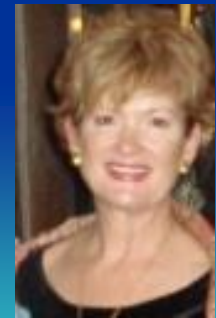


MASTER
PRACTITIONER
SERIES:
THE REFLECTIVE BRAIN
PART ONE:
REFLECTION IN ACTION

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THE MASTER PRACTITIONER

Transform the Practitioner > The Field > The World

AGENDA

- Role of the Intervener and Mastery
- Metacognition and Thinking on the Run
- Reflection in Action
- Applying Neuroscience to Conflict Practitioners
- Integrative Thinking
- The Reflective Practice in Conflict
- Mindfulness and Meditation
- Ongoing Care of the Soul

ROLE of the Intervener: SPIRIT AT WORK

- *“When you work you are a flute through whose heart the whispering of the hours turns to music. To love life through labor is to be intimate with life’s most inmost secrets. All work is empty to save when there is love, for love is work made visible.”*

Kahlil Gibran

BRING YOURSELF TO THE TABLE

- It is essential to be a critical and creative thinker.
- It is essential to know who you are.
- It is essential to be able to think in the flow of conflict.
- It is essential know that you have impact in your role as a change agent.
- It is essential to practice with ethical considerations for the sanctioned power you have in your work.
- It is essential to be aware that you are being invited into the sacred space of conflict.

The Reflective Mediator

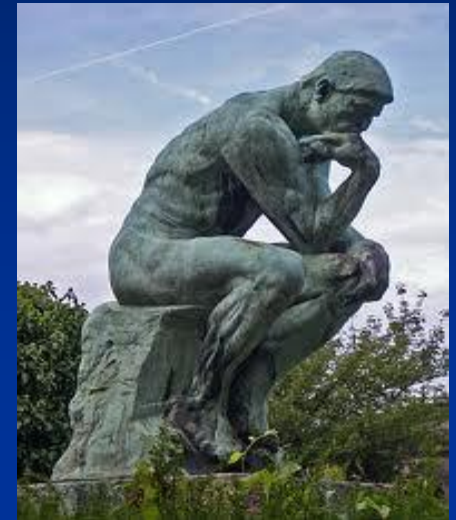
CAN YOU THINK ON THE FLY?

- Build an effective bridge between theory and practice.
- Understand the neuroscience of communication processing and allow parties to be heard.
- Realize that parties will influence the framing of the communication from personal perception.
- Remain flexible, move with the parties, react quickly.



METACOGNITION

- **METACOGNITION-** thinking about thinking.
Knowing about how we know.
Introspective cognition.



Consists of three basic elements:

Developing a plan of action

Maintaining/monitoring the plan

Evaluating the plan

Source: Canadian Journal of Learning and Technology, V34(3) Fall 2008. <http://www.cjlt.ca/index.php/cjlt/article/viewArticle/507/238>

Heuristics in Dispute Resolution

- **Heuristic-** to find or discover refers to experience-based techniques for problem solving, learning, and introspective discovery. Heuristic methods speed up the process of finding solutions.
- Strategies using readily accessible though loosely applicable, information to examine problem solving in human dynamics.



THE REFLECTIVE PRACTITIONER



SCHON ON REFLECTIVE PRACTICE

D. Schon [1970]

- 1. Reflection-in-action - reflecting on your actions during an event....how can you maintain momentum- you are hawk like; sharp eyed, making informed decisions based on intuitive split second reflections.
- 2. Reflection-on-action - retrospective reflection, you reflect on actions that have already occurred. What can I do next time to improve things or make use of what you have learned?
- 3. You recall incidents, ruminating in depth on how you can improve your practice; spontaneously while traveling or resting or you may put specific time aside and formally structure your reflections.

Three Reflective Directions

- First, *reflection-on-action* requires looking back on what one has accomplished and reviewing the actions, thoughts, and product.
- Second, *reflection-in-action*. The individual is responsible for reflecting while in the act of carrying out the task. Reflection-in-action guides the correction of a major component while building hypothesis.
- Finally, *reflection-for-action*. The participant reviews what has been accomplished and identifies constructive guidelines for what needs to be done.

