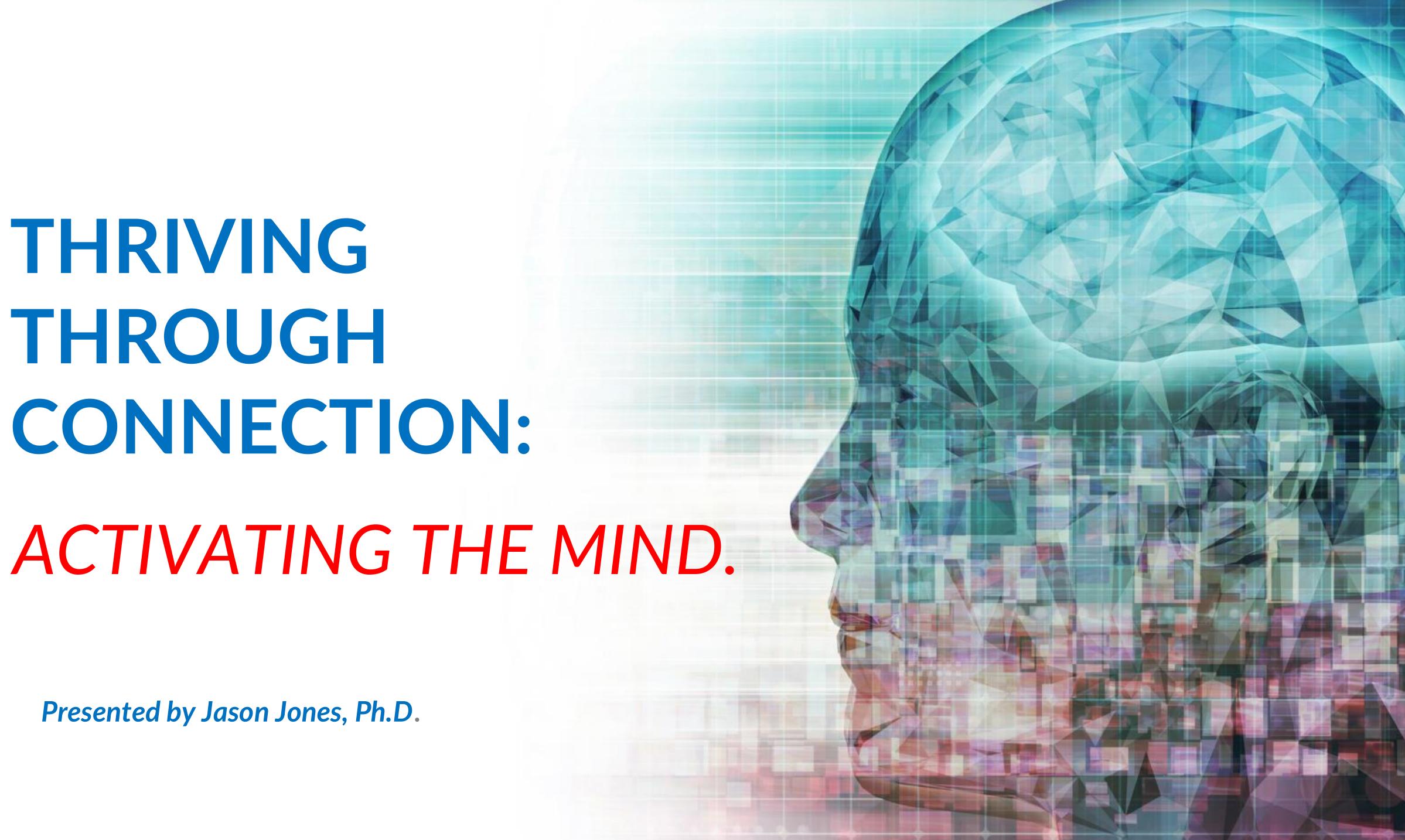
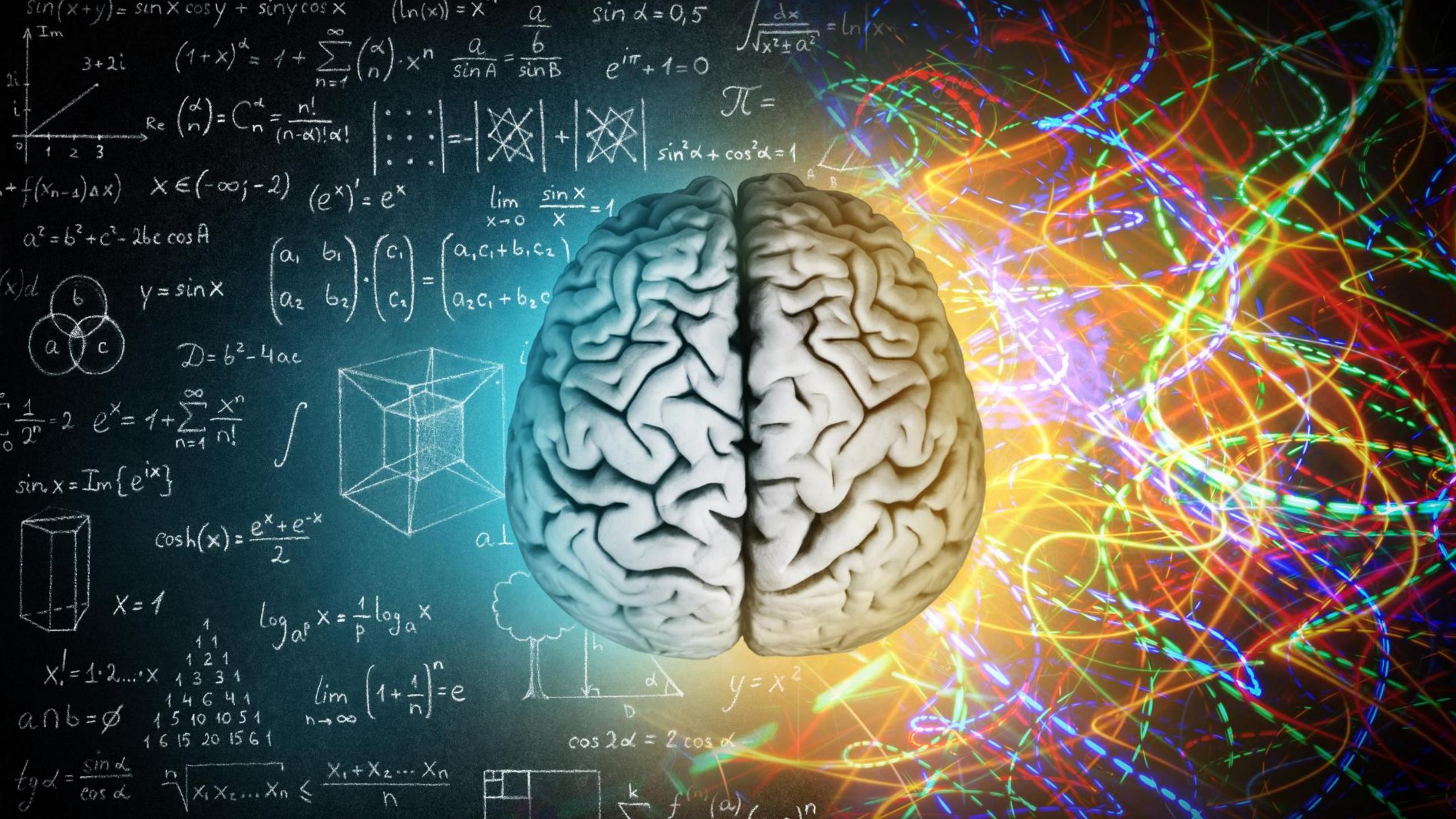


