

Be Your Own Guru

Master Your Perspective,
Build Resilience, and Lead Yourself

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Annemarie Spadafore



- Ph.D. and P.C.C. – Professional Certified Coach – based in Washington, D.C.
- I've had graduate training in organizational behavior from Harvard, and have spoken widely on many leadership topics, particularly how to balance power and 'soft skills,' and to lead others and ourselves with resilience
- I've worked with thousands of clients from a wide variety of sectors, including professional services, law, financial services, technology, healthcare, design and construction, higher education, manufacturing, government, and non-profits
- Fun fact: I've supported clients representing four continents

Lynn Herron

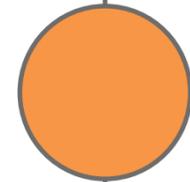


- Senior Manger of Recruitment Operations, Hogan Lovells (DC)
- I am a seasoned legal careers professional with 20+ years in the field. I have worked in law firms my entire adult life, starting as a paralegal/office manager/legal assistant with mid-sized and small law firms.
- I've been a part of, and led, teams of many sizes, across multiple generations, in varied configurations, and with different missions. Teams at work, in the community, and in professional associations, including serving on the NALP Board of Directors, Regional Resource Council, Nominating Committee, Educational Conference Planning Committee and multiple working/advisory groups
- Fun fact: I love to travel. The actual act of traveling. Whether by car, plane, train, bus, boat, or foot, I am most at peace when I am heading somewhere.

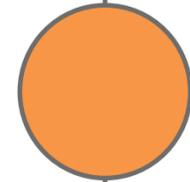
10 M Tower



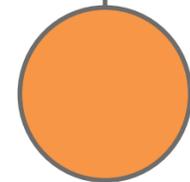
'10 M Tower' Response



Think of an example where you surprised yourself with what you were capable of?



How did you feel during the challenge?



How did you feel after the challenge?

Resilience the 7 Step Guru Way

Overcome 3
Guru
Derailers

Build 4 Guru
Multipliers

Guru Derailer #1: “Rigid Demands” We Make on Others

The challenge with “Shoulds / Musts / Oughts”



Guru mantra: *“In times of stress, the expectations I place on myself and others may be arbitrary, unrealistic, or distorted.”*

Guru Derailer #2: Over-Generalization / Magnification / Catastrophizing

What do you 'see' that doesn't really exist?



Guru mantra: *"I avoid seeing a pattern based on a single event, jumping to conclusions, or seeing things out of proportion."*

Guru Derailer #3: External Locus of Control

What is within your control?



Guru mantra: *“I avoid negating my own power over situations.”*

Guru Multiplier #1: Optimism & Gratitude



Guru mantra:

“I notice, expect, and appreciate the positive and take purposeful action.”

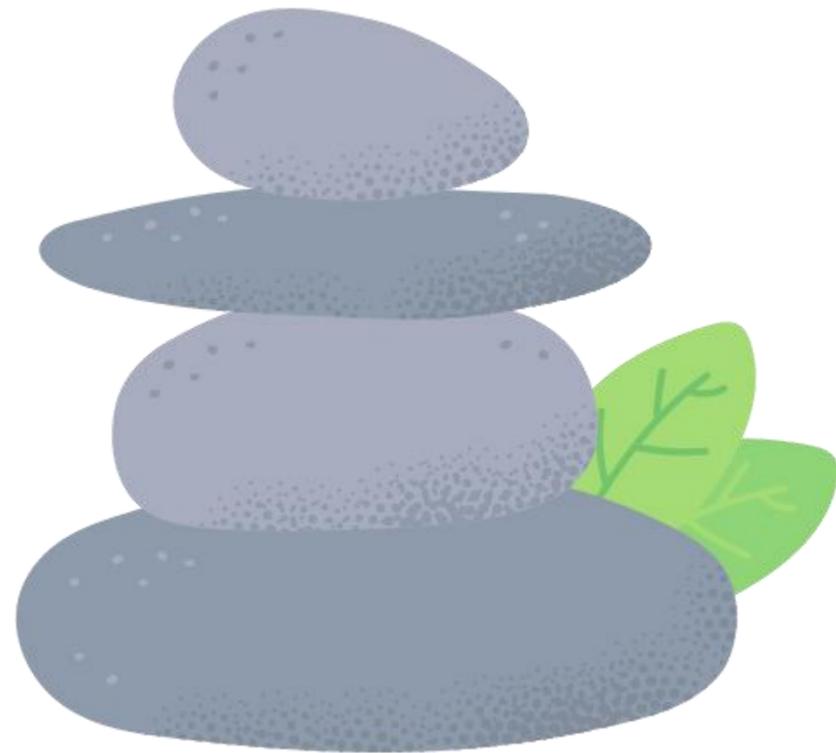
Guru Multiplier #2: Mental Agility



Guru mantra:

“I think creatively, flexibly, and account for different perspectives.”