Source: Killion & Todnem (1991). A process for personal theory building. *Educational Leadership*, 48(7), 14-16.

THE REFLECTIVE MIND

- The reflective mind integrates theory into practice, closes the gap for the practitioner, provides guidance to help look back over events turn them into learning experiences.

ENHANCEMENT OF REFLECTIVE PRACTICE

- Record an event where you are aware of reflecting in action, apply retrospective reflection to the same future event.
- What would you do differently?

MASTER
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SERIES:
THE REFLECTIVE BRAIN
PART TWO
NEUROSCIENCE AND THE
REFLECTIVE BRAIN

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THE *INTENTION*:

...is to encourage you to be a
Master Practitioner and a life long learner,
to bridge multi-dimensional understanding
apply it...



Science

- *in your own life and*
- *in your field of practice*

Practice

We now have the neuroscience to
previous theory about human
dynamics, motivation, development
and brain neuroplasticity and how this
relates to spirit.

Why Study Neuroscience?



- To understand what neuroplasticity means to you.
- To define the mind and understand integration.
- To make sense of systemic thinking, hypothesis and reactivity.
- To understand the effect of trauma on decisions.
- To reduce our own reactivity so interventions remain neutral to the outcome, and focused.
- To use this knowledge to become a Master Practitioner.

Molecular Biology and Neurons



- Human cells are epigenetic and adaptive. Cellular structure is malleable.
- *Epigenetics* is a biologically molecular dynamic process that allows creativity **within and** transformation of the intercellular structure activated by forces from **outside** the cell.
- Practice any new task by rote, you create a new synaptic connection. { F. Capra, 2002 }

SYNAPTIC FIRING

>Pre-synaptic firing

>cell translates electricity [excitability] into a chemical language

>the synapse, a fluid substance, drips onto another neuron when triggered

>and then the synapse fires.

- Post-synaptic neuron forms a receptor that fits like a key into a lock.



{ Sources, F. Capra, 2002; R. Saploksy, 2005 }

NEUROTRANSMITTERS



- The neurotransmitter becomes the carrier of information.
- Repeated stimulation of the same neurons causes calcium to be infused into the cell, which is turned into long term action potential ...for repeated stimulation.

[Intentional repetition is the pathway to transforming behavior]

Neurobiology



Neurogenesis is the constant regeneration of the neurons.

Neuroplasticity emphasizes that alterations in brain circuits can be readily driven by and dynamically modified by willfully directed [*intention*] and mental events .

Capra, 2002 ;Schwartz & Begley, 2002; Saploksy, 2010.

Intentional awareness can be used to modify brainwaves and modify behavior.

Focus: *Intentional* Rewiring

- Hebb, 1955-Focused attention enables the well-validated principle:

“cells that fire together wire together”

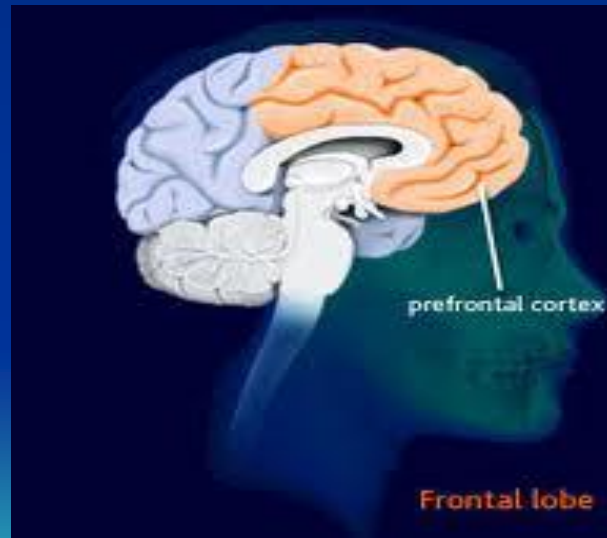
...interpreted repeated patterns of neural activity causes neuro-plastic changes and new neural connectivities to form in well established neural circuits. [Source: Sapolsky, 2005]