Presented by Jason Jones, Ph.D.









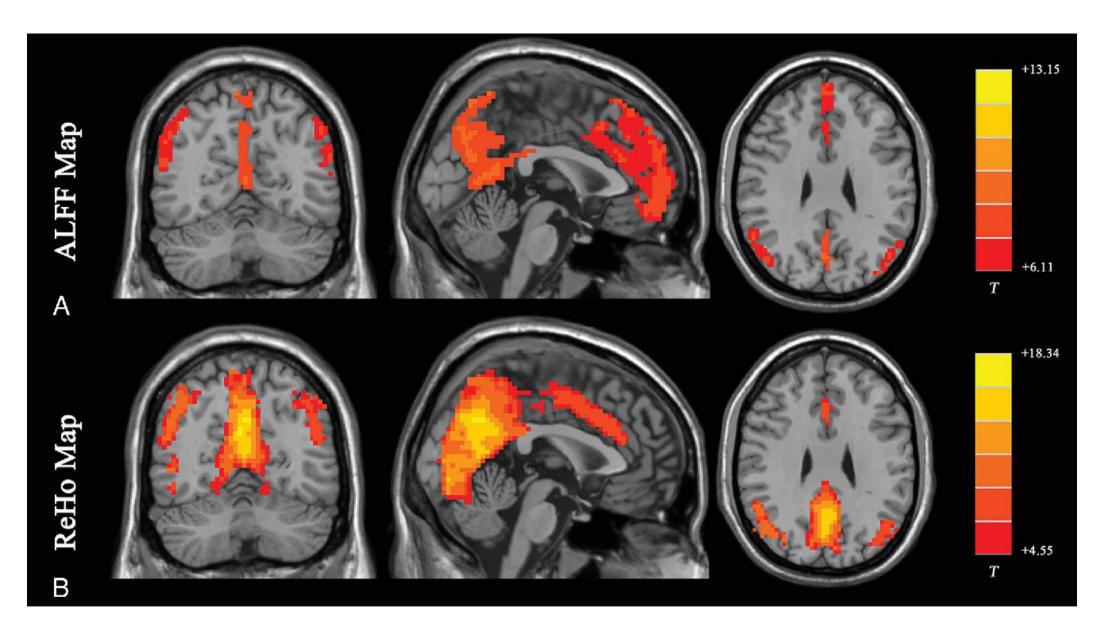
#### 3 NEUROSCIENCE PRINCIPLES TO KNOW

YOUR MIND CONTROLS OUR BRAIN

YOUR BRAIN IS WIRED TO CONNECT SOCIALLY

YOUR BRAIN CAN BE LIT UP TO THRIVE





R.E.Boyatzis et all. The Leadership Quarterly 23 (2012) 259-272

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Table 2
Significant changes in brain region activation in response to memories of dissonant and resonant leaders (n = 8)

