

## A PERFECTLY GOOD HOUR

1. Social Capital
2. Social Intelligence
3. Listening
4. Identity Politics
5. Verbal/Language, Cursing
6. Nonverbal Communication
7. Satisfying Relationships
8. Consummate Love
9. Conflict Management
10. **Styles of Parenting/  
Leading**



Father Knows Best  
Radio 1949; Television 1954-1960

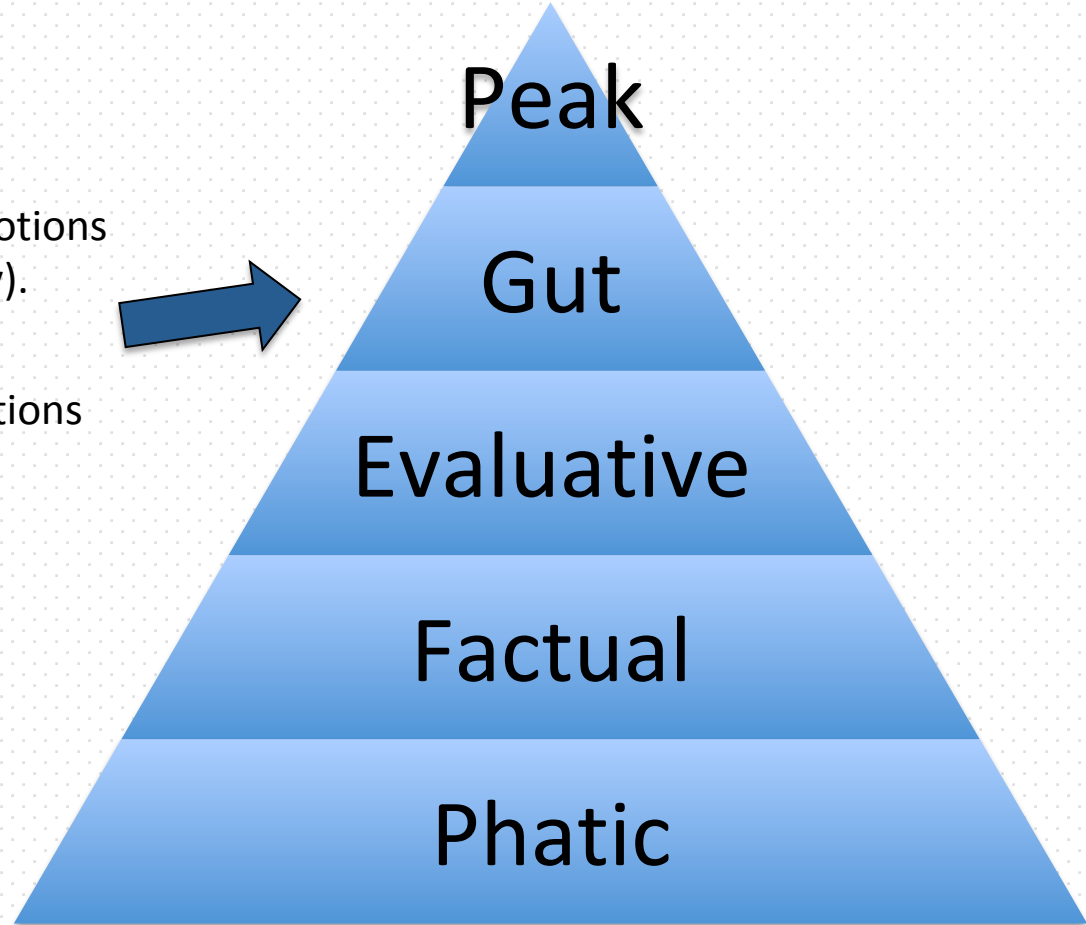
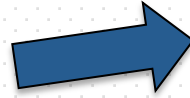


We stay apart now so that we can be together again later.

## EQ & Social Intelligence

Expect, accept, and manage your emotions  
(especially fear, anger, and ambiguity).

Manage the risk of sharing your emotions  
(gut-level).





## Coalition to End Social Isolation & Loneliness

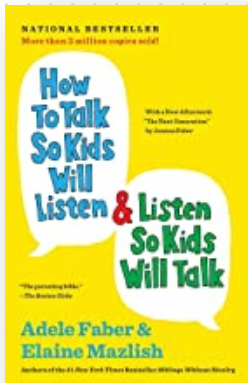
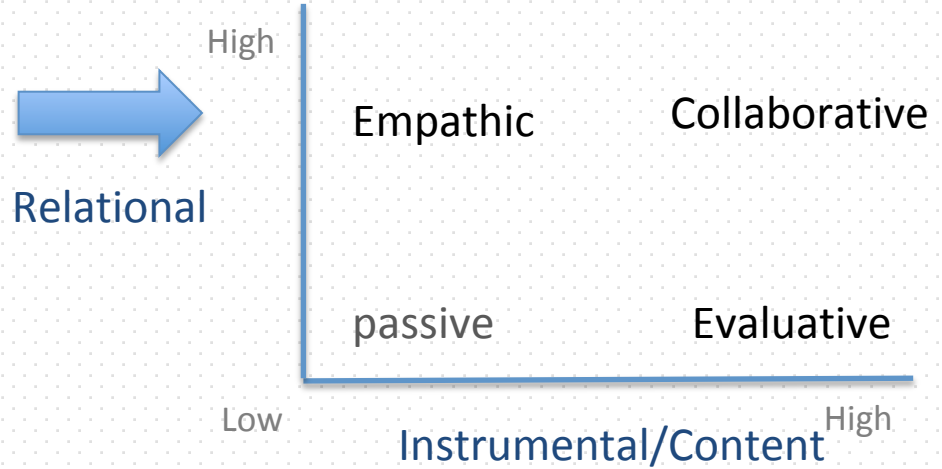
While social isolation and loneliness were prevalent in the population prior to COVID-19, efforts to reduce the virus' spread via stay-at-home orders, quarantine, and social distancing recommendations have exacerbated an already serious problem.

Preliminary surveys suggest that within the first month of COVID-19, loneliness increased by 20 to 30 percent, and emotional distress tripled.

## EQ & Social Intelligence

Empathize with others' emotions and respond to these.

Set boundaries and manage conflict (and relational dialectics)



Adele Faber  
Elaine Mazlish

Take advantage of community amenities (parks, libraries, restaurants) as these enable us to engage more with neighbors to build community.

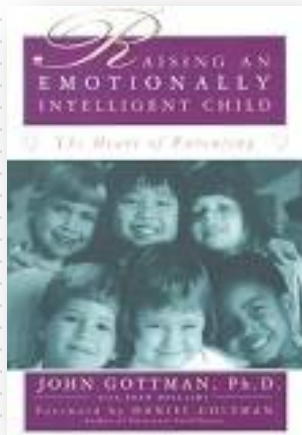
Social networks can be built online, including attending LLI Zoom classes.

Survey on Community and Society: Social capital, civic health, and quality of life in the United States *American Enterprise Institute*, 2019



# Parenting and Emotional Intelligence

## John Gottman, 1998



Emotion-related coaching (emotionally expressive and responsive, and discuss emotional events)

Responsiveness (warmth, nurturance, support)

Positive demandingness (reduces alcohol consumption, lessens exposure to situations of sexual risk, increases prosocial behavior)

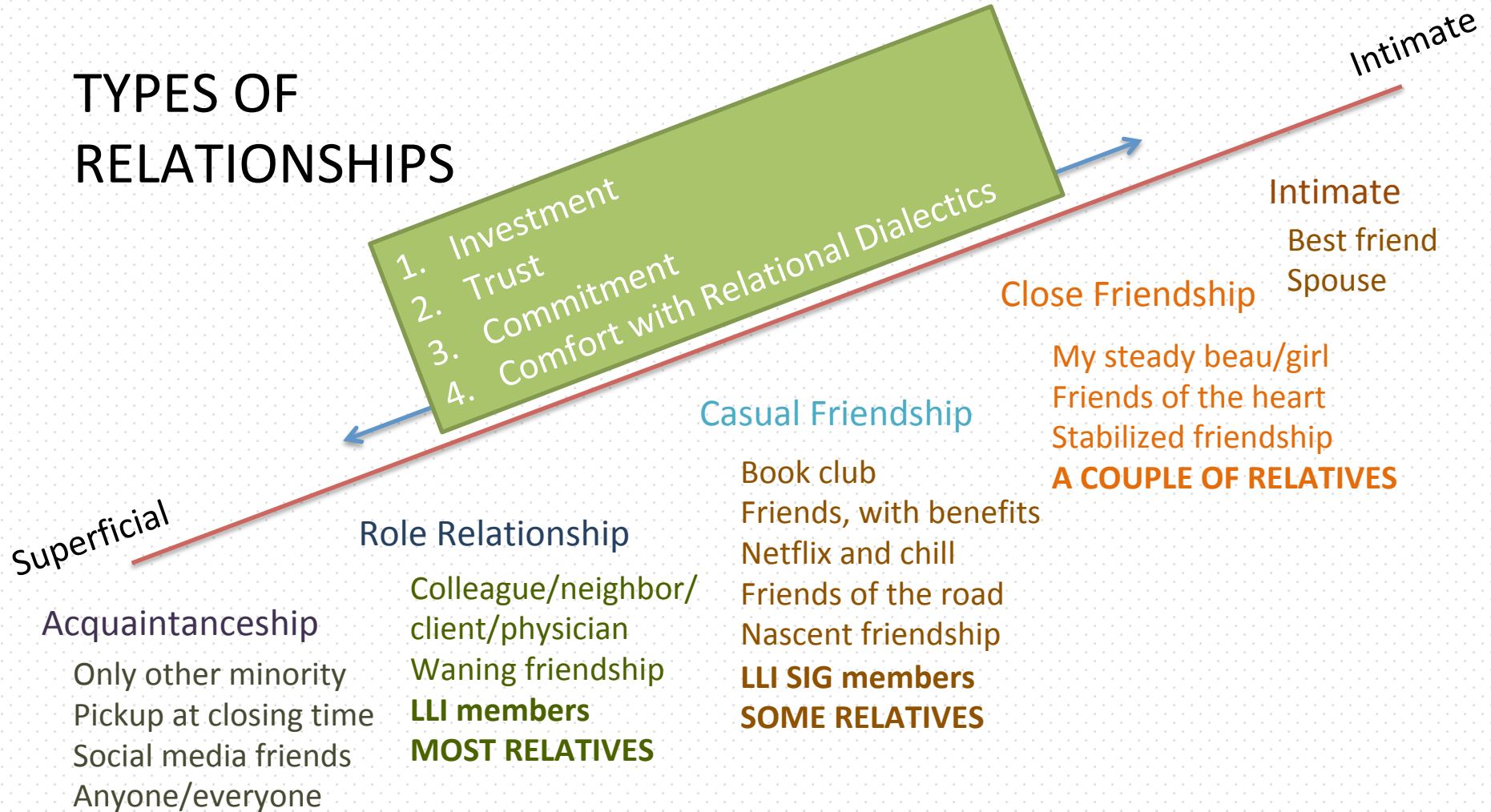
Gottman, J. M., Katz, L. F., & Hooven, C. (1997). Meta-emotion. How families communicate emotionally. Mahwah, NJ: Lawrence Erlbaum.

