The Power of Positive (Executive) Presence

Sumita Khatri, MD
Associate Prof. of Medicine CCLCM
Director, FLEX Program

Andrea Sikon, MD
Associate Prof. of Medicine CCLCM
Director Cleveland Clinic Coaching & Mentoring
Check-in

Where is your head?

Your body?

Your mood?
Define Executive Presence (EP), Positive psychology, and their important interaction

Consider how Positive Psychology informs your approach (presence and confidence)

Explore tools to engage self and others to maximize your presence to achieve your goals
Executive Presence:
Impression one gives as a leader of self and others; reflects knowledge, abilities, and values AND congruence of personal style with desired leadership role

Positive Psychology:
Approach focusing on how to prosper and lead healthy, happy lives [Martin Seligman]
WHY?

Executive Presence and Positive Psychology

Mainstays of professional development in business community

Worthwhile tools for physicians and scientists

Broad applicability: practice, leadership, administration, medical education, research
"...a call for psychological science and practice to be as concerned with strength as with weakness;

as interested in building the best things in life as in repairing the worst;

and as concerned with making the lives of normal people fulfilling as with healing pathology,"
Positive Psychology - Major topics

Happiness
Optimism
Mindfulness
Flow
Character strengths and virtues
Hope
Positive thinking
Resilience
Visioning positivity

Pair up: Have 1 person relay a story about a time they were at their very best (2 minutes); other just listen.
Group Debrief

SPEAKERS: How did you feel while speaking?

LISTENERS: How did you feel while listening?
How did that feel?
“You feel the way that you do right now because of the thoughts you are thinking at this moment.”

-David Burns (1980)
Our clinician questions

Our research questions

Our administrative style
### Reactive

<table>
<thead>
<tr>
<th>Problem description</th>
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<tbody>
<tr>
<td>Limitations</td>
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<tr>
<td>Mistakes</td>
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<tr>
<td>Causes</td>
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**Past**

### Proactive

- **Outcomes and Awareness**
- **Strengths**
- **Barriers with bridges**
- **Actions**

**Future**

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Hicks R, McCracken J. PEJ Jan 2010


Staff Coaching & Mentoring Program
Reframing: How do you view life??

PROACTIVE
Creating what matters most as the dominant force

REACTIVE
Life circumstances as the dominant force
Asset Based Thinking

Proactive

80%

Reactive

20%

Proactive

Assets
Strengths
Possibilities
Connections
Synergies

Reactive

Deficits
Weaknesses
Challenges
Barriers
Adversaries

Cleveland Clinic
Adapted from "Change the Way You See Everything With Asset Based Thinking" Kathryn D. Cramer Ph.D & Hank Wasiak, 2006
When you focus on problems, you'll have more problems. When you focus on possibilities, you'll have more opportunities.
## Multiple Applications

<table>
<thead>
<tr>
<th>ASSET-BASED THINKING</th>
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<tbody>
<tr>
<td>Coaching</td>
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<tr>
<td>Leadership skills</td>
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<tr>
<td>Communication skills</td>
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<tr>
<td>Patient coaching</td>
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<td>Change management</td>
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<td>Continuous improvement</td>
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<tr>
<td>Teaching</td>
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<tr>
<td>Personal life (partners, children…)</td>
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Mindfulness & Positive thinking

Not what vision is, it’s what it *does*. Increases positive emotion.
Opens our minds—expands options.

Robert Biswas Diener; Practicing Positive Psychology Coaching
Mind-body/ Body-Mind

Where are you now, compared to when you first arrived? Body, mind, mood?

What tape do you replay?
What is that doing to your mind & body?
What does that message convey to others?
What response does that evoke in others?
EXECUTIVE PRESENCE

WHAT IS IT?
Recall an instance:

Influence your audience by conveying a message that is consistent in words and delivery.
More than a first impression... Presence is about impressions made over time.

Confidence
Charisma

Multidimensional and dynamic

Ability to connect and inspire
Engagement

Connectors

Disconnectors

Williams. Change the Way You Persuade. HBR May 2002
Maister. The Trusted Advisor. 2000

Cialdini. Harnessing the Science of Persuasion. HBR Sept 2001
### Engagement

<table>
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<tr>
<th>Connectors</th>
<th>Disconnectors</th>
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<tbody>
<tr>
<td>Exuding passion</td>
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*References*

- *Williams. Change the Way You Persuade. HBR May 2002*
- *Maister. The Trusted Advisor. 2000*
- *Cialdini. Harnessing the Science of Persuasion. HBR Sept 2001*
- *Hedges. The Power of Presence. 2012*
**Engagement**

**Connectors**
- Exuding passion
- Unpretentious
- Sincere
- Sense of humor
- Engaging
- Risk taking
- Open and vulnerability
- Trustworthy
- Comfortable

**Disconnectors**
- Isolated, self-absorbed
- Over-rehearsed
- Playacting
- Dry, overly technical
- Didactic data dump
- Insecure or boring

*References:
- Williams. *Change the Way You Persuade*. HBR May 2002
3 V’s of communication (conveying emotion):

Visual: 55%

Vocal: 38%

Verbal: 7%


Hedges. The Power of Presence 2012
Visual: ‘The Look’

Dress for the job you want, not the one you have

Smile

Posture
Visual: Body Language
5 Ps of Vocalization

Pleasing Pitch

*High and low tones*

Pace

*Conversational, slow for emphasis*

Pauses

*Highlight, for transitions*

Pronunciation

*Crisp diction*

Project to be heard
Be Clear, Concise, and Compelling

Convey your passion

*Charisma associated with how much passion the speaker has for his or her content*

Convey an emotion

*What do you want the audience to experience?*

Speak up then shut up
Maximizing presence:
Tools to engage self and others

Site plans:
1. Know who you are and what you want!
2. Develop your skills: Prepare and practice
3. Replay the positive tapes
LIFE ISN’T ABOUT FINDING YOURSELF. LIFE IS ABOUT CREATING YOURSELF.

George Bernard Shaw
Know your authentic self

Assessments

Values in Action- character strengths
https://www.viacharacter.org/www/The-Survey

The Wheel

Feedback

Annual review

Informal (The Wheel)

360 assessments
Know what you want: Use Asset Based Thinking

Reactive

Problem description
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Know what you want: Use Asset Based Thinking

Hicks R, McCracken J. PEJ Jan 2010


Staff Coaching & Mentoring Program
The Wheel

Physical Environment (e.g. Home)

Fun, Leisure and Recreation

Personal Growth and Learning

Significant Other

Friends and Family

Career

Money

Health
Visioning positivity
Develop your skills - Prepare & practice

Ability
is what you're capable of doing.

Attitude
determines how well you do it.

Motivation
determines what you do.
Power posing

Amy Cuddy TED Talks

Use of breath

Tension and release exercises
Your ideas?
Summary

Presence capitalizes on your signature strength, polished and effective.

Everyone can use this, and positivity alters body language and frame of mind (and vice versa).

Having rituals to prepare for important moments or daily life can be practiced and individualized for all occasions.
Talk Like Ted: The 9 Public-Speaking Secrets of the World’s Top Minds. by Carmine Gallo


Own the Room: Discover your signature voice to master your leadership presence. By Amy Jen Su, Muriel Wilkins

HBR Guide to Persuasive Presentations. By Nancy Duarte

HBR 10 Must Reads on Communication. By Cialdini, Morgan, Tannen

TED Talks:

Amy Cuddy-Your Body Language Shapes Who You Are

Ken Robinson Says Schools Kill Creativity (humorous / engaging speaker)