Guru Multiplier #3: Internal Locus of Control



Guru mantra:

“I have control over my own decisions and actions.”

Guru Multiplier #4: Connection



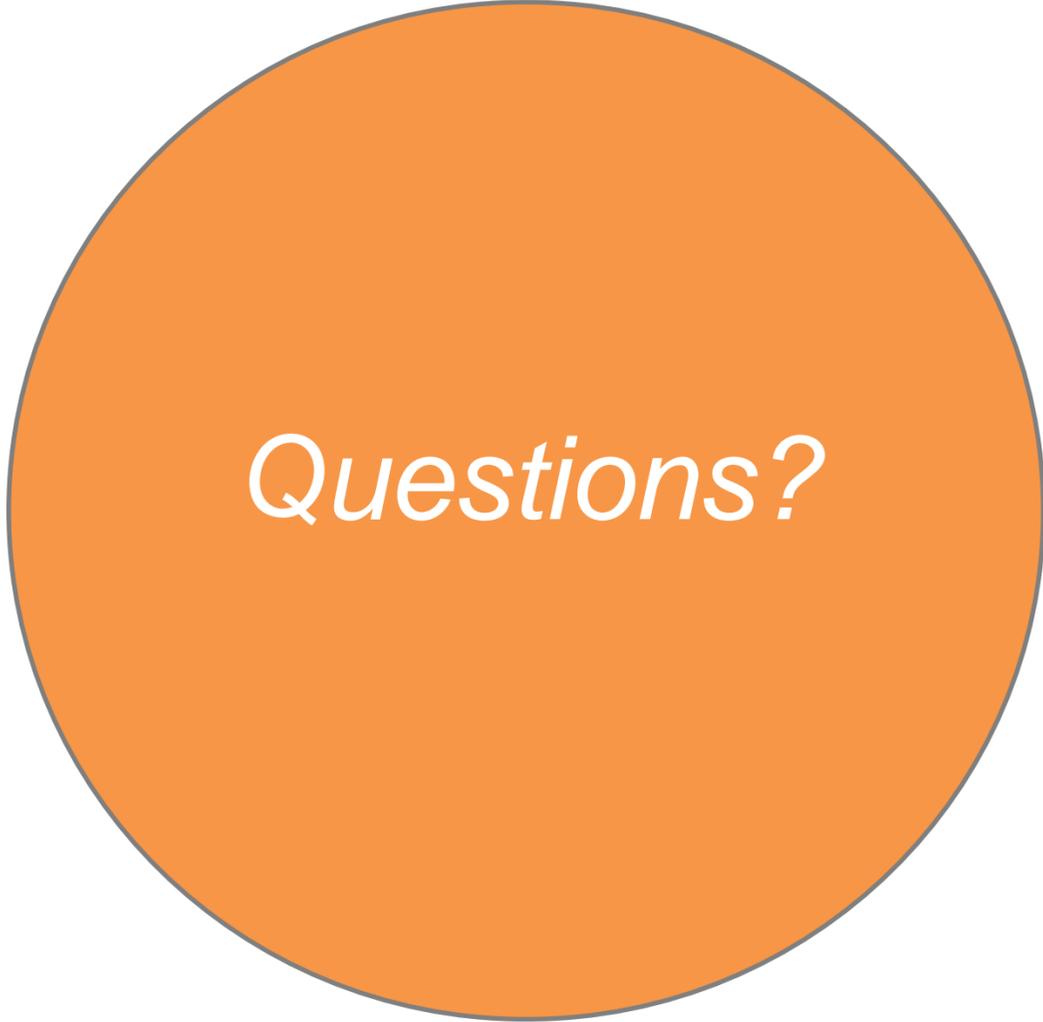
Guru mantra:

“I seek to build relationships with others where we reciprocally feel open and available to each other.”

Resilience Originates From Within

*“I don’t just
expect things
to get better;
I get better”*

What are your resilience challenges?



Questions?

Let's Connect!

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