**It doesn't matter where you go in life;  
It's who you have beside you.**





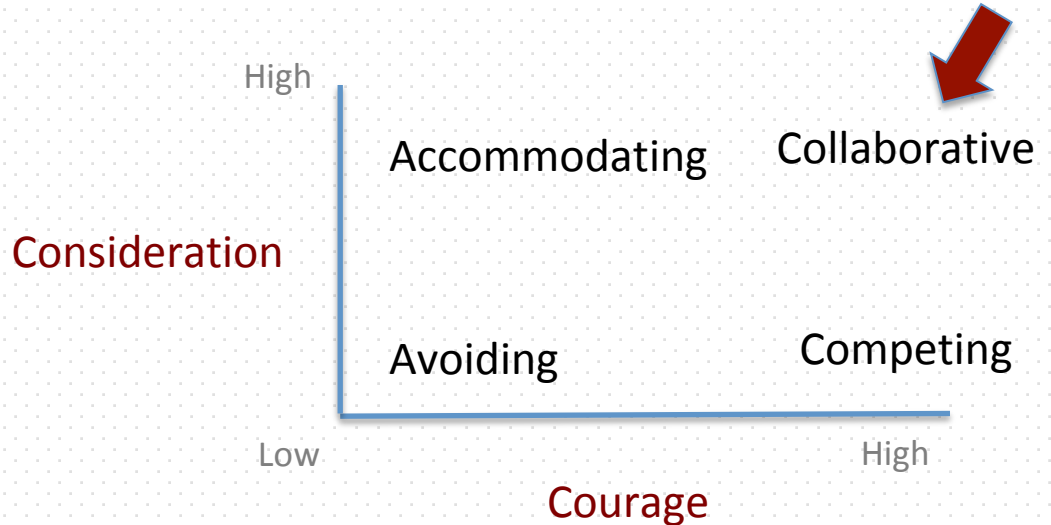
# TYPES OF RELATIONSHIPS



## EQ & Social Intelligence

Empathize with others' emotions and respond to these.

**Set boundaries and manage conflict (and relational dialectics)**



# Comfort with Relational Dialectics

- Autonomy v Connection
- Openness v Closedness (privacy)
- Novelty v Predictability



For military families with a service member on deployment, the holidays can be a difficult time. The distance between family members can take its toll on everyone, but especially on the military spouses who are left to navigate celebrating the holidays alone, oftentimes far away from their own immediate family.



# Comfort with Relational Dialectics

- Autonomy v Connection
- Openness v Closedness (privacy)
- Novelty v Predictability



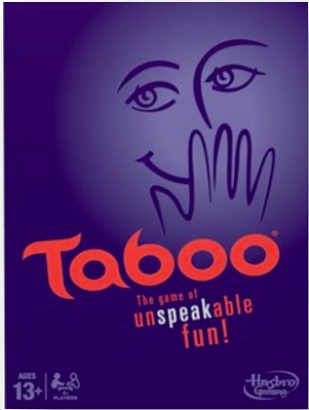
Thanksgiving is a celebration of a genocide. The commemoration of rape, robbery, and slaughter of millions of Native American Indians done by the so-called white man.

You're retired!  
What do you *do* all day?

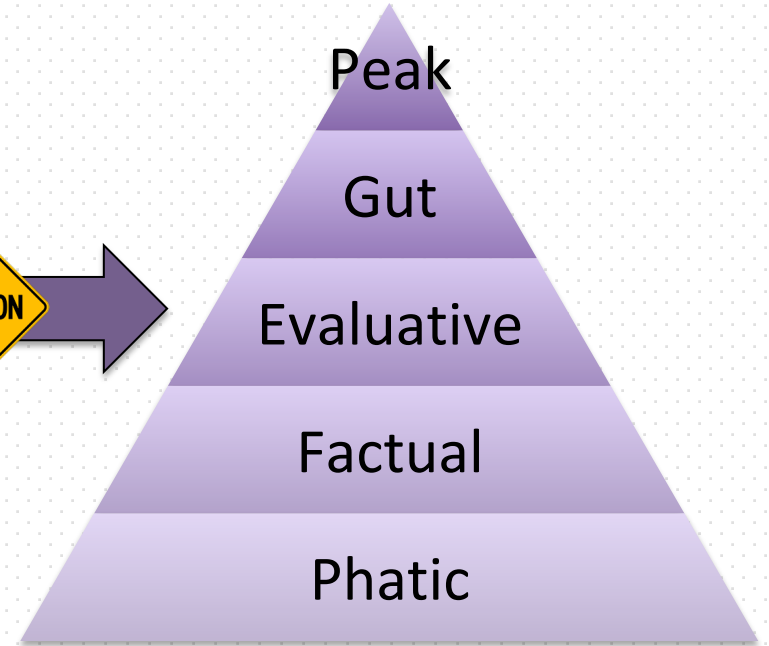
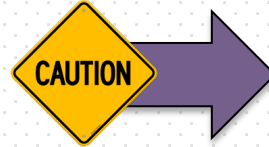


"So, have you two been doing anything reproductive?"

# Language



Bodily functions  
Sex  
Religion  
Death  
Politics



**Inova maintains a healthy and safe environment for its patients, visitors and healthcare team.**

Inova requires mutual respect and courtesy at all times.

**The following behaviors will NOT be tolerated:**

- Cursing or using offensive language
- Threats or intimidation
- Videotaping/recording without permission
- Sexual comments or harassment
- Inappropriate touching
- Physical abuse
- Possessing weapons of any kind
- Damage to hospital property

**If you have any safety concerns, please contact hospital security.**

We reserve the right to discharge violators, revoke visitation privileges and prosecute in accordance with the law (VA Code § 18.02-60).

**INOVA**

**Inova mantiene un ambiente saludable y seguro para sus pacientes, visitantes y equipo de atención médica.**

Inova exige

La

- A
- A
- C
- C
- C
- A
- Posesión de armas de cualquier tipo.
- Daños a la propiedad del hospital.

**Si tiene alguna preocupación al respecto, comuníquese con seguridad del hospital.**

No reservamos el derecho de dar de alta a los infractores, revocar privilegios de visita y proceder de conformidad con la ley (Código de Virginia, Sección 18.2-60).

Inova requires mutual respect and courtesy at all times.

The following behaviors will NOT be tolerated:

- Cursing or using offensive language
- Inappropriate touching

# Comfort with Relational Dialectics

- Autonomy v Connection
- Openness v Closedness (privacy)
- Novelty v Predictability



**Fight, flight or drink:  
Surviving Thanksgiving  
when you hate how  
your family voted...**





## POSITIVE DISTORTION

Compliment others.

Magnify their strengths,  
not their weaknesses.





On Nov 4, 2020, at 8:52 PM, **Philippa Centini** wrote:

Hi Nan,

I have a list of kudos for you -

First - for that exquisite, thoughtful b'day greeting that you sent the boy...

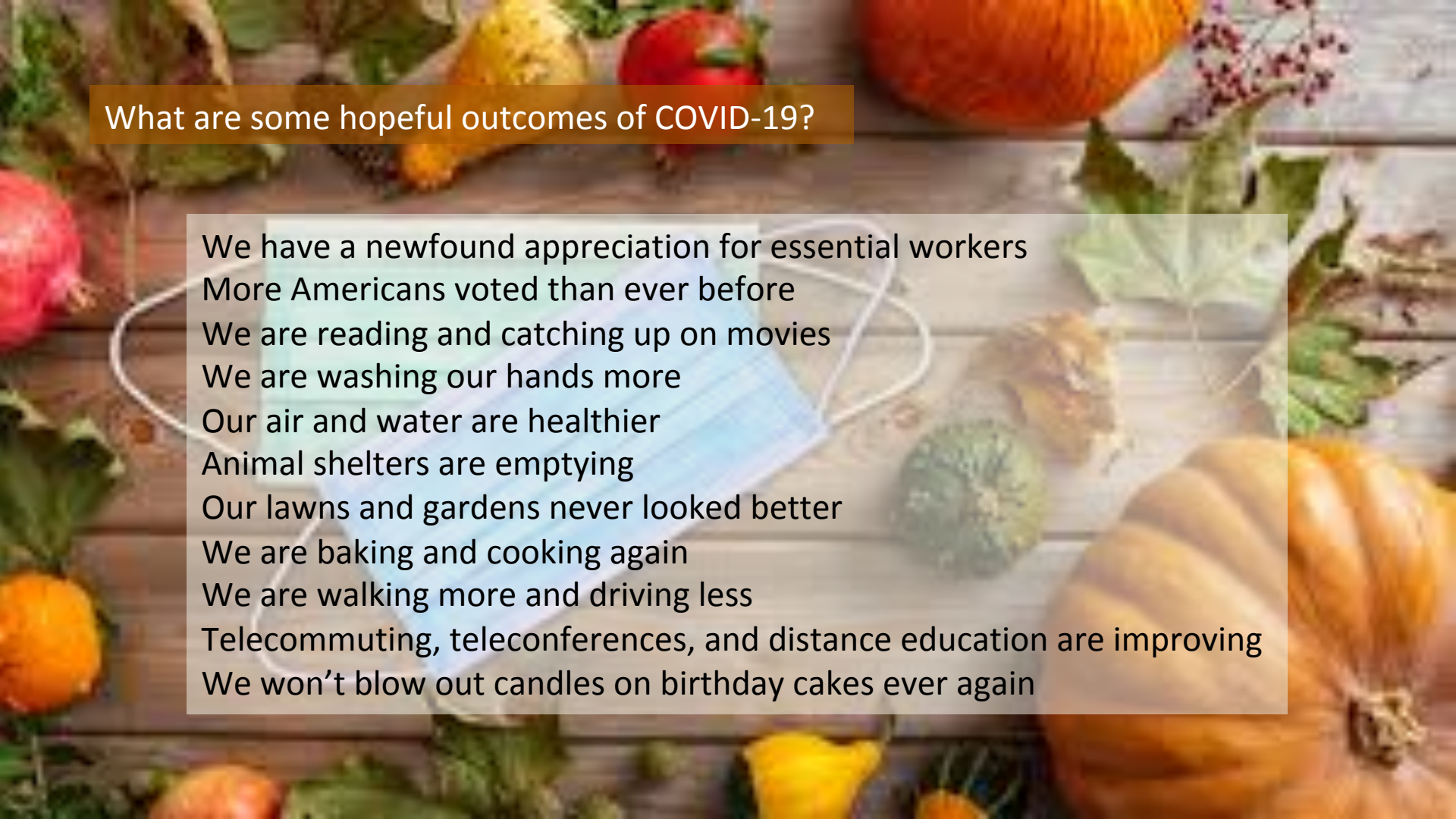
Second - your class on consummate love. So thought-provoking and informative on aspects I never thought about...