Brain area	Talairach coordinates	Brodmann's area	Effect observed
Dissonant leaders			
Right inferior frontal gyrus	28, 27, -8	47	Negatively activated
Right inferior frontal gyrus	40,-1, 18	43	Activated
Left inferior frontal gyrus	-56, 8, 21	44	Activated
Left posterior cingulate cortex	-3, -30, 43	31	Negatively activated
Right medial frontal gyrus	3,52,-4	10	Negatively activated
Right posterior region of the inferior frontal gyrus	40,-20, 23	40	Activated
Left posterior region of the inferior frontal gyrus	-52, -29, 40	40	Activated
Right inferior frontal gyrus/insula	46, 2, 13		Activated
Left inferior frontal gyrus/insula	-42, 15,5		Activated
Right anterior cingulate cortex	7,37,-1	32	Negatively activated
Right thalamus	14,-16, 12		Activated
Resonant leaders			
Right inferior frontal gyrus	53, 11,20	44	Activated
Left dorsal region of the anterior cingulate cortex	-8, 5,40	24	Activated
Left dorsal region of the anterior cingulate cortex	-4, 10,38	24	Activated
Right insula	47, 20, 1		Activated
Left insula	-47, 23,2		Activated
Left insula	-39, -3, 15		Activated
Left middle frontal gyrus	-52, 16,1	44	Activated
Right putamen	22,8,1		Activated
Right inferior parietal lobe	39,-40, 48	40	Activated
Right thalamus	10,-13, 12		Activated
Left thalamus	-10, -16, 6		Activated
Resonant-dissonant differences			
Left middle temporal gyrus	-57, -54, 4	21	Activated in resonaht
Left insula	-33, -18, 12		Activated in resonant
Left superior temporal gyrus	-38, 15,-21	38	Activated in resonant
Left posterior cinquiate cortex	-9, -54, 28	31	Negatively activated in dissonary
Right anterior cingulate cortex	12,44,6	32	Negatively activated in dissonan
Right anterior cingulate cortex	9,33,0	33	Negatively activated in dissonant
Left anterior cingulate cortex	-2, 47, 10	32	Negatively activated in dissonant
Right hippocampus	25,-20, -11		Negatively activated in dissonan
Right medial frontal gyrus	4,52,-6	10	Negatively activated in dissonary

