



SHANE LYNCH PSYCHOLOGY

What season are you in?

Sometimes we let the weather determine where we're at. How do we meet our needs when the weather isn't cooperating?

Remember...

The 8 C's of Self are:
compassion, curiosity,
courage, confidants, calm,
clarity, creativity and
connection.

About Shane

I am really looking forward to having a break with the kiddos this coming week. It is finally their Spring Break and I am really hopeful for some outdoor adventures.

The other day I took my youngest son into Fish Creek park on an unplanned adventure walk and we heard so many birds it was really quite something to hear.

I think that even the circling helicopter was needing a break at the park too.



IFS and Leadership in the Workplace

As a psychologist who often utilizes Internal Family Systems (IFS) therapy, I have observed how its principles can profoundly inform and enhance leadership practices, particularly within the realm of Industrial and Organizational (I-O) Psychology. People-centered leadership, which emphasizes empathy, self-awareness, and the holistic well-being of team members, aligns seamlessly with the IFS model, offering a transformative approach to organizational dynamics.

IFS posits that the human psyche comprises multiple sub-personalities or "parts," each with its own perspectives and roles. Central to this model is the "Self," characterized by qualities such as compassion, curiosity, and confidence. In the context of leadership, accessing the Self allows leaders to engage with their teams authentically, fostering environments where individuals feel seen, heard, and valued.

Leaders who engage in self-reflection and recognize their internal parts can better manage their reactions and biases. This awareness of Self is crucial in decision-making and conflict resolution. For instance, a leader who identifies a perfectionist part may understand its origins and mitigate its influence, leading to more



Tips for Dads & Moms

I often talk about parenting and leadership. In fact, when I talk with clients who are leaders in their workplaces and they also have children, we draw a lot of comparisons.

It's interesting how clients can be uncomfortable with these comparisons (that is, employees as their children) but this actually shows where they need to adjust in both environments. They won't be patronizing leaders at work if they don't understand parenting as a patronizing role.

In both environments, we need to be curious about either our child's or our employee's experience. Leaders at home and work are better when they have influence rather than control.



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balanced and inclusive leadership. By acknowledging their own internal complexities, leaders can extend compassion and empathy to their team members, recognizing that each individual brings a unique set of experiences and internal dialogues to the workplace. This understanding fosters psychological safety, encouraging open communication and collaboration.

I-O Psychology underscore the efficacy of people-centered leadership and, if we are to be people-centred, then we must be *parts aware*. When transformational leaders prioritize the whole individual as a sum of their parts, what follows is a higher likelihood of intellectual stimulation, employee satisfaction and performance.

A meta-analysis by Lee et al. (2020) found a strong correlation between leaders' emotional intelligence (which we can further delineate to intra and interpersonal awareness; that is, knowledge of Self and parts) and team productivity, highlighting the importance of self-awareness and empathy in leadership roles.

Furthermore, Edmondson's (2019) work emphasizes that teams led by individuals who cultivate psychological safety are more innovative and adaptable, essential traits in today's dynamic work environments, and the product of Self-to-part communication. For example, if I am the leader of a direct report who's defensive part is often triggered, psychological safety for this employee is dependent on my awareness of the defensive part and my self-awareness of how I approach this part. If a part of me becomes frustrated, the employee's defensive parts ramps up. If I stay in Self (curious, compassionate, calm) the employee's defensive part settles down. Psychological safety is established.

Organizations can integrate IFS principles into leadership development programs by: Encouraging practices that help leaders explore their internal parts which can enhance self-regulation and decision-making; creating spaces where team members can share their experiences without fear of judgment, which fosters trust and cohesion; and, developing leaders who demonstrate the 8 C's of Self leadership—curiosity, compassion, confidence, courage, clarity, creativity, connection, and calm.

Incorporating IFS into leadership practices offers a nuanced approach to people-centered leadership, emphasizing the importance of self-awareness, empathy, and authentic engagement. By recognizing and addressing the internal landscapes of both themselves and their team members, leaders can cultivate environments that not only enhance performance but also promote holistic well-being and psychological safety.