Third - Bob Templin's talk today. The Aspen Institute and the work he's doing with them is wonderful. It's a shame there are so many bright kids who will never get the idea or the opportunity about attending a community college. They are such an untapped resource - esp. at a time when the income gap is widening in America. And - his personal story about attending college and adopting 11 foreign- born children - heartwarming. What a decent, caring, and good man who is still giving back.

I can't imagine our lives without friends like you and Paul, the Wakefield gym group, and LLI. We are blessed!

Best regards -

Phil



## What are some hopeful outcomes of COVID-19?

We have a newfound appreciation for essential workers

More Americans voted than ever before

We are reading and catching up on movies

We are washing our hands more

Our air and water are healthier

Animal shelters are emptying

Our lawns and gardens never looked better

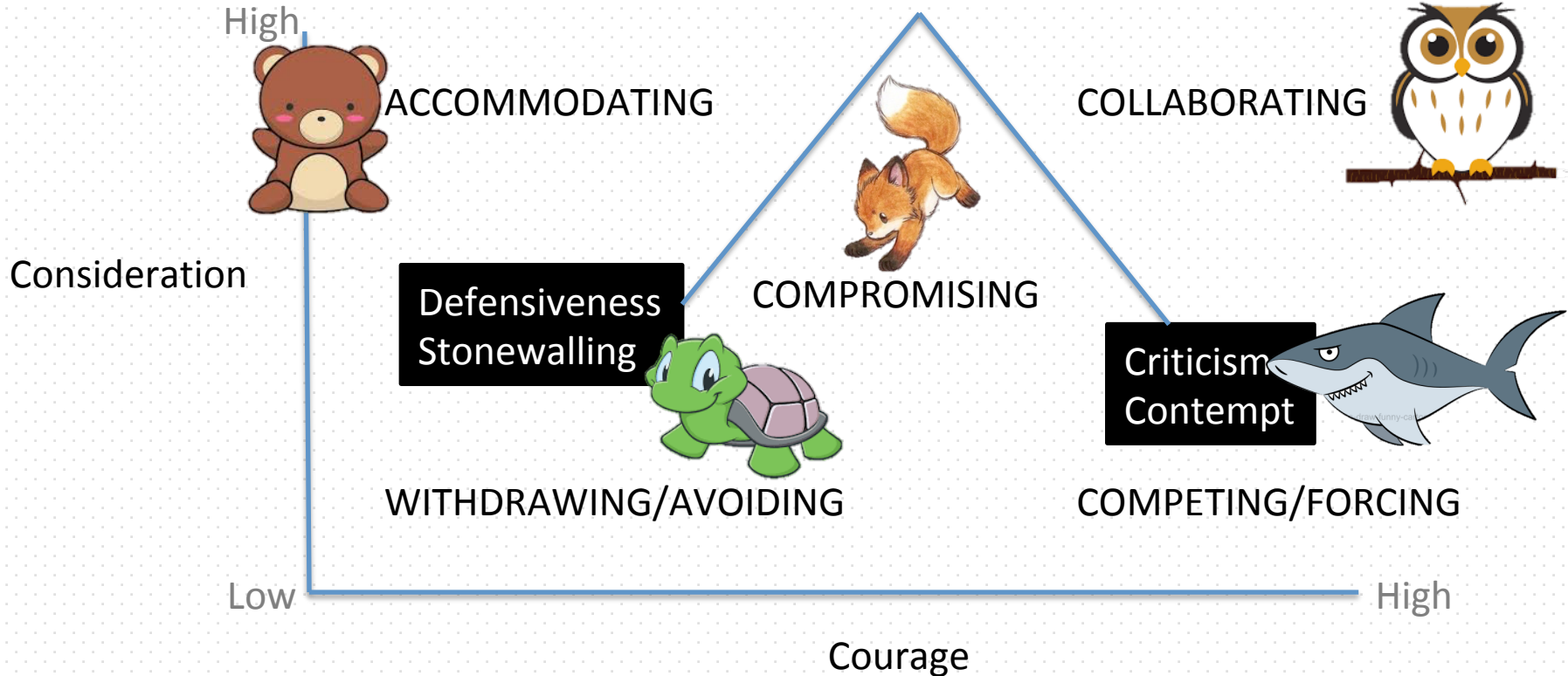
We are baking and cooking again

We are walking more and driving less

Telecommuting, teleconferences, and distance education are improving

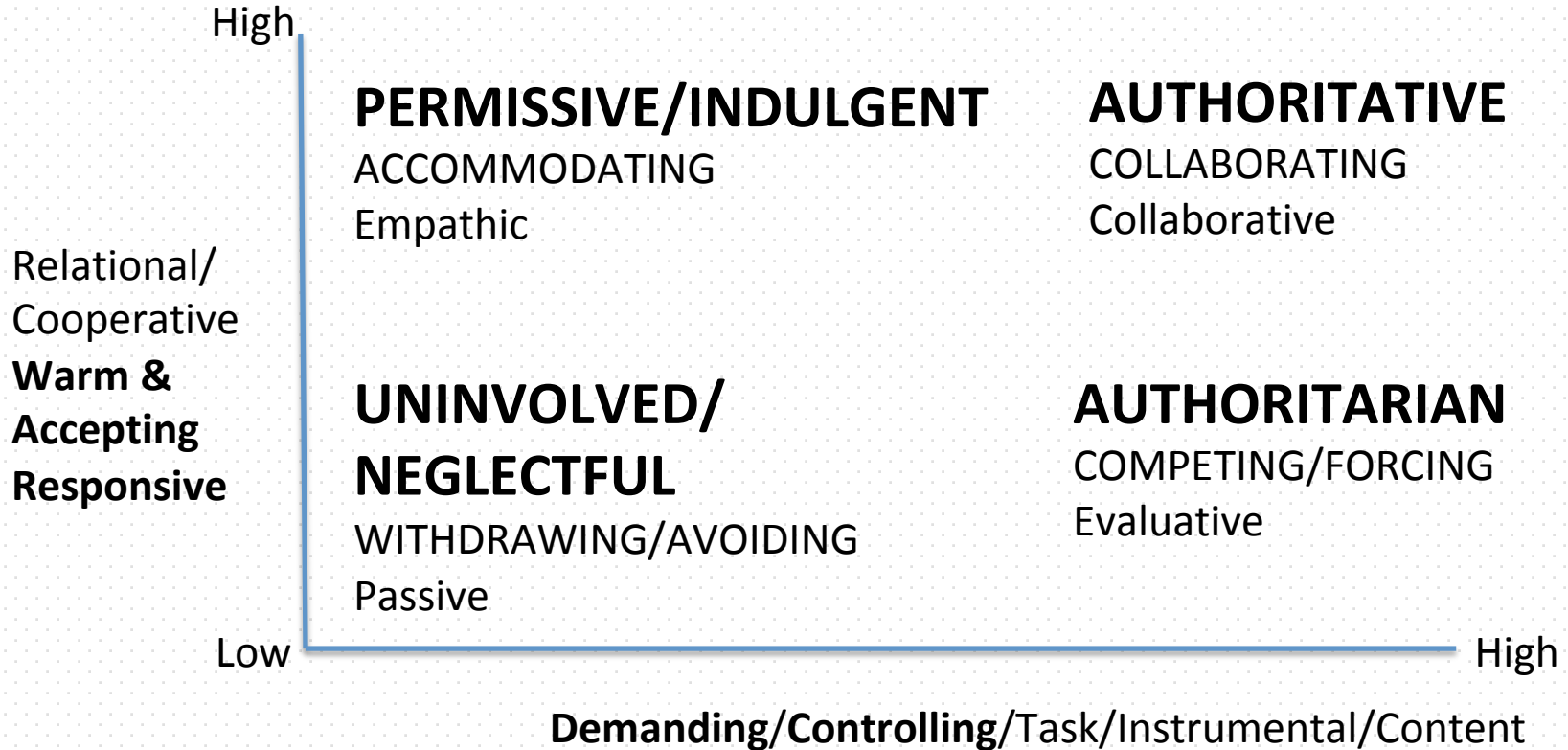
We won't blow out candles on birthday cakes ever again

# Relationship Options Signs



# Styles of Parenting

Diana Baumrind, 1960s; Maccoby & Martin (1983)