## fMRI BRAIN SCAN STUDY

Richards Boyatzis
Case Western Reserve University

# Positive Interactions 14 Regions Activated O Deactivated

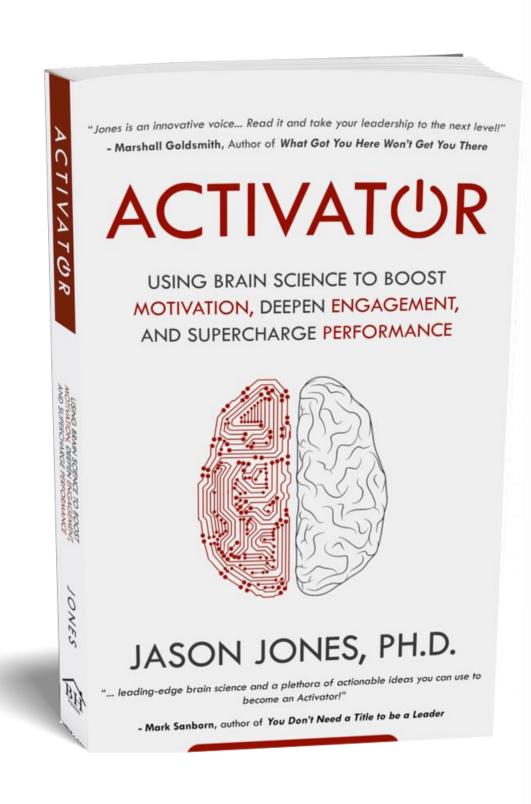
**Negative Interactions** 

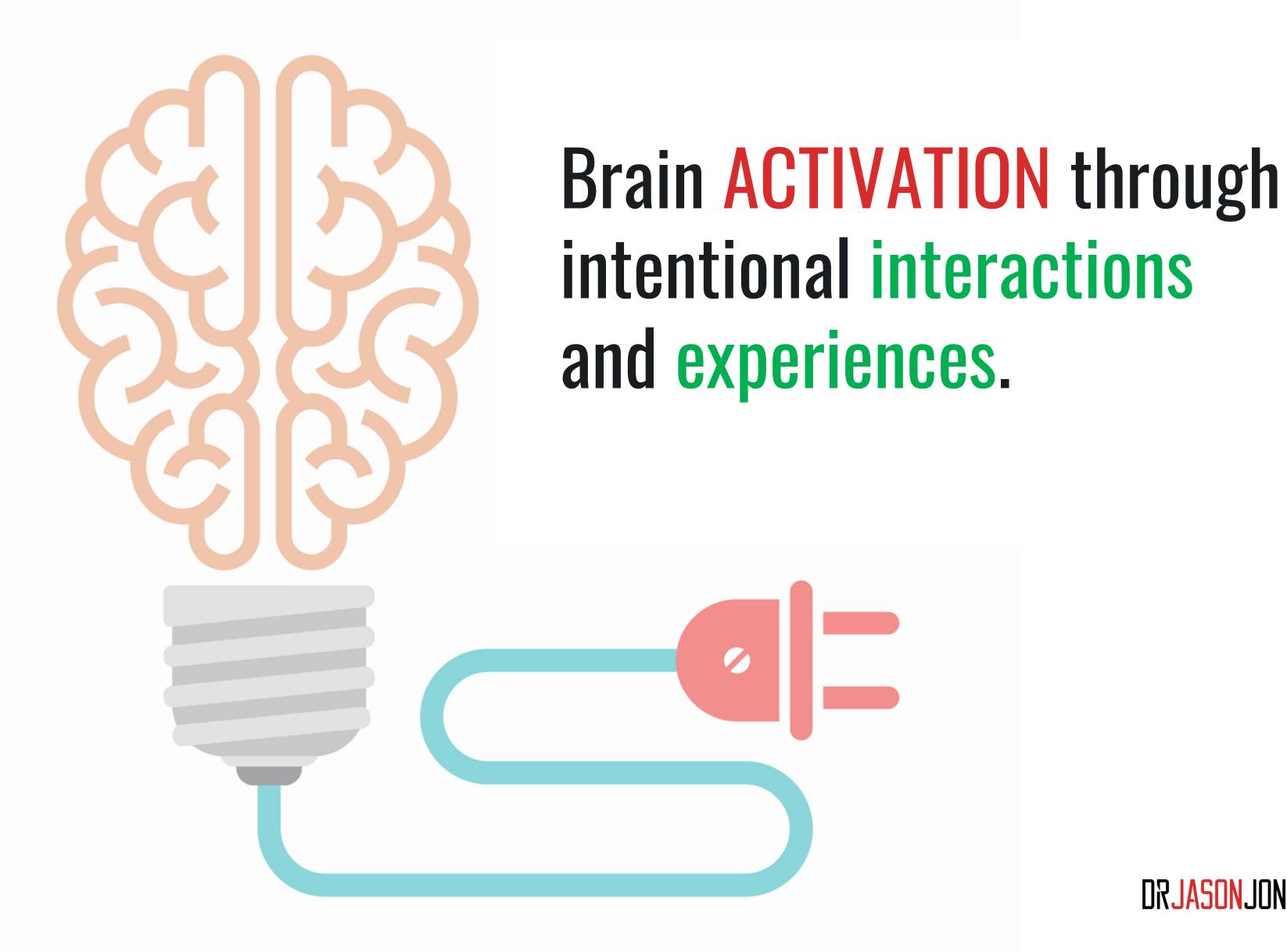
# 6 Regions Activated 11 Deactivated

Richard E. Boyatzis, Angela M. Passarelli, Katherine Koenig, Mark Lowe, Blessy Mathew, James K.Stoller, Michae Phillip. Examination of Neural Substrates Activated in Memories of experiences with Resonant and Dissonant leaders. The Leadership Quarterly 23 (2012) 259–272



### THE NEW SCIENCE OF PERFORMANCE





# ELEVATE YOUR THINKING

THE POWER OF THINKING

(METACOGNITION)



Your thinking creates proteins that form new neurons and connections.

