

The Power of Belonging: The role of Secure Base Leadership in Organizational Health & Success

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McKinsey
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Aha Moment...



Level Set

1. When it comes to children's mental health, early intervention matters.
2. People in this room are doing transformative work that has a multi-generational impact.
3. We are all leaders, no matter where we "sit".

Secure Base in Early Childhood

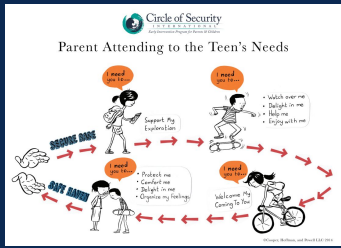


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A Secure Base

A secure base is "a person, place, goal, or object that provides a sense of protection, safety and caring *and* offers a source of inspiration and energy for daring, exploration, risk taking and seeking challenge." Kohlireser, Goldsworthy, & Coombe (*Care to Dare*)

Secure Base as They Grow



Secure Base in Adulthood

- Attachment (with a secure base) continues to play a major role across the lifespan
- When partners are dependable and make us feel safe, we can turn our attention to all the other aspects of life
- Regulate physiological responses, particularly in times of stress
- Internal working model is still relevant

Remembering Our Secure Bases or Angels

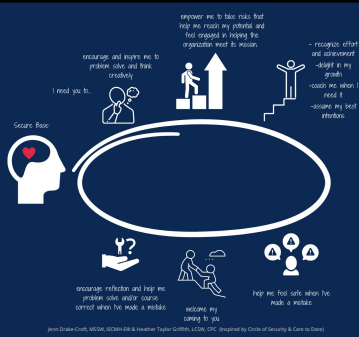
What do you remember about *how* they were with you?

"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."
~Maya Angelou

Secure Bases at Work?



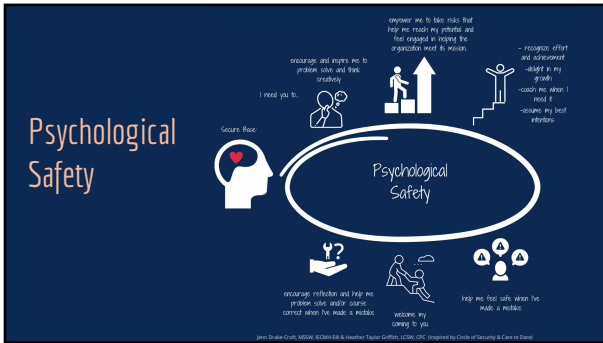
Secure Base at Work



What's happening in the Environment?

Psychological Safety: "A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking." - Amy Edmondson

[Amy Edmondson TED Talk](#)





Keeping the Brain in Mind

- Social Pain & Physical Pain produce similar brain responses
 - Feeling betrayed or unrecognized at work
- When our brain perceives danger, the threat response is activated (fight, flight, freeze)
- The parts of our brain needed for analytical thinking and problem-solving, creativity and innovation go offline

The Good News



- Neuroplasticity and the role of mirror neurons
 - Experiences with secure bases at any time in our lives can actually rewire our brain
 - Being in the presence of someone who is calm increases the likelihood of becoming calm

Secure Base Leadership

- Stays Calm
- Accepts the Individual
- Sees the Potential
- Uses Listening & Inquiry
- Delivers a Powerful Message
- Focuses on the Positive
- Encourages Risk Taking
- Inspires through Intrinsic Motivation
- Signals Accessibility



So Why Doesn't this Happen?

- Roots of our leadership are tangled in our personal story
 - Lack of awareness of ghosts & saboteur
 - Leave our angels at the door
 - Ruptures without intentional repair



Where Do We Start?



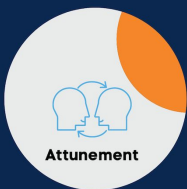
Awareness



Stay Curious

Reflect with a secure base.

Attunement



'Tune In'

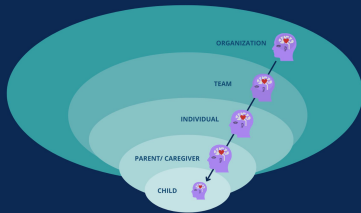
Be present in the moment.



Embrace a Growth Mindset

Become an "Angel's Advocate".

The Ripple Effect/Parallel Process



Source: Taylor, Gifford, Lerner, O'Neil & Ryan-Walsh (2018). *Positive Psychology: The Science of Well-Being*. New York: HarperCollins.

What ripples are you creating?

Thank you!

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