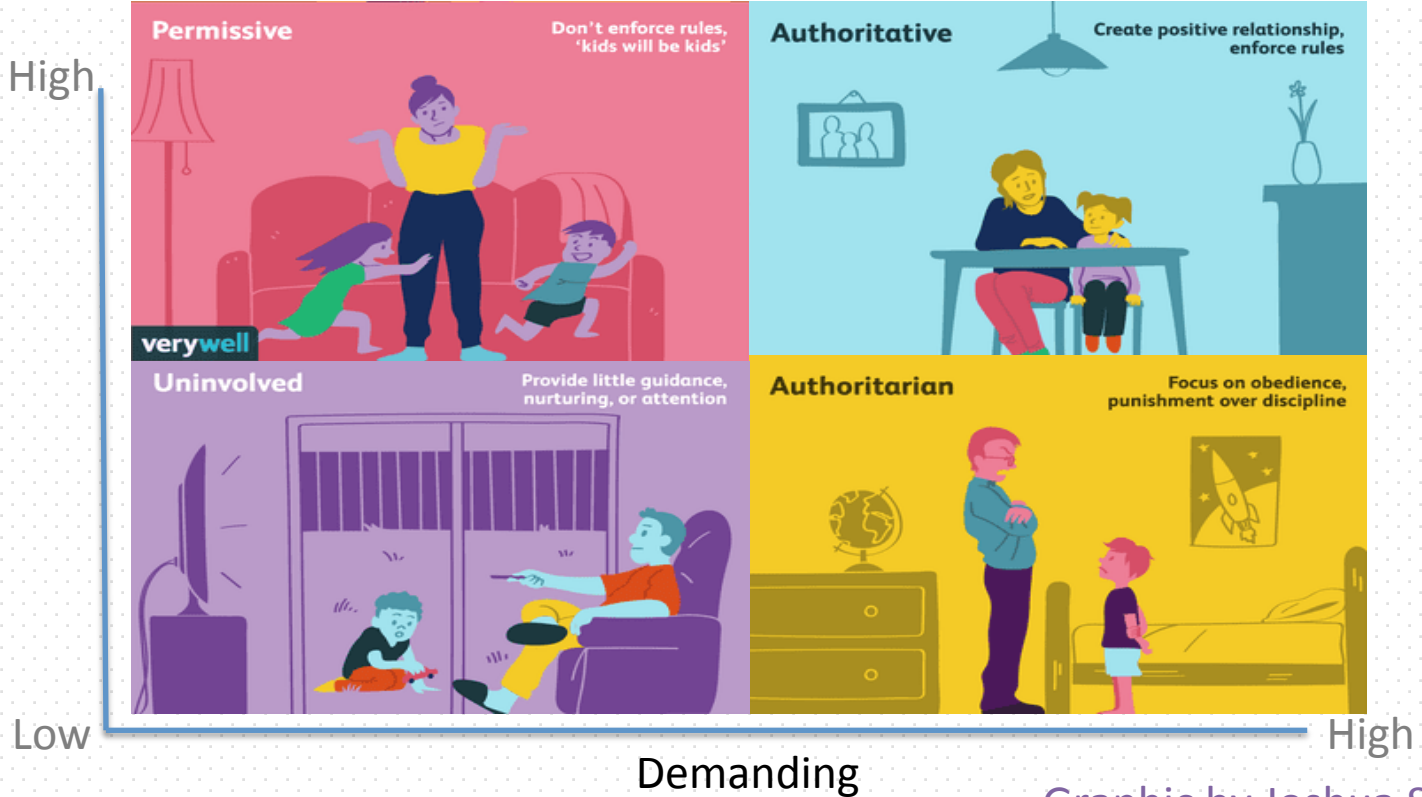


# Styles of Parenting

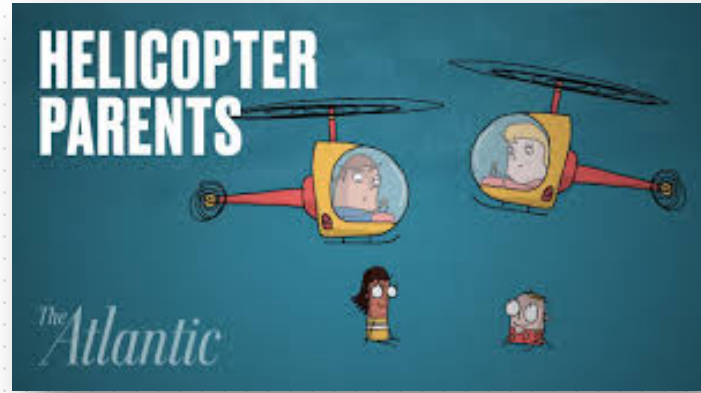
Baumrind, D. (1966). Effects of authoritative parental control on child behavior. *Child Development*, 37, 887-907.

Maccoby, E. E., & Martin, J. A. (1983). Socialization in the context of the family: Parent-child interaction. *Handbook of Child Psychology*, 4, 1-102.

Warm & Accepting

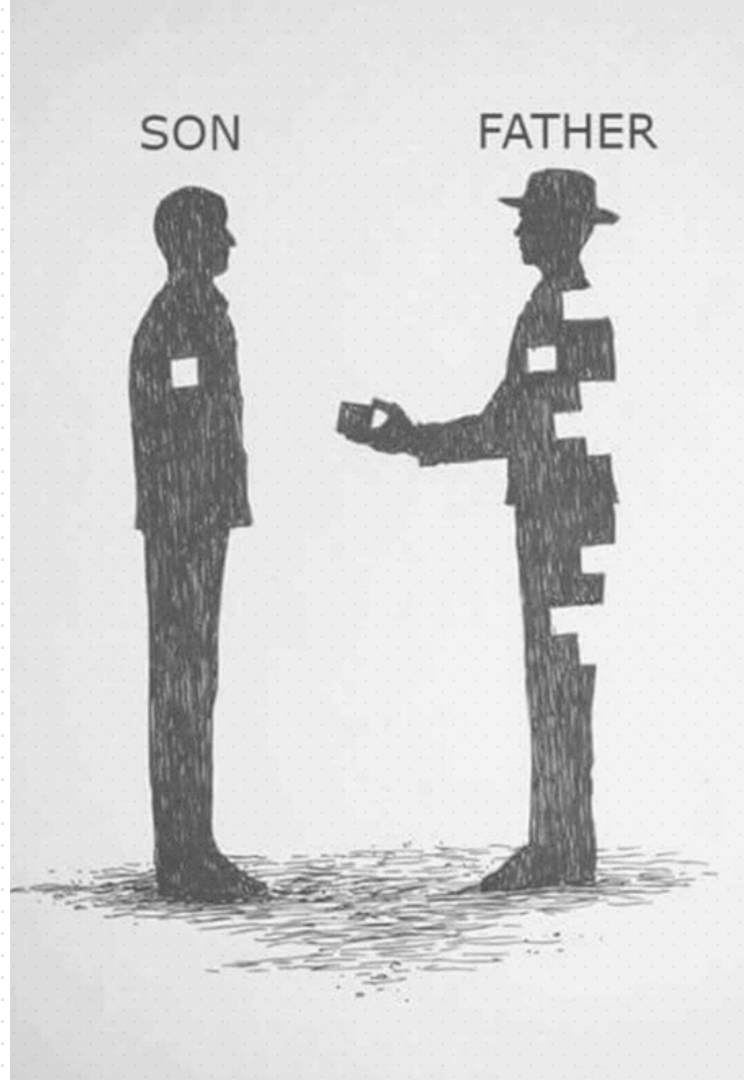


Graphic by Joshua Seong



- Helicopter Parents – hovering
- Jet-Fighter – Helicopter +
- Snowplow Parents – clear the path of bumps
- Satellite Parents – constant surveillance
- Submarine Parent – Out of sight but able to pop up quickly in case of emergency

“Millennials Go to College” Neil Howe and William Strauss (2007)



# Grandparenting

How do you put the brakes on overindulging grandchildren?



<https://www.verywellfamily.com/grandparents-who-have-problems-with-boundaries-1695778>



# KINSHIP CARE

Maya Angelou

Carol Burnett

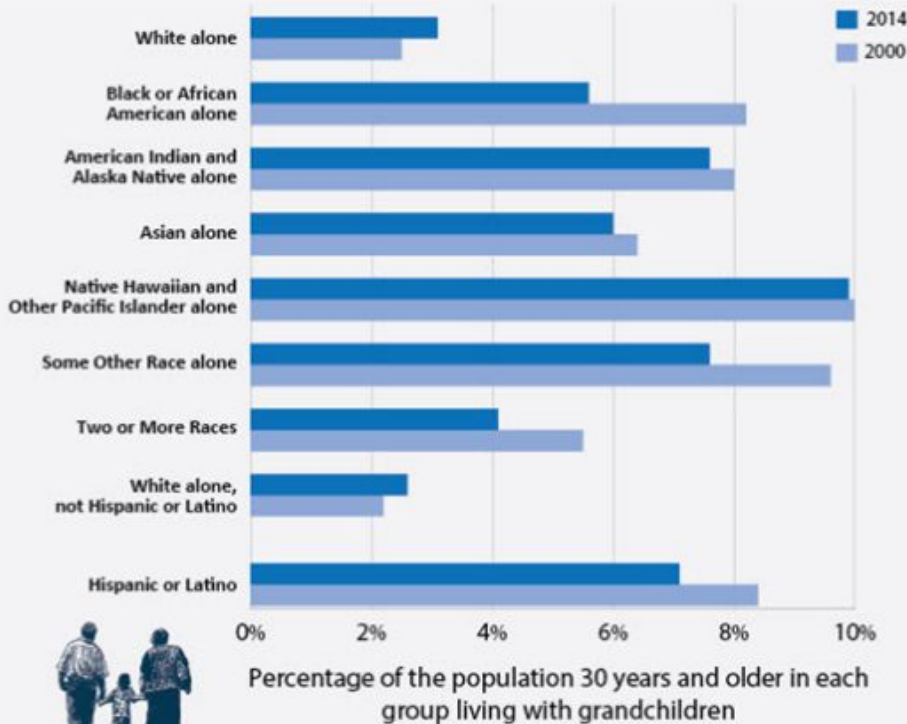
Bill Clinton

Barack Obama



## Grandparents Living with Grandchildren

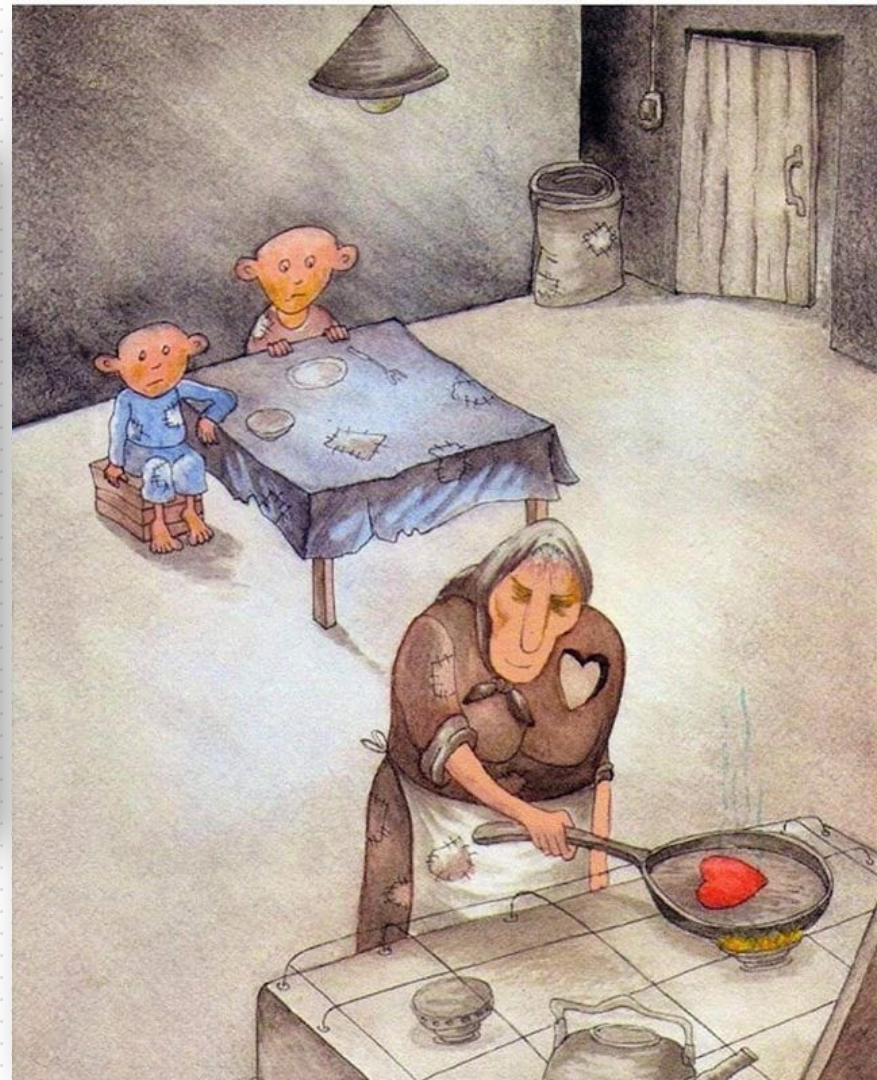
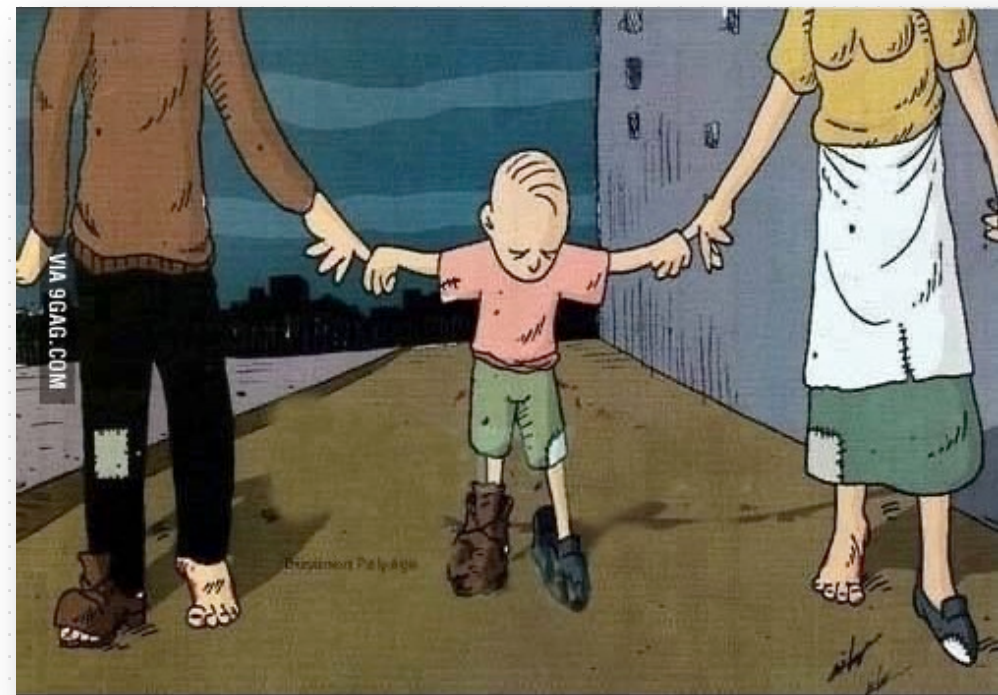
Which groups are most likely to live with grandchildren?