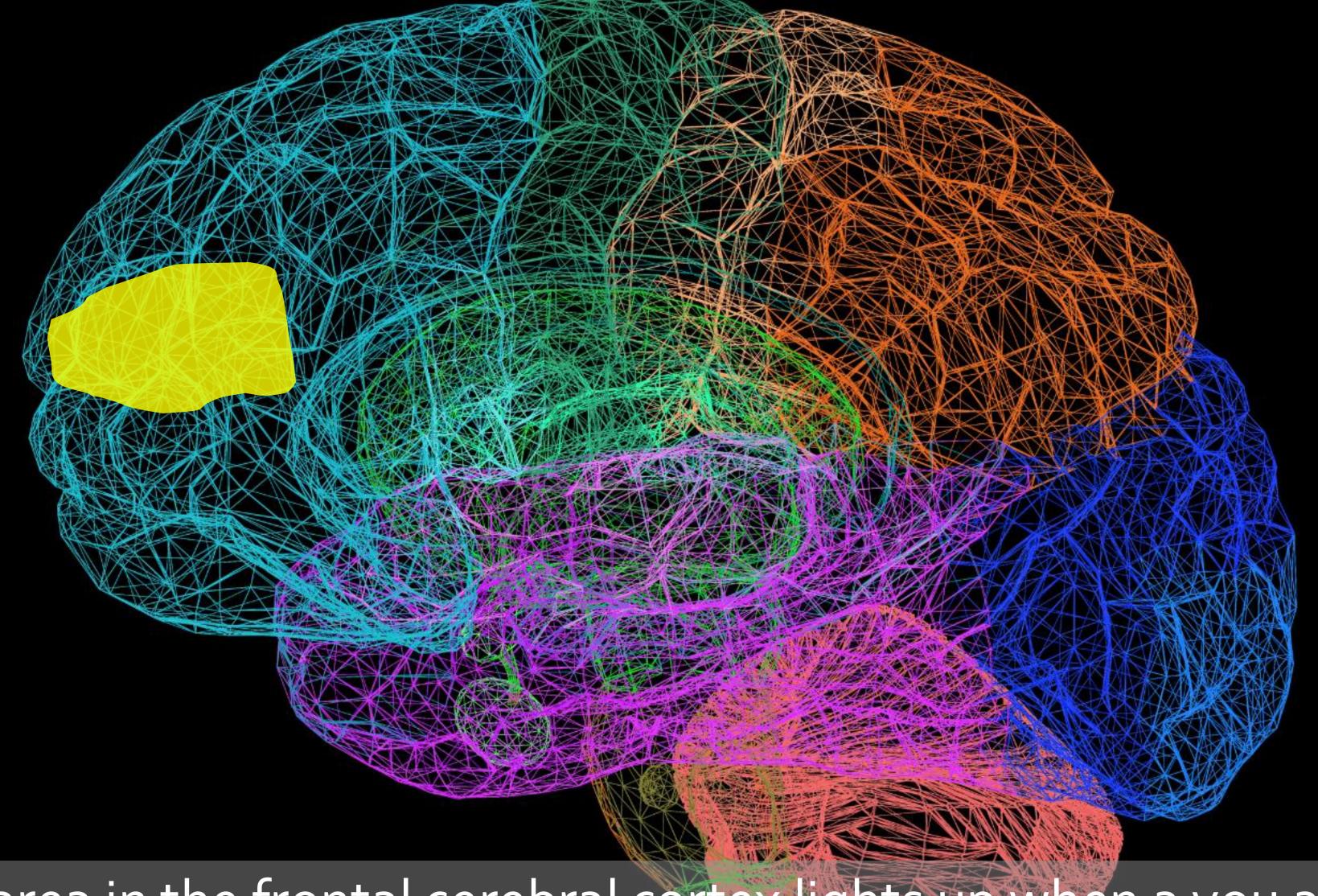


Your thinking stimulates chemical and hormone release.



Your thinking strengthens patterns and mindsets.





An area in the frontal cerebral cortex lights up when a you are feeling a sense of gratitude. fMRI studies show this area becomes more sensitive in a person that practices gratitude.