THE PREFRONTAL CORTEX

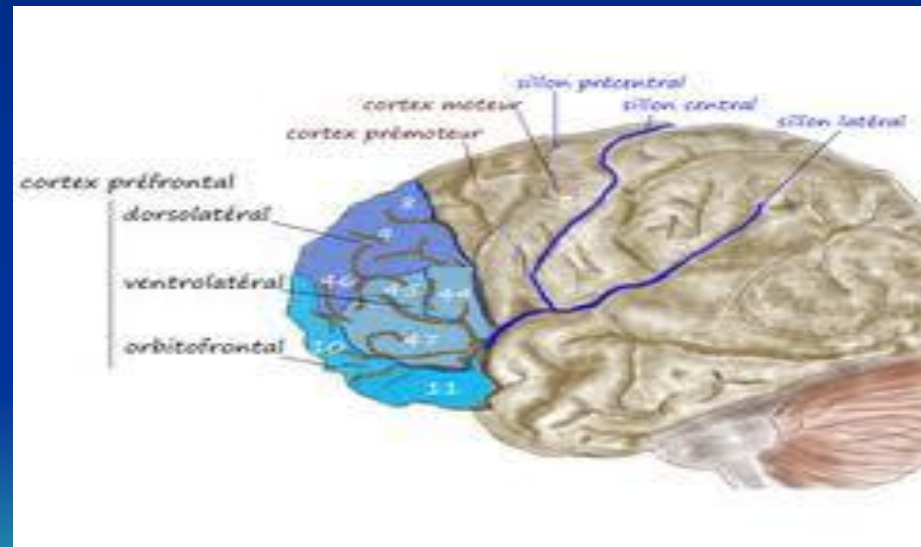
Where Does Metacognition Take Place?

The PFC is the planning center for complex cognitive behavior, personality expression, decision making, moderating social behavior, orchestration of thoughts & actions in accordance with internal goals.



THE PREFRONTAL CORTEX

- The dorsal PFC -attention, cognition and action
- The ventral PFC - emotion
- The orbito PFC – has a dual neural highway to both.

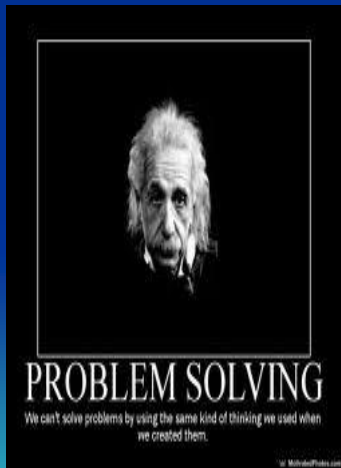


THE PREFRONTAL CORTEX

Integrative Theory of PFC Function-

Goldman-Rakic & Fuster 97; Miller & Cohen 01

- Cognitive control stems from the active maintenance of patterns of activity in the prefrontal cortex in neural pathways which represent goals and means to achieve them.



THE PREFRONTAL CORTEX

- In the Integrative Theory of PFC function Miller & Cohen (2001) theorize that PFC is of significant importance when top-down processing is needed.
- Provide bias signals to other brain structures to guide the flow of activity along neural pathways to establish the proper mappings between inputs, internal states, and outputs.

THE PREFRONTAL CORTEX

- The PFC receives inputs from the brainstem arousal systems, and its function is particularly dependent on its neurochemical environment. Thus, there is coordination between state of arousal and our mental state.



The Action Is All In The PFC

THE PREFRONTAL CORTEX



- Top-down processing by definition is when behavior is guided by internal states or intentions.
- Internal states and intention are enhanced through reflection.
- Re-appraisal and reflection change the brain.

ANTONIO DAMASIO



- Antonio Damasio posited that *somatic signals* bring us a more *integrated* sense of self.

We are conscious throughout our body, neurons are everywhere in the body to give us information.



We think categorically because it assists in memory retrieval. [*hippocampus*]



BUT Categorical Thinking...

- Forms interior boundaries and results in judgment.
- Causes compartmentalized thought.
- Separates us from emotion.
- Impedes *integration, reinforces duality of mind; causes error.*

HOW DO YOU CORRECT “ERROR” IN CATEGORICAL THOUGHT?

You integrate brain processing.
Thinking with your whole brain allows synchronous neural firing from both hemispheres, and information from all areas of your body speak through the brain.