SUPRAINDIVIDUALITY: Subordinating individual needs for the good of the whole.

We > Me







The DAISY Foundation is importing thousands of Healer's Touch sculptures from Zimbabwe each year. Each one is hand-carved by a Shona artist.

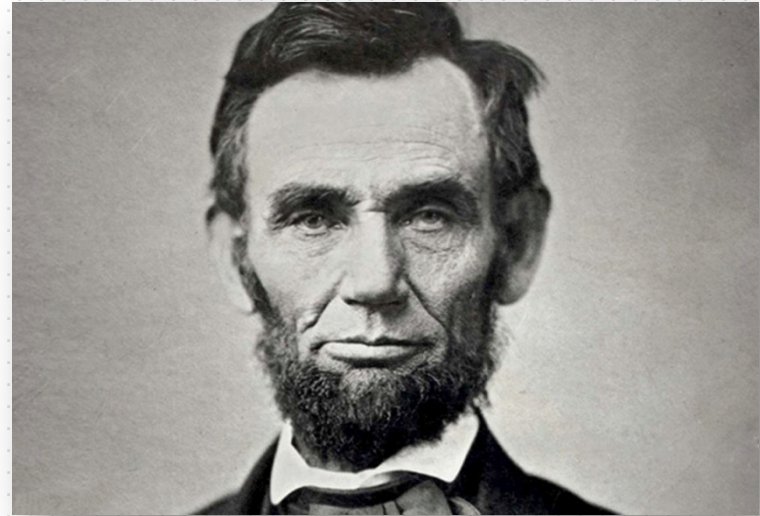
The incredible work being done by nurses here in the U.S. is reaching around the world to help save the lives of these gifted artists. The artists, in turn, are creating these very sensitive depictions of the unique relationship nurses have with their patients.



HONORING NURSES INTERNATIONALLY  
IN MEMORY OF J. PATRICK BARNES

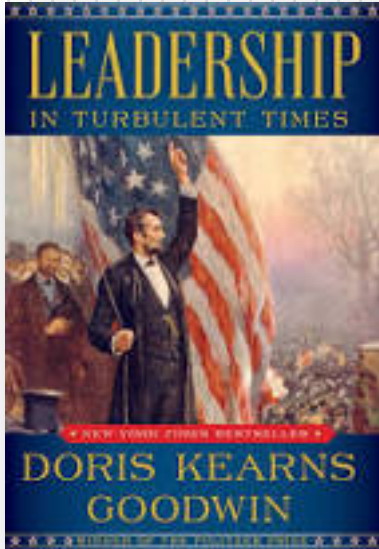
# Trait Approach to Leadership

1. Integrity
2. Self-esteem
3. Intelligence
4. Extraversion
5. Conscientiousness
6. Open to Experience



Judge, T. A., Bono, J. E., Ilies, R., & Gerhardt, M. W. (2002). Personality and leadership: A qualitative and quantitative review. *Journal of Applied Psychology, 87*, 765–780.

# Doris Kearns Goodwin, 2018



1. Humility
2. Empathy
3. Resilience
4. Courage
5. Ability to replenish energy
6. Listen to diverse opinions
7. Control negative impulses
8. Connect with all manner of people
9. Communicate through stories
10. Keep one's word.

## Identity Politics

A tendency for people of a particular religion, race, social background, etc., to form exclusive political alliances.



Image by Julio Salgado, CultureStrike, 2015





Believe in something. Even if it means sacrificing everything.

Nike Nearly Dropped Colin Kaepernick before Embracing Him  
Crewell, Draper, Maheshwari, *NYTimes*. September 2018



**Rep Jim Clyburn**

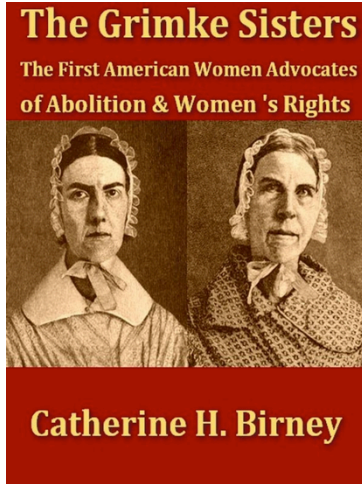


**Stacy Abrams**

“In close elections, Democrats can maximize the advantage of strong minority support only when those voters turn out in strong enough numbers.”

Andra Gillespie, associate professor of political science, Emory University

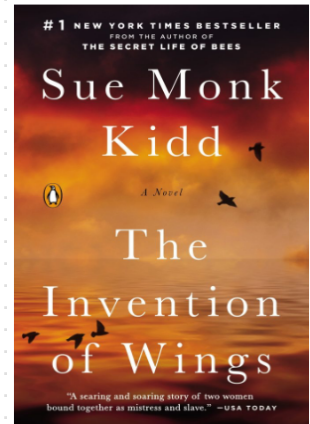
- Women and people of color make up the majority of President-elect Joe Biden's transition team, according to CNN.
- About half the transition staff is made up of women, and about 46% is made up of people of color.
- A diverse transition staff might signal that Biden, along with Vice President-elect Kamala Harris, is looking to prioritize diversity within his incoming administration.



I ask no favors for my sex.  
I surrender not our claim to equality.  
All I ask of our brethren is, that they will take  
their feet from off our necks,  
And permit us to stand upright on that ground  
which God designed us to occupy.

- Sarah "Sally" Gremké

In 1973, Ruth Bader Ginsburg quoted Sarah Grimke when RBG gave her first oral arguments to the Supreme Court in *Frontiero v Richardson*.



# Women and Networking

77 percent of the highest-achieving women had strong ties with an inner circle of two to three other women where they leveraged each other's network and gave gender-specific advice.

Lowest-achieving women had male-dominated network and weaker ties with other women in their network.

Yuxiao Dong, Microsoft Research  
Nitesh Chawla, University of Notre Dame  
Ananthram Swami, Army Research Lab.  
National Academy of Sciences

# Amplification Strategy

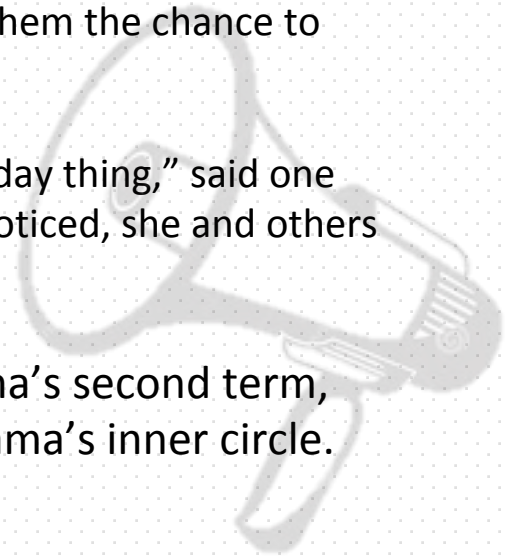
Reported by Juliet Eilperin, *Washington Post*, 2016

When President Obama took office, two-thirds of his top aides were men. Women complained of having to elbow their way into important meetings. And when they got in, their voices were sometimes ignored.

When a woman made a key point, other women would repeat it, giving credit to its author. This forced the men in the room to recognize the contribution — and denied them the chance to claim the idea as their own.