### THE #1 PRIORITY OF YOUR BRAIN?



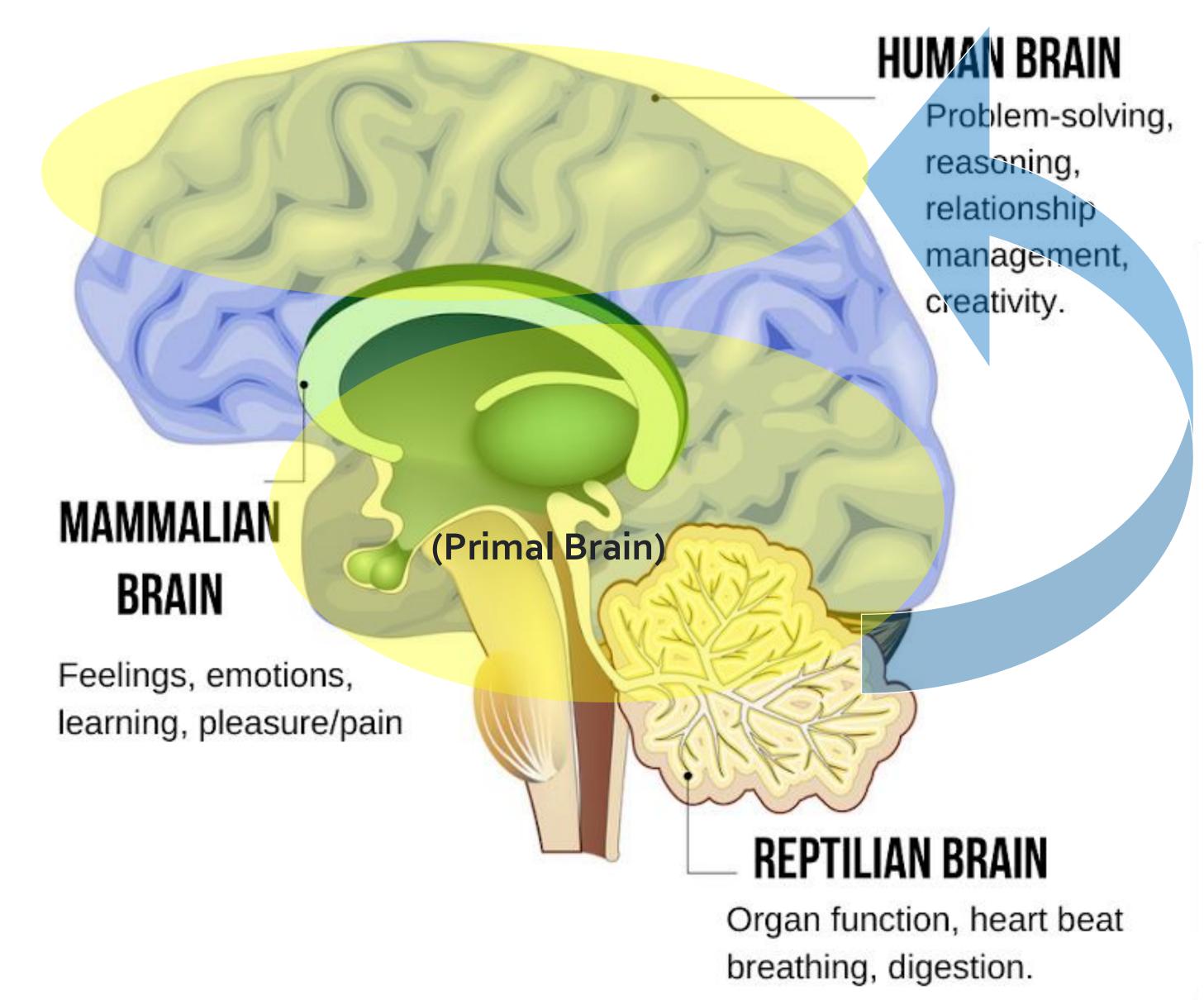
# THE THREAT DEFAULT CREATES NEGATIVE THINKING & AVOIDANCE

NEGATIVE BIAS



#### BUILDING AN ADAPTABLE BRAIN

We can become better thinkers and build an adaptable and resilient brain by learning how to manage our primal responses.



#### BUILDING THOUGHT CONTROL

The most powerful thing you can do to optimize your brainpower is to...



POWER PRINCIPLE: Slow Down to Speed Up!





# MASTER YOUR THINKING WITH THE 3R METHOD

REFLECT - Notice

REFRAME - Shift

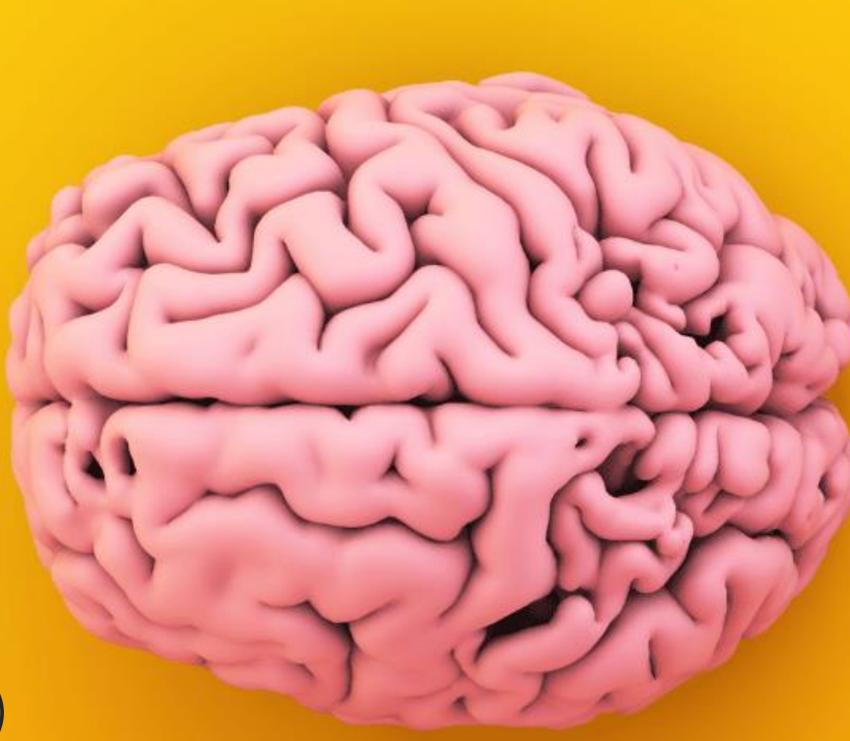
REPLACE - Rewire



#### COGNITIVE FLUIDITY

The ability to think flexibly, adaptively, and creatively across different contexts. It involves the capacity to shift between different perspectives, integrate diverse ideas, and generate novel solutions to problems while mitigating bias.

