gallant and Craig Kennedy



# Constructive Leadership Styles

## Techniques for Staying in the Blue



# LSI Constructive (Blue) Leadership Styles

**Achievement-Oriented**  
Focused on excellence, goal-setting, continuous improvement and working together.

**Self-Actualizing**  
Visionary, authentic, and growth-driven, non-judgmental, values aligned, problem solving and inspiring innovation.

**Humanistic-Encouraging**  
Nurturing, supportive, empowering others and emotionally intelligent.

**Affiliative**  
Relationship-driven, fostering trust, respect, teamwork, co-operation and belonging.

When leaders integrate all four constructive styles, they unlock maximum leadership potential, driving performance, engagement, and long-term success.

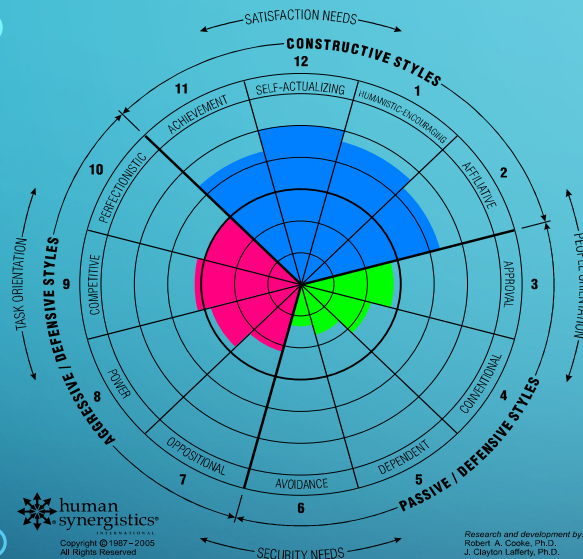
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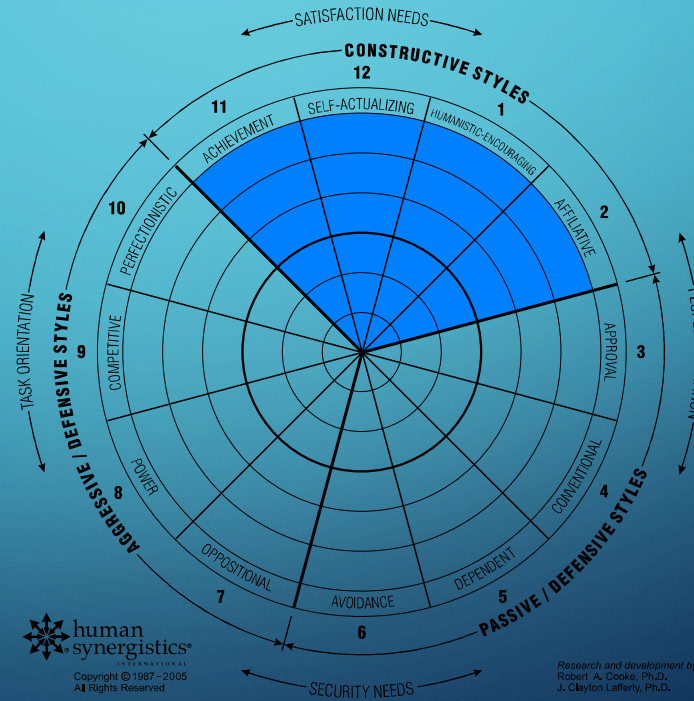
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# Managing Ones Autonomic Ladder & The Neuroception of Safety



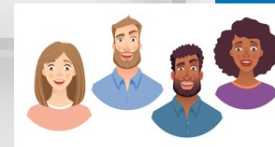
# Constructive Thinking

## Working to Stay in Balance

(Handling the Demand of the Day)

The ability to recognize and regulate autonomic states is fundamental to navigate daily living.

The Autonomic Ladder



Responsive...

B  
A  
L  
A  
N  
C  
E

### Neuroception of Safety - Anchored

Social - Engaged - Connected - Constructive

Flow, warm, open-hearted, curious, capable, organized, passionate, at ease. Positive story.

I am... feeling health, strong and resilient.