THE PREFRONTAL CORTEX

Source: www.journeytobrilliance.com



HOLISTIC THINKING & NEUROBIOLOGY

- *Why endeavor to be a whole brain thinker?*

The fact is ...it requires an understanding of the electrical, chemical, and biological processes [an interdisciplinary approach] to understand the brain, the body, and the mind.



*And...*neurobiology is the study of gene adaptation and mutation, genes are malleable and adapt through outside forces of energy [the environment].

THE REFLECTIVE MIND

The Brain - is the **connective organ**; creates reinforced networks of energy; inform brain processing. It is an electric, chemical, and dynamic organ.



The Mind- is the **process** of the brain; determines how we regulate the flow of energy and interpret information.

The mind makes us who we are.

{Sources: Kandel, Siegel, LeDoux, Planck, Russell}

THE REFLECTIVE BRAIN AND NEUROBIOLOGY

"We are wired to connect in ways that we could not understand before the recent research in the neurosciences."

Daniel Goleman



THE Social Skills of a Reflective Practitioner

- Ability to monitor and manage your emotions
- Ability to motivate your self toward a goal
- Ability to have empathy for others
- Ability to handle conflict and relationships
- Ability to reflect upon learning and reappraise

EXERCISE TWO:

What qualities do you have?

- List three qualities you have that make you effective in your practice?
- List one that promotes mastery through reflective practice.



MASTER
PRACTITIONER
SERIES:
THE REFLECTIVE BRAIN
PART THREE
NEUROPHILOSOPHY, MINDFUL
REFLECTION AND SELF-CARE

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CHANGING OUR SYSTEM OF THOUGHTS



“We are disturbed not by what happens to us, but by our thoughts about what happens.”

- Epictetus, Enchiridion, V

EPICTETUS - 1ST CENTURY



*“Nothing external can make us suffer...
we suffer only when we want things
to be different from what they are.”*

-Epictetus, Enchiridion, V

EPICTETUS - 1ST CENTURY

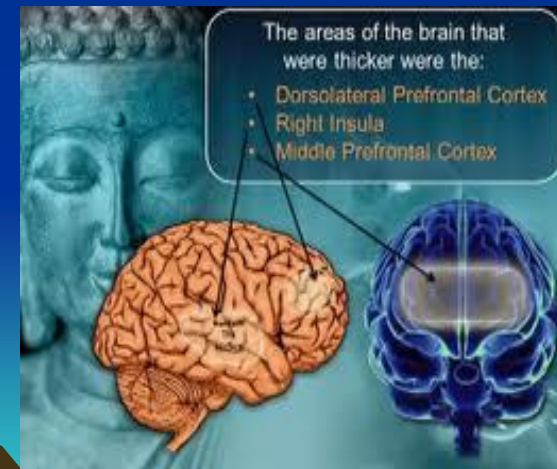


“No one has the power to hurt you. It is your own thinking about someone’s actions that hurt you.”

- Epictetus, Enchiridion, XX

THE REFLECTIVE BRAIN: MINDFULNESS

- An ancient method of deliberate, moment by moment attention to thoughts of the mind and spirit.
- A practice of structured intervention, reinforces neural pathways which bypass hysteria and are reinforced daily through intentional peace.
- Purposive concentrated solitude.
- The choice to stay in the vertical moment. *The Power of Now, E. Tolle, 1999*



REFLECTION THROUGH MEDITATION?

*"The direct experience of your heart, moment to moment, so that others can feel it." –
"Meditation in a New York Minute" - Mark Thornton, 2006*

- Through mental stillness, finding the place beyond thought.
- Through breath, experiencing wholeness and interconnectedness directly.
- The practice of becoming present throughout the day.