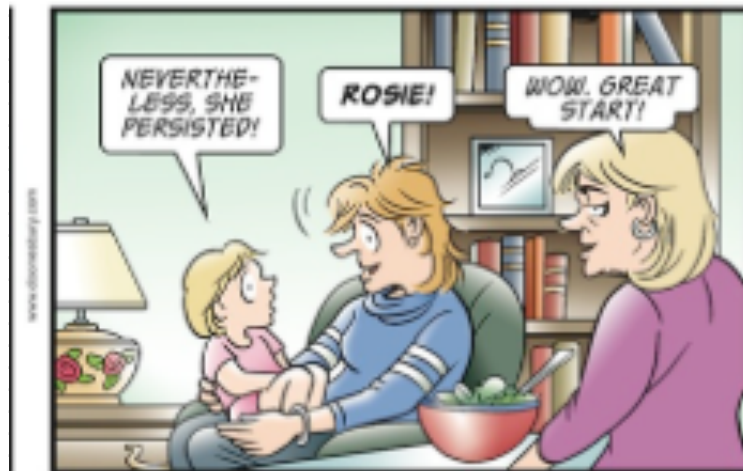
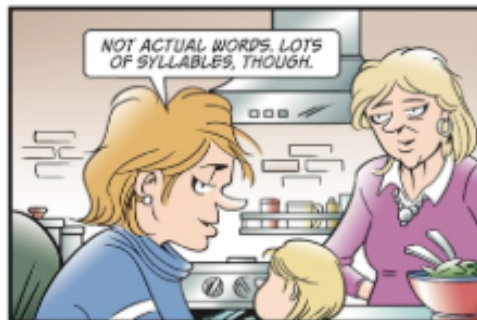
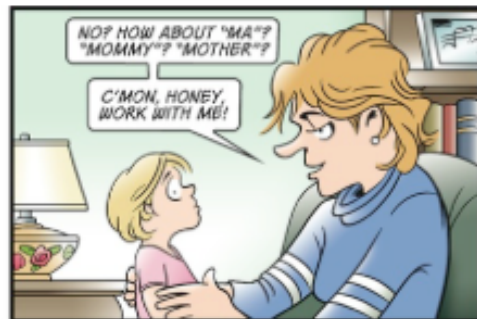
“We just started doing it, and made a purpose of doing it. It was an everyday thing,” said one former Obama aide who requested anonymity to speak frankly. Obama noticed, she and others said, and began calling more often on women and junior aides.

The “amplification” strategy seems to have paid off: During Obama’s second term, Juliet Eilperin notes, women finally gained parity with men in Obama’s inner circle.





SHE WAS WARNED. SHE WAS GIVEN AN EXPLANATION.  
NEVERTHELESS, SHE PERSISTED.



Doonesbury by Garry Trudeau for March 3, 2019  
<https://www.gocomics.com/doonesbury/2019/03/03>



A WOMAN'S PLACE IS IN THE HOUSE.



Photography By Christelle De Castro, 2018

Ruby Bridges, age 6, being escorted into school by U.S. marshals, when she became the first Black student to integrate an elementary school in the South.  
By Norman Rockwell



Madam Vice-President-elect Kamala Harris and  
The silhouette of Ruby Bridges.  
By Bria Goeller



“Change does not come from this place unless we bring it here ourselves.”

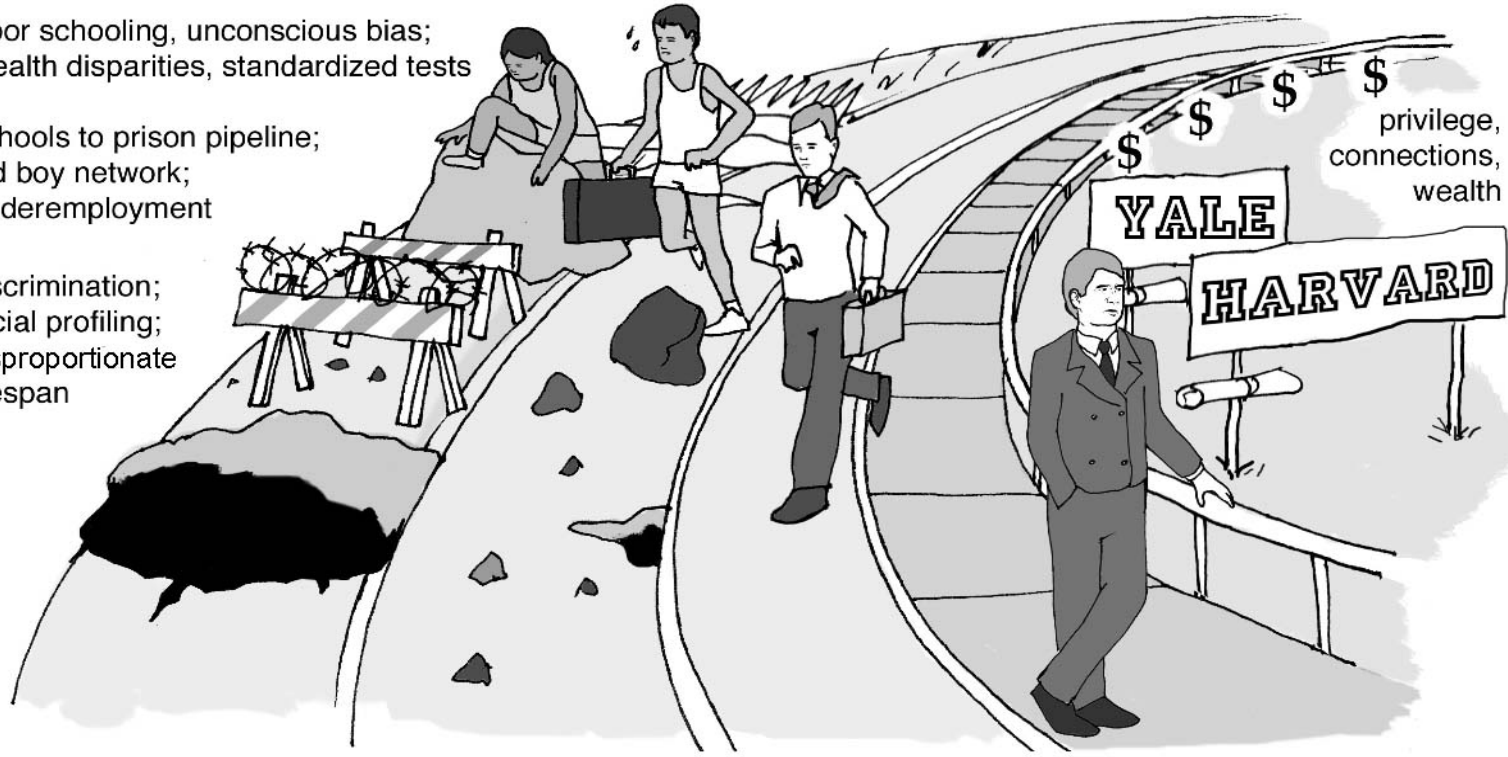


Rep.-elect Cori Bush (D-MO)  
Capitol Hill, November 12, 2020

poor schooling, unconscious bias;  
wealth disparities, standardized tests

schools to prison pipeline;  
old boy network;  
underemployment

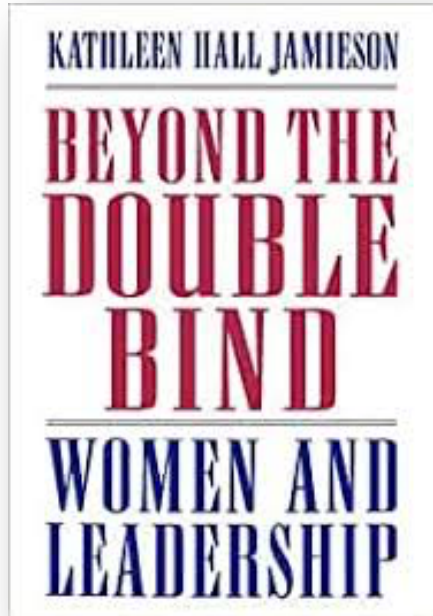
discrimination;  
racial profiling;  
disproportionate  
lifespan



privilege,  
connections,  
wealth

YALE

HARVARD



“Companies that have fewer women in top positions also tend to have less women-friendly human resources policies,” said Kathleen Hall Jamieson, Director of the Annenberg Public Policy Center. “That creates a self-generating cycle, making it less likely that women will be able to move their way up. A CEO committed to diversity will both invite women to serve on the boards of directors and create policies and opportunities for women to reach top executive positions.” (2003)

Glass ceiling – *invisible barriers*

Glass escalator – *promotions deans/principals*

Sticky floors – *less likely to start to climb ladder*

Frozen middle – *middle management*

Second shift – *greater workload esp domestic*

Mommy track – *subjugate career for family*

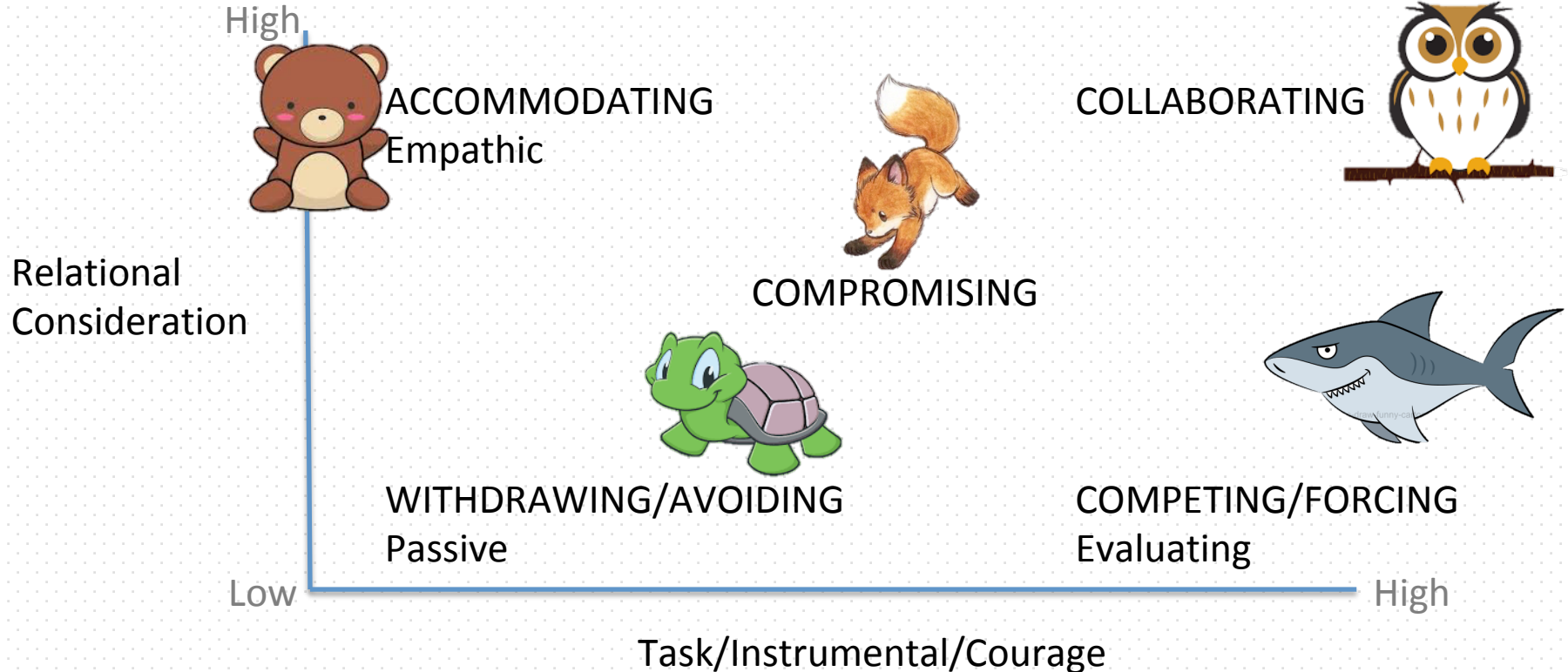
Concrete floor – *token seat at table*





LLI/NOVA Presidents Paul Hopley, Anna Dixon, George Chalou, Lorin Goodrich, & Scott Pinckney present \$25,000 to NOVA Foundation's Kelly Persons for student scholarships.