The world is... welcoming, safe, trusting and filled with opportunity. Thriving and full.



### Neuroception of Safety - Fading

Body Sensations - Unpleasant Emotions

Increased intensity and duration of emotions

Amygdala hijack - small or medium in intensity

Starting to disconnect from self / others. Your old beliefs tell a story (negative / self-defeating) from the past.

Be curious about what you feel and what your perceptions are.



### Neuroception of Danger

Mobilized - Action Taking

Blockages to thinking clearly and less access to ones emotional state

Out of control, too much, confusing, overwhelming, angry, confrontational, ready to run. **Move into more of a survival mode.**

Amygdala hijack - large or extra-large in intensity

**Flight (Passive / Defensive)**

**Fight (Aggressive / Defensive)**

I am... feeling really insecure, fearful, toxic.

The world is... unfriendly, scary, exploding.



### Neuroception of Life-Threat

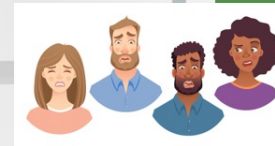
Immobilized - Shut Down - Freeze - Collapsed

Dark, foggy, fuzzy, silent, out of focus, cold, numb, hopeless, helpless, shut down, disconnected.

I am... unloveable, invisible, lost and alone.

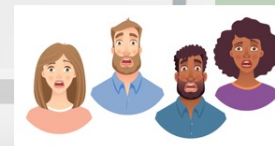
The world is... cold, empty, depressive.

C  
H  
A  
O  
S



Reactive...

D  
A  
R  
K



# Strive to Stay in the Blue

## Strive to Bring a Sense of Connection

A: Body Sensations  
B: Unpleasant Emotions  
C: Cognitive Thinking  
D: Imagery





## **Neuroception of Safety**

Social, Engaged, Connected and Constructive

## **Neuroception of Safety - Fading**

Disconnecting from Body Sensations and Intensity of Unpleasant Emotions



## **Story of Connecting Ventral Vagal Regulation**

Connect, Collaborate and Cooperate

Self-Compassion, Compassion for Others / Living Things

Clearer Perceptions

*"I'm curious about the world and my place in it and my impact"*

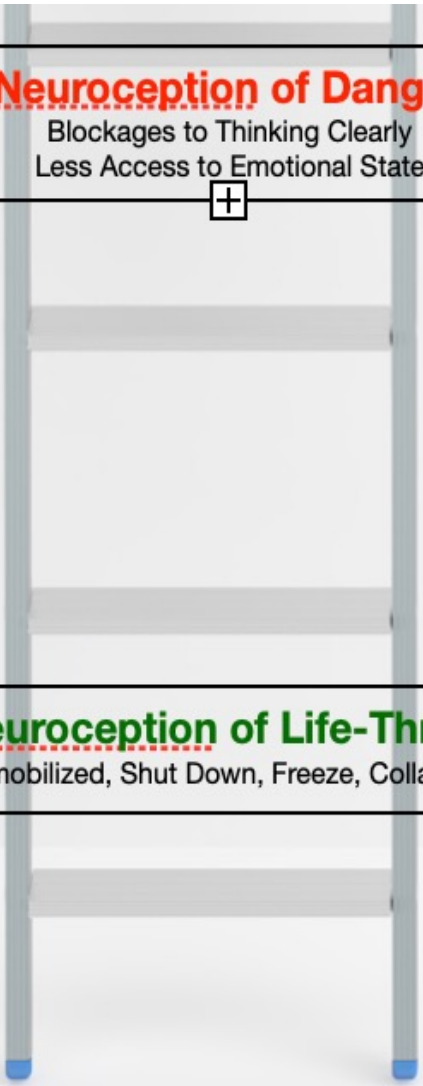
## **Vagal Brake Releasing**

Efficiently increase and decreases heart rate

Brings mobilization without a move into sympathetic fight and flight survival responses

Supports the ability to move between action and calm

Imagine the vagal brake working like the brakes on a bicycle. Brakes released to go faster; Brakes re-engaged to slow down