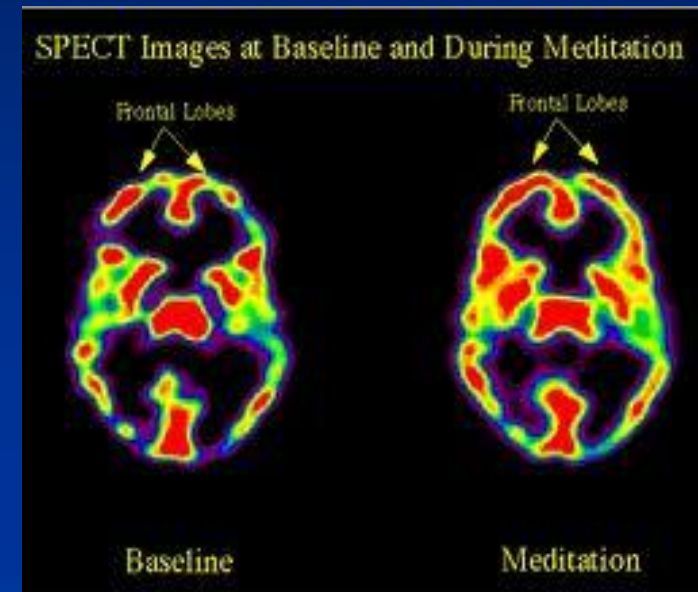
[Sources : Kabat-Zinn, 05; Thornton, 06; Tolle, 99]



THE REFLECTIVE BRAIN: MINDFULNESS

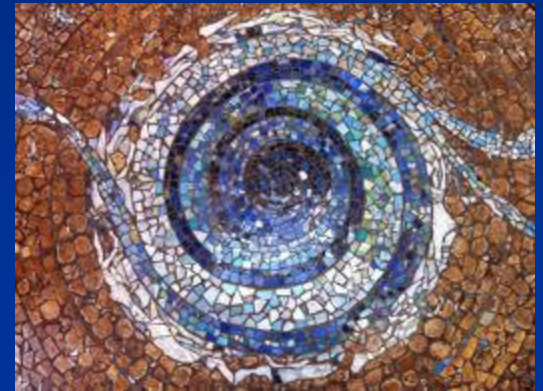
Why practice mindful reflection?

- Our brains never stop thinking.
- We think we are our thoughts.
- We are self-critics.
- It is not possible to develop mastery in practice without emptying the mind.
- It is not possible to be peaceful unless we can still the “frantic mind”.



IN MEDITATION...You

- Become still and attend to the inner experience.
- Center, focus and refocus on the inner life.
- Align with your core energy.
- Experience the universe.
- Enhance your ability to join
with the collective energy of others.



REFLECTION THROUGH MEDITATION

- Strengthen Your Awareness
- Discover Your Calmness
- Become Alert to Your Consciousness
- Devote Yourself to Spiritual Practice
- Develop Spiritual Intelligence and Mastery
- Deepen Your Ability to Reflect on the Fly



THE REFLECTIVE BRAIN: BENEFITS OF MINDFULNESS

- Neuroplasticity ensures rewiring of the pathways to reinforce positive cognition.
- Is helpful in dealing with stress, developing awareness, and the understanding of others.
- Improves concentration and spawns creativity.
- Allows clarity in intuition.



It is also the gateway to mastery of creative thought.

Calm in a World of Conflict

“There are two ways of spreading light.
To be the candle or...
The mirror that reflects it.”

~ *Edith Wharton*



STRATEGIES

For The Reflective Practitioner in Conflict Systems

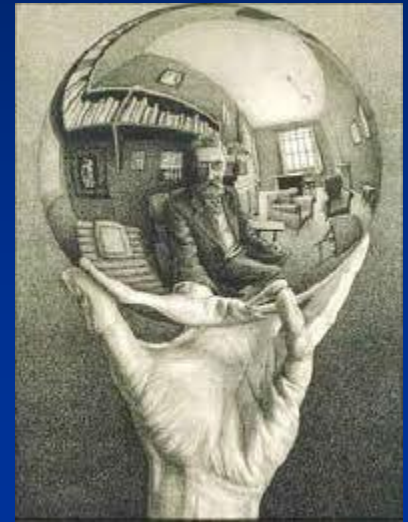
- Never begin without a meditation or prayer.
- Never begin without personal preparation.
- Never begin without clearing your mind.
- Do all of the above *before* you welcome them to your table.
- Be prepared to *RISK* and “mediate dangerously” [K. Cloke, 2005].



Exercise Three:

Future Practice Review

- Write about your most difficult conflict?
- Reflection-on-action: What is one thing you could have done differently?
- Reflection-in-action: Using that idea, can you design a new strategy for application?





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Conflict Resolution

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