# Communication Options

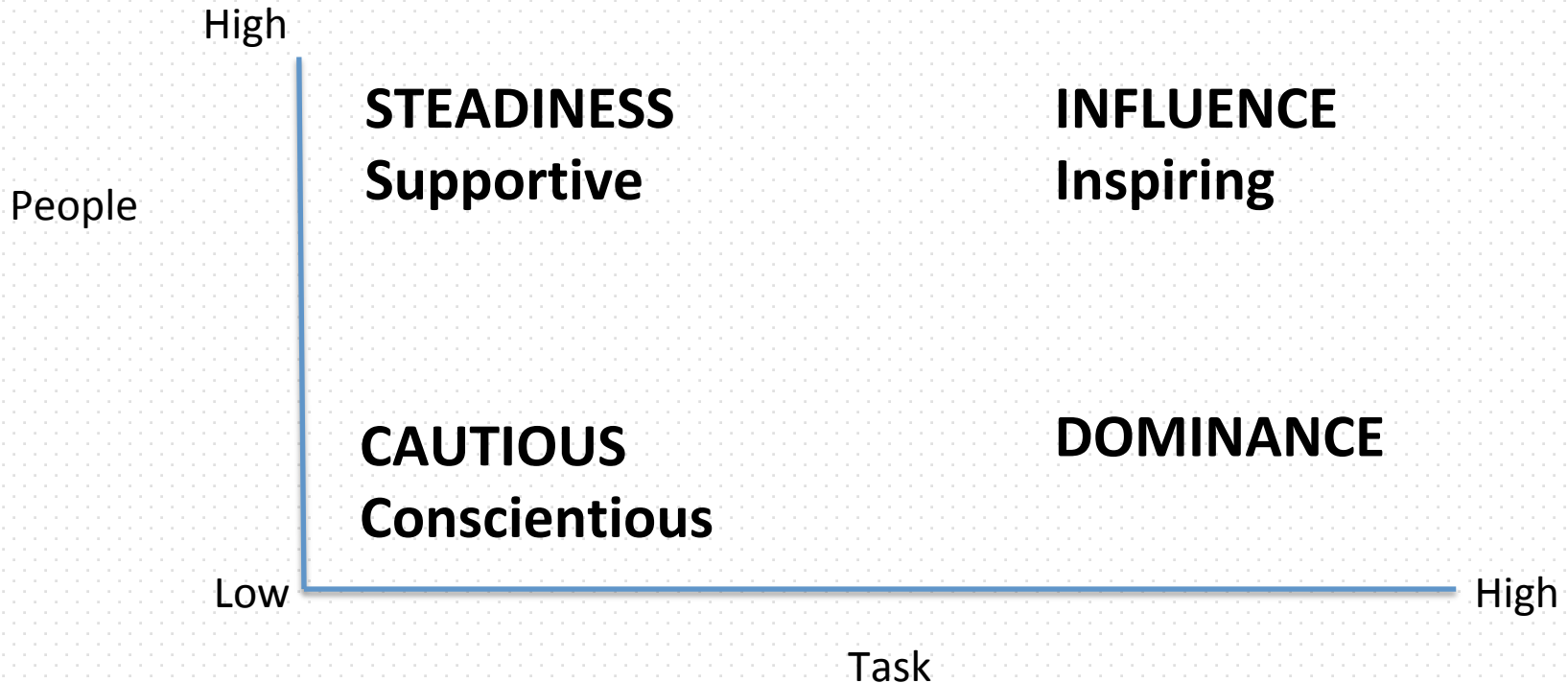




# DISC Model

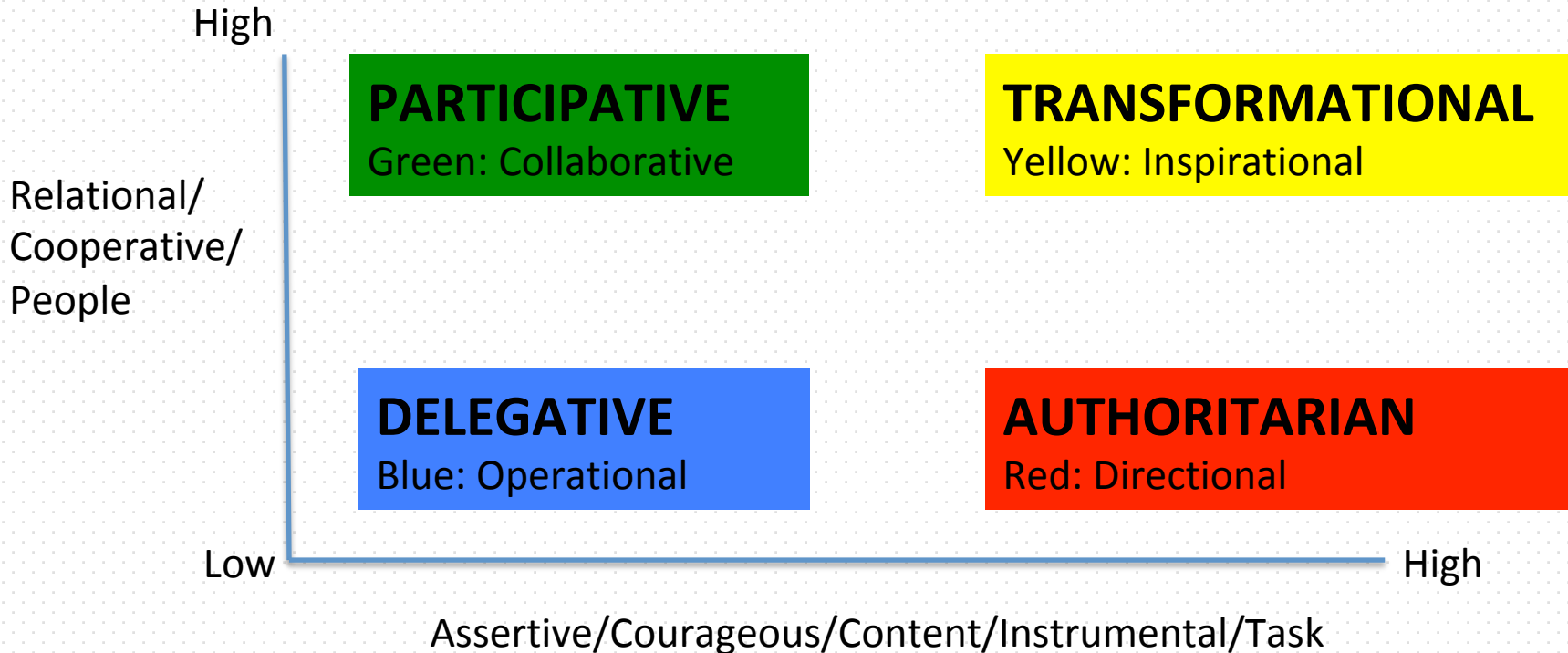
William Moulton Marston, 1928

1950s industrial psychologists



# Styles of Leadership

Insights Discovery Psychometric Tool based on Psychology of Jung

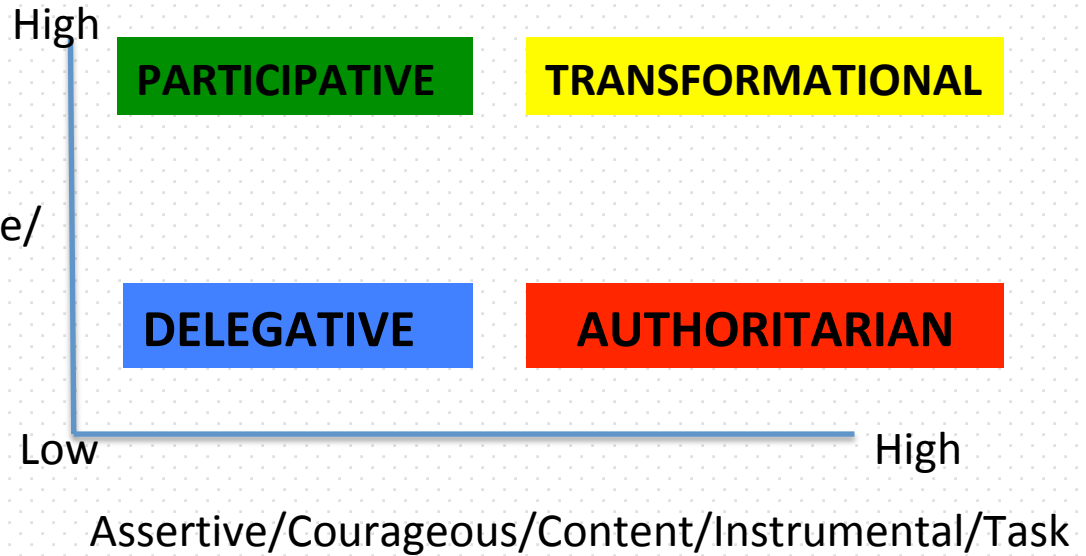


# Styles of Leadership

Servant Leadership  
Robert Greenleaf, 1970

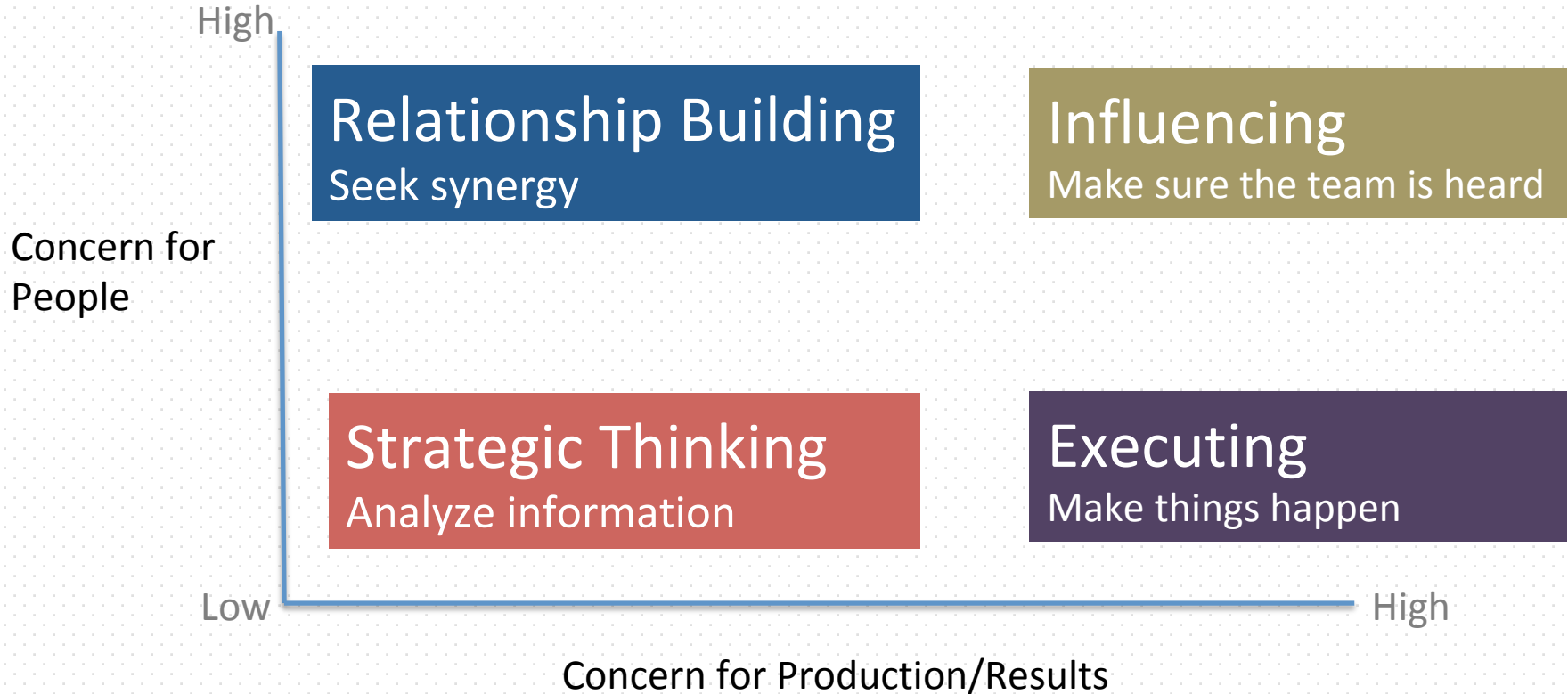
Relational/  
Cooperative/  
People

Transactional Leadership  
Max Weber, 1947

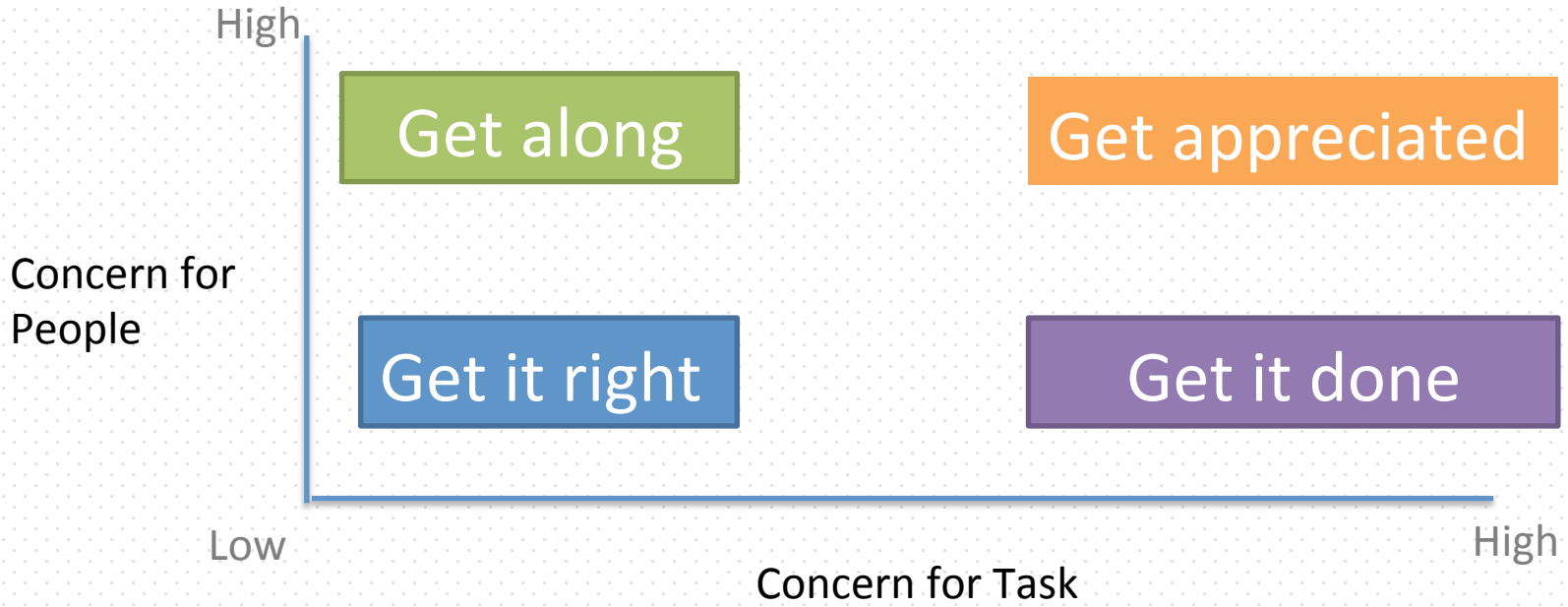


# Clifton Strengths (formerly Clifton StrengthsFinder)

Tim Roth



# Kirschner & Brickman, Naturopathic Physicians, 2006



Brinkman, R. and R. Kirschner (2006). Dealing with Difficult People: 24 lessons to bring out the best in everyone. Maidenhead: McGraw Hill.

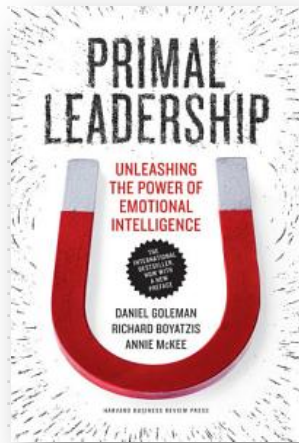
# Goleman's 6 Leadership Styles

<b>Visionary</b>	Motivates people towards a vision	<b>"Come with me"</b>	Self-confidence, empathy, change catalyst
<b>Coaching</b>	Developing people for the future	<b>"Try this"</b>	Developing others, self awareness, empathy
<b>Affiliative</b>	Creates harmony and builds emotional bonds	<b>"People come first"</b>	Empathy, building relationships, communication
