

# Dr. Henry Cloud

- A Mental Health Crisis
  - Many leaders struggle with mood problems or depression, anxiety, stressors or trauma, sleep struggles, or addiction or substance issues.
  - These issues affect not only your wellbeing and the wellbeing of the people you lead, but also performance.
  - Sometimes the first step is becoming aware that there may be issues in ourselves or others.
  - You can be a high performer and still have a growth step you can take.
  - There are areas of spiritual growth and formation that can cure some emotional issues in large measure.
  - Apart from the biological and medical aspects of these issues are the psychological and spiritual dynamics that fuel them.
- Connection vs. Emotional Isolation [09:40]
  - Emotional isolation is not physical isolation.
  - There can be isolated parts of the heart needing connection, comfort, support, or healing.
  - The heart is a muscle that, through trust, opens itself up to receive the care that it needs from the outside.
  - From womb to tomb, the need for connection never goes away.
  - Symptoms of disconnection can be depression/mood, anxiety/fear, acting out/impulse problems, addictions, or distorted thinking.
  - What does it look like to get connected?
    - Realize the need.
    - Find a safe place with safe others.
    - Move toward others in a safe place.
    - Be vulnerable.
- Freedom vs. Loss of Control [19:00]
  - Once we are in relationships, it is easy to lose our sense of freedom.
  - We have to be able to set limits.
  - Sometimes leaders do not set limits on people's poor performance.
  - Boundaries affect you in your leadership as well as in your personal life.
  - Symptoms of a lack of boundaries and limits can be depression, anxiety, co-dependency/enabling, powerlessness/blaming, or addictions.
  - What does it look like to get boundaries?
    - Develop the “no” muscle.
    - Take extreme ownership and responsibility.
    - Set limits on bad behavior, control, and manipulation.

- Respect others' freedom.
- Acceptance vs. Denial [29:27]
  - There is always a gap between how good we think we could be and how we really are.
  - Living in the gap are pain and shame.
  - When we are safe to learn from our mistakes without getting beat up by them, then we do learn from them.
  - Symptoms of lack of acceptance can be perfectionism/critical attitude, depression/anxiety, unresolved grief and pain, lack of emotional regulation, or addictions.
  - What does it look like to get to acceptance?
    - 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, forgive, forgive.
- Adulthood vs. Remaining a Child [40:02]
  - People can get fixated feeling like they are still a child in an adult's world.
  - We need to become an equal adult with other people psychologically.
  - Symptoms of lack of adulthood can be feelings of inferiority, people pleasing, or needs for approval; anxiety/depression; black-and-white thinking; comparing yourself to others; or addictions.
  - What does it look like to gain adulthood?
    - Own your opinion and disagree with authority.
    - Take people off pedestals and stop comparisons.
    - Try, fail, and learn process.
    - See yourself and others as different but equal.
- Reflection and Next Steps [50:00]
  - Reflect on one or two areas you might want to grow.
  - Identify your next step.
    - If you have pain in one of these areas, go find a good place to process it.
    - This is a continuum; get the appropriate level of help you need.
    - Do this for those you lead; make spaces for connection.
- Seek and Save That Which Was Lost [52:47]