- ✓ Creative Problem-Solving. (Psychnet 2025)
- ✓ Divergent Idea Integration (Beaty et al., 2016)
- ✓ Complex Decision-Making (Beaty et al., 2016)
- ✓ Strategy Management and Execution (Benedek et al., 2012)
- ✓ Intuitive and Flexible Leadership Styles (Hejazi, 2024)
- ✓ Leading Organizational Change (Vurdelja, 2021)



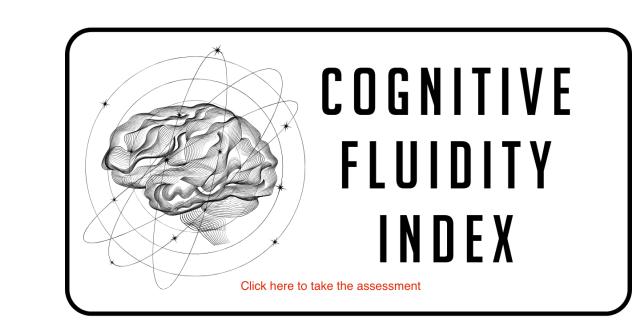
#### MEASURING COGNITIVE FLUIDITY



Cognitive Flexibility - Ability to switch between different thought processes, perspectives, and problem-solving strategies.



Associative Thinking - Ability to connect seemingly unrelated ideas or concepts to generate insights and creativity.





Mental Adaptability - Ability to embrace uncertainty, adjust strategies, and remain open to learning.



Divergent Thinking - Ability to generate multiple solutions and think outside conventional patterns.



Cognitive Load Management - Capacity to hold and manipulate multiple ideas in mind simultaneously.



Working Memory - Ability to temporarily hold, process, and manipulate information to complete cognitive tasks without becoming overwhelmed.



# ELEVATE YOUR THINKING

# ELEVATE YOUR LANGUAGE

LANGUAGE IS A
SYSTEM OF
COMMUNICATION

HEAR

SEE

FEEL & DETECT





### INTENTION

Your daily thinking and behavior in the pursuit of a specific outcome. (CONSCIOUS)

Your Influence on others through your internal desires.

(UNCONSCIOUS)



#### THE SOCIAL BRAIN DETECTS INTENTION

SET IT DAILY AND BEFORE KEY INTERACTIONS

# QUESTION:

Can one simple sound from your mouth that lasts only a fraction of a second lead a person to feel devalued, demeaned, or dismissed?



# PRIMING THINKING, BEHAVIOR, & PERFORMANCE



#### ACTIVATION WORDS

Cooperation

Collaborate

Excited

Launch

**Endurance** 

Strength

Courage

Brave

Hero

Discover

Flexible

Enterprising

Dynamic

Impact

Insight

Progress

Achievement

#### Wordsmith for Positivity and Novelty.

Bargh, Chen, and Burrows, Journal of Personality and Social Psychology, 1996. Drouvelis, Metcalfe, and Powdthavee Theory and Decision, 2015. Brooks, Alison, Academy of Management Proceedings, 2013. Gable & Reis Advances in experimental Social Psychology, 2010.



Security Solution Safe

Trust Innovate Protect

Clarity Insight Stable

Value Confidence Maximize

Reliable Entrust Powerful

Efficiency Dependable Determined

Intelligence Stable Dynamic

Security Foresight

Trust Sophistication

Reliability Prosperity

Freedom Protection

Diversify Confidence

Wealth Entrust

Leverage Guide

Hedge Opportunity

Stability

Growth



#### **ACTIVATION WORDS**

Cooperate

Collaborate

Teamwork

Trust

Idea

Spark

Insight

Passion

Achieve

Share

Fun

Enjoyment

Power

Spirit

Revive

Refresh

Create

Rally

Awaken

Invigorate

Launch

Unleash

Ambition

Stamina

Vitality

Win

Discover

Compassion

Alert

Endurance

Love

Victory

Hero

Legacy

Respect

Diligence

Gracious

Courteous

Disciplined

Courageous

Awesome

Triumphant

Flexible

Adaptable

Determined

Grow

Develop

Freedom

Zest

Enthusiastic

Grateful

Smart Positivity

Impact

Accomplish

Meaning

Fulfillment

Overcome

Prevail

Enterprising

Attractive

Vital

Dynamic

Fearless

Passionate

Conquer

Flourish

Prosper

Benefit

Tough

Accomplish

Success

## STRATEGIC ACTIVATION

ROOT OF NEGATIVE EMOTION/APPREHENSION/FEAR

SOLUTION

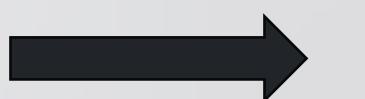
Uncertainty

Clarity

Vision

Guide

Fear



Brave

Empower

Victory

Stagnation



Refresh

Freedom



#### BRAIN SYNCHRONIZATION

The alignment of neural activity between individuals during social interactions, collaboration, or coordinated activities. Wave synchronization occurs in specific frequency bands (e.g., gamma, alpha, delta, etc) and enhances social cohesion, empathy, and task performance.