### **Neuroception of Danger**

Blockages to Thinking Clearly  
Less Access to Emotional State



### **Neuroception of Life-Threat**

Immobilized, Shut Down, Freeze, Collapsed

### **Story of Protection**

#### **Be Curious About Your Perceptions**

*"I am not good enough" or "I feel like a failure"*

Driven to Compete

Move into Judgement

Critical of Self and / or Others

Downwards Comparisons

*"I have to be better than everyone else"*

### **Story of Disconnection**

#### **Dorsal Vagal Collapse**

Loss of Hope, Self Critical

Upwards Comparisons and Lack of Authentic Self

Practice Compassion and Seek Third Party Support

*"I'm never going to measure up"*

# Understand Our Systems - Understand Ourselves

## The Ventral Vagal Oversees The System (Mind and Body)

*(When we are in a constructive mindset, all systems are on-line)*

Parasympathetic  
Nervous System  
Ventral Vagus



### Constructive mindset

Navigates the world with safety and flexibility  
Explores options and sees possibilities  
Connect  
Creative and innovative

Sympathetic  
Nervous System



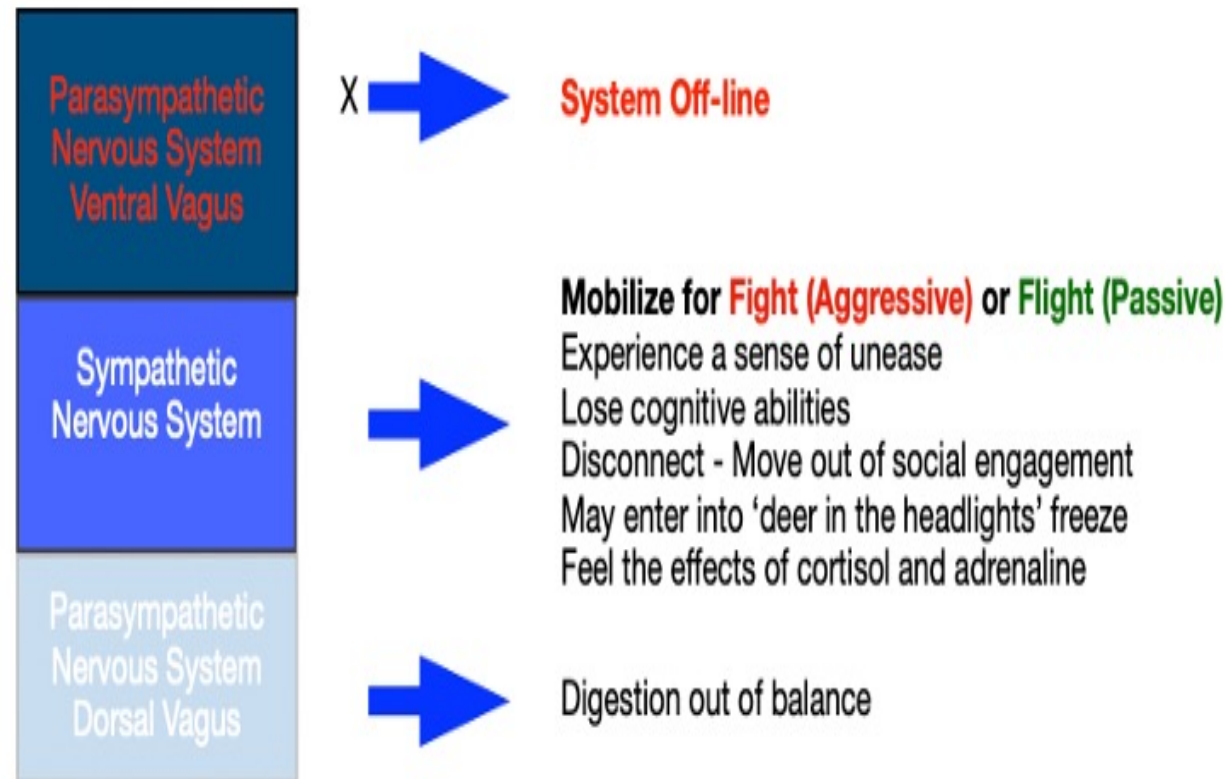
Regulates blood flow and heart rate  
Energize to meet the demands of the day  
Mobilize in play  
Move with passion