#### **BENEFITS:**

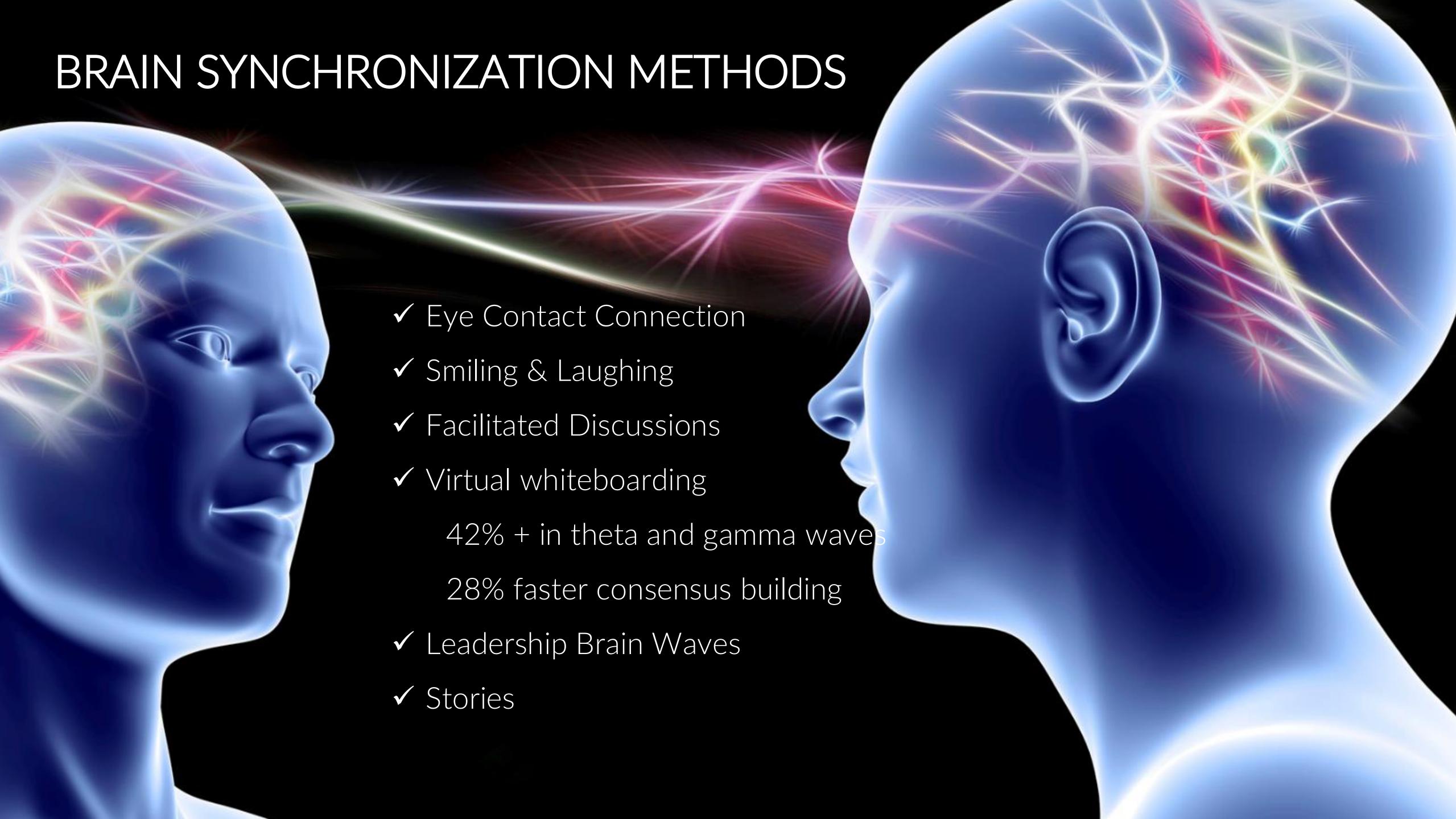
Neural synchrony predicts team effectiveness (1326 teams).

 Neural synchrony between leaders and teams reduces misunderstandings and accelerates.

• MIT research found synced teams outperform others in complex tasks due to enhanced mutual understanding.

Guido Orgs, Staci Vicary, Matthias Sperling, Daniel C. Richardson, and Adrian L. Williams. Scientific Reports, volume 14, article number 22079, on September 27, 2024.









# ELEVATE YOUR THINKING ELEVATE YOUR LANGUAGE

## THANK YOU!

#### Let's Connect!!



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