Parasympathetic  
Nervous System  
Dorsal Vagus



Digest, rest and restore

# The Sympathetic Nervous System Takes Over



## Dorsal Vagus System in Charge

Parasympathetic  
Nervous System  
Ventral Vagus



System Off-line

Sympathetic  
Nervous System



System Off-line

Parasympathetic  
Nervous System  
Dorsal Vagus



Zone out and shutdown  
Dissociate or separate (from authentic self and emotional states)  
Disappear  
Freeze with collapse  
Suffer with digestive problems



## Changing Human Behaviour (Four Disciplines)

Discipline # 1: Enhance the self-awareness that you getting hooked / triggered or hijacked

Discipline # 2: Be attentive to your mindset style (blue, red or green)

Discipline # 3: Work to change old (red / green) defensive habits into new (blue) habits

Discipline # 4. Learn to stay with the discomfort “the itch and urge of getting hooked”

## Technique # 1: Move from the invisible to the transparent

When you unconsciously emotionally trigger and hijack into a passive / defensive (green) or aggressive / defensive (red) motive, it always causes negative impacts on ones self and others. These impacts often differ from person to person pending their past experience and the motivational style that is triggered.



Asking for and accepting feedback from others as they observe your behaviours and acknowledging that you have been triggered into a defensive leadership style (red / green) is a helpful first step to being more self aware.

## 2. Learn to listen to your body

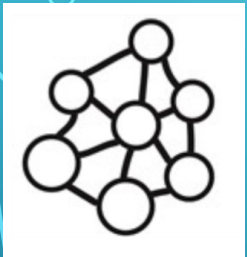


What person, situation or event were you in that evoked an unpleasant emotion? Once hijacked into a defensive style there is always an initial reaction in the body. Can you describe where in the body it is? Body sensations are clues that you may be feeling unsafe and that your fight (red) and flight (green) defence states are being mobilized. Our bodies are always giving us messages.

The brain take the autonomic information and creates a story to make sense of what's happening in the body. If you want to change the story, start by understanding and then changing the state (within the body). Work to label a form of negative stress (some level), personal discomfort, relationship disconnects or impacts on self / others.

### 3. Identify and honour the unpleasant emotions

Can you label the unpleasant emotion? It's there for a reason. Accept the emotion, your emotions are 100% valid. Allow yourself to truly experience the emotion and strive to validate. What will determine your constructive (blue) or defensive response (red / green) is not your emotion, but your attempts not to feel – to disassociate. You compensate by developing coping mechanisms (defensive mindsets) to keep you from allowing you to experience yourself the way you really are. (authentic self and emotions)



Here is a list of key unpleasant emotions: (conscious or unconscious)

Anger – Confusion – Disgust / Shame – Fear - Sadness

Feelings are about ourselves. Often our perceptions are not accurate.

Core feelings (in bold) and associated variants (beneath) as well as interpretations / perceptions when **needs are not fulfilled**.

Identify here what need has not been fulfilled:

### **Anger**

(Unfair / Unjust)

Fury  
Rage  
Hatred  
Impatience  
Mad  
Contempt

### **Confusion**

Unfocussed  
Bewildered  
Uncomfortable  
Disoriented  
Flustered  
Perplexed  
Puzzled  
Scattered  
Unsure

### **Disgust/Shame**

Loathing  
Abhorrence  
Revulsion  
Distaste  
Aversion  
Dislike  
Detestation  
Contempt

### **Fear**

Terror  
Horror  
Shock  
Alarm  
Dread  
Anxiety  
Nervousness  
Trepidation  
Scared

### **Sadness**

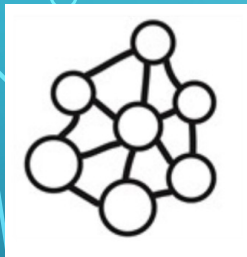
Anguish  
Sorrow  
Grief  
Despair  
Miserable  
Weepy  
Depressed  
Numb  
Despondent

Interpretations or perceptions that link to the above core feelings and involve a belief that can be examined. Work to be curious about what you can notice...

What interpretation or perception can you notice arising as a body sensation. Label it here:

Can you identify the underlying belief: (usually self-defeating)





| Anger       | Confusion   | Disgust/Shame | Fear        | Sadness      |
|-------------|-------------|---------------|-------------|--------------|
| Aggravation | Troubled    | Resentful     | Insecure    | Helpless     |
| Frustration | Lost        | Guilt         | Threatened  | Resignation  |
| Rebellious  | Idiotic     | Regret        | Vulnerable  | Distressed   |
| Irritated   | Stupid      | Apologetic    | Intimidated | Discouraged  |
| Outraged    | Puzzled     | Worthless     | Paranoid    | Disappointed |
| Annoyed     | Reluctant   | Embarrassed   | Hysterical  | Unhappy      |
| Vengeful    | Forgotten   | Humiliated    | Panic       | Hopeless     |
| Indignation | Displaced   | Remorseful    | Desperate   | Lonely       |
| Exasperated | Alone       | Ashamed       | Pessimistic | Abandoned    |
| Jealous     | Unfortunate | Abashed       | Overwhelmed | Betrayed     |
| Oppressed   | Foolish     | Dejected      | Alarmed     | Rejected     |

Allow yourself to connect with the associated variants (not core emotions ex. overwhelmed) as they arise, however strive to move to the core emotion as the emotional intelligence connection will allow for insights.

Insights = Response Flexibility

#### 4. Learn to stay with the discomfort “the itch and urge of getting hooked – triggered or attached”



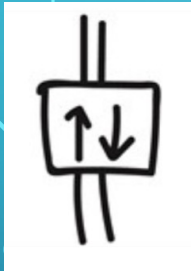
The message here is that the only way to ease the discomfort is to fully experience it. Learn to stay with it. Learn to stay with the uneasiness, learn to stay with the tightening, learn to stay with the unpleasant emotion, learn to stay with the itch (getting attached / hooked) so that the habitual chain reaction doesn't continue to rule your life. (at that particular moment)

How long did you stay with the discomfort once you became conscious that it was occurring?

This pause or stillness allows you to calm the ANS (self or co-regulation) and move back into a more blue or constructive thinking space. (back up the autonomic ladder)

## 5. Pause and breathe

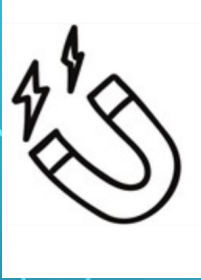
When your body's sympathetic nervous system is activated by stress, one of the first things to go is your calm, even breathing. Focusing on breathing deeply restores oxygen to your body and regulates your brain's brainwaves. Breathe from your diaphragm, not your upper chest. Try not to let yourself get distracted by anything else, including how upset you might feel.



When you are not blinded by the intensity of your unpleasant emotions (the depth and duration), when you pause and breathe, you naturally slow the blood flow to the heart, you start to calm down and you can now figure out what to do – to see options and what is most constructive (blue).

## 6. Socially engage - connect with a trusted friend

Being with a close interested person who offers regulation energy can make all the difference in getting you back into the blue. Connecting with the other in a non-judgment way brings these moments into explicit awareness and increase ones feelings of personal safety.

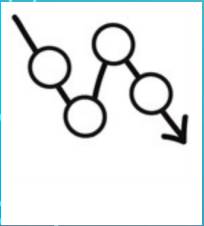


When we feel safe, the social engagement system brings us into a calm state that function enables connection with others and access to a blue constructive thinking styles.

Through these pathways, we protect our emotional validity and physiological states on our face and through our voices. Sharing our bodily feelings through our face and voice enables us to form reciprocal social bonds mobilizing blue.

## 7. Try to explain what happens to you within the storyline of your 'habitual chain reaction'

What does it feel like to get hooked - to be stuck in the aggressive (red) or passive (green)?



Try to identify the discomfort, pain and / or vulnerability.

There is a formal practice for learning to stay with the energy of uncomfortable emotions - a practice for changing the form of the poison of negative emotions into wisdom. This practice is specifically enhanced when one remains open and receptive to one's own energy of when you were emotionally triggered. Understanding what's behind processed emotions always leads to insights.

## 8. Identity attachment and re-adjustments

The fundamental, most basic defensive mobilization is to ego itself: attachment to our identity, the image of who we think we are.



When we experience our identity is being threatened, our self-absorption gets very strong and defensive thinking automatically arises.

Defensive thinking is not who we are within our authentic self.

What shift in identity would be helpful right now?

What would that look like?

## 9. Connecting with personal and/or organizational core values

We begin, due to our past experience and our own wisdom, to move towards letting go, being fearlessness or more courageous. These are real self-actualizing moments and key opportunities for you to connect with your own core values – what's deeply important to you.



If we are willing to acknowledge how we get hooked and to experience it without sidetracks, then our natural intelligence begins to guide us. We begin to foresee the whole chain reaction and where it will lead. There's some wisdom that becomes accessible to us - wisdom based on compassion for ones self and others that has nothing to do with ego's fears.

We can then learn to naturally interrupt the chain reaction before it even starts.

## 10. Personal self or co-regulation techniques (That Work)

After a few deep breathes and some self-discipline, you have the potential to move into a much more calm, safe and confident place that allows you to be more rationale and constructive in dealing with situations with self and others.



What are the most effective self-regulation or co-regulation techniques you can put in place to help you be more effective?

The ventral vagus is an able to respond when there is safety. This state brings a sense of connection to self, others, the world, and spirit allowing for curiosity, compassion, self compassion and engagement with others. (blue)

Did you know co-regulation is a much more powerful technique as it helps you connect with others nervous systems through social engagement, play and intimacy.

## 11. Strengthen response flexibility

When choice is restricted or when there is a feeling of being trapped, the autonomic nervous system senses danger and enacts a survival response.

People need to feel safe or calm to be available to have access to the mid frontal cortex (area of the blue constructive mindset), have response flexibility and to see their options or choices.

The mid frontal cortex in the brain, one of its central tasks is called “response flexibility.” That simply means, when some external trigger occurs, you have the capacity to actually be flexible in your response according to what is needed at the time.

Constructive or blue styles give you access to your response flexibility. (Others can help you flex as well)



## 12. Personal reflections, then relax and move on.



What can you learn from your experiences that you can apply to future situations? If the mobilization into the red or green are not too significant, just go on with your life so that the practice doesn't become a big deal, an endurance test, a contest that you win or lose.

What does this look like for you?

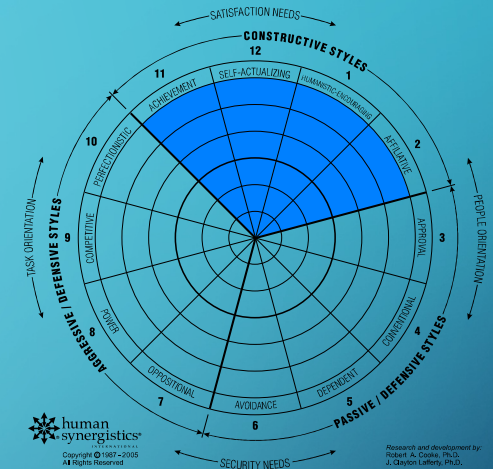
How can you find ways to learn and move forward more effectively?

## The Power of Constructive Mindsets

Learn more about the styles at the top, the constructive clusters address life by encouraging people to think about goals, to think about outcomes, the objectives, what they are trying to achieve.

Doing it in a way that is creative, that is open to new ideas, that is experimental, that is learning oriented, what we'd like to call - self actualizing.

The process, interacting with each other in ways that are developmental, teaching, explaining, giving positive feedback, recognizing people's contributions and working more collaboratively.



A decorative graphic on the left side of the slide, consisting of a network of light blue lines and circles of varying sizes, resembling a circuit board or a neural network, set against a dark blue background.

**Which blue zone (constructive) practices do you want to start with?**

1.

2.

3.



# BirdsEye Webinar # 5

## June 2025

### LSI Leadership Style

### Techniques for Staying in the Blue

### (Constructive Thinking Styles)

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