<b>Democratic</b>	Forges consensus through participation	<b>"What do you think?"</b>	Collaboration, team leadership, communication
<b>Pacesetting</b>	Sets high standards for performance	<b>"Do as I do now!"</b>	Conscientiousness, drive to achieve, initiative
<b>Commanding</b>	Demands immediate compliance	<b>"Do what I tell you"</b>	Drive to achieve, initiative, self-control

# Quiz Time

<b>Visionary</b>	Motivates people towards a vision	"Come with me"
<b>Coaching</b>	Developing people for the future	"Try this"
<b>Affiliative</b>	Creates harmony and builds emotional bonds	"People come first"
<b>Democratic</b>	Forges consensus through participation	"What do you think?"
<b>Pacesetting</b>	Sets high standards for performance	"Do as I do now!"
<b>Commanding</b>	Demands immediate compliance	"Do what I tell you"

Based on *Primal Leadership* by Daniel Goleman



Relational/  
Consideration/  
People-Oriented

High

Affiliative

Visionary

Coaching

Democratic

Pacesetting

Commanding

Low

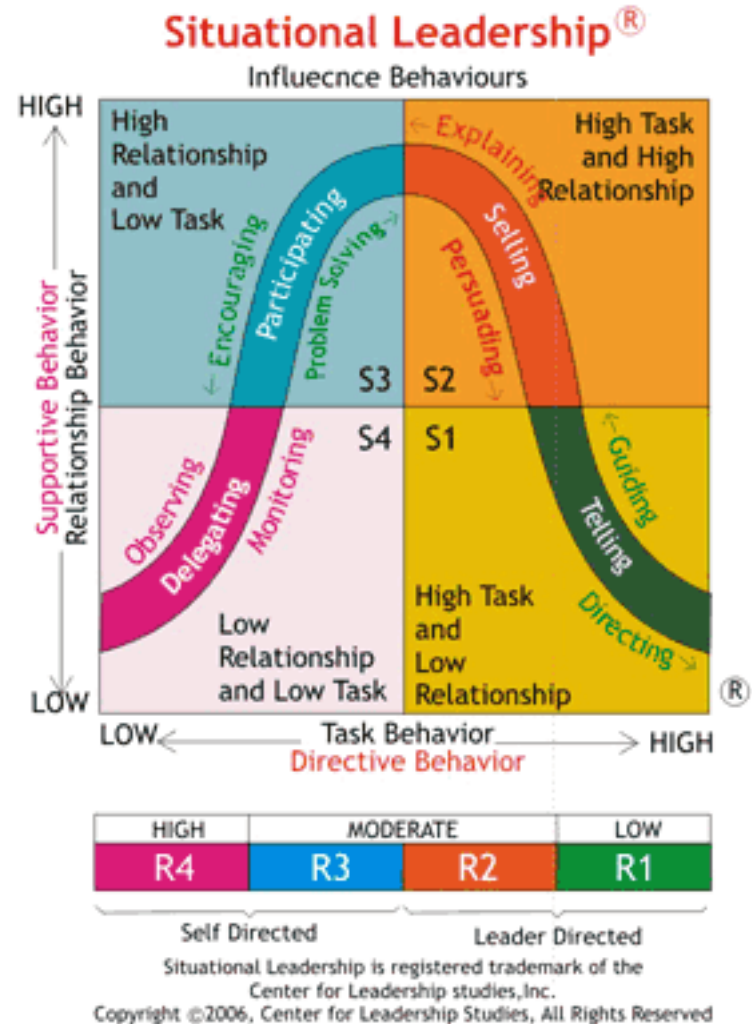
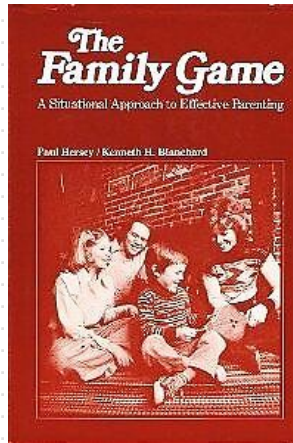
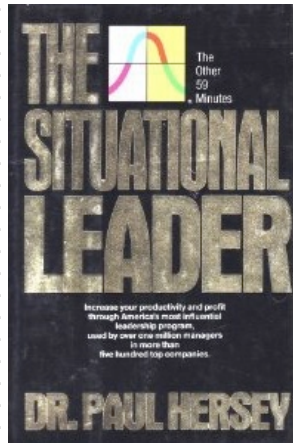
High

Assertive/Courageous/Content/Instrumental/Task

# Situational Leadership

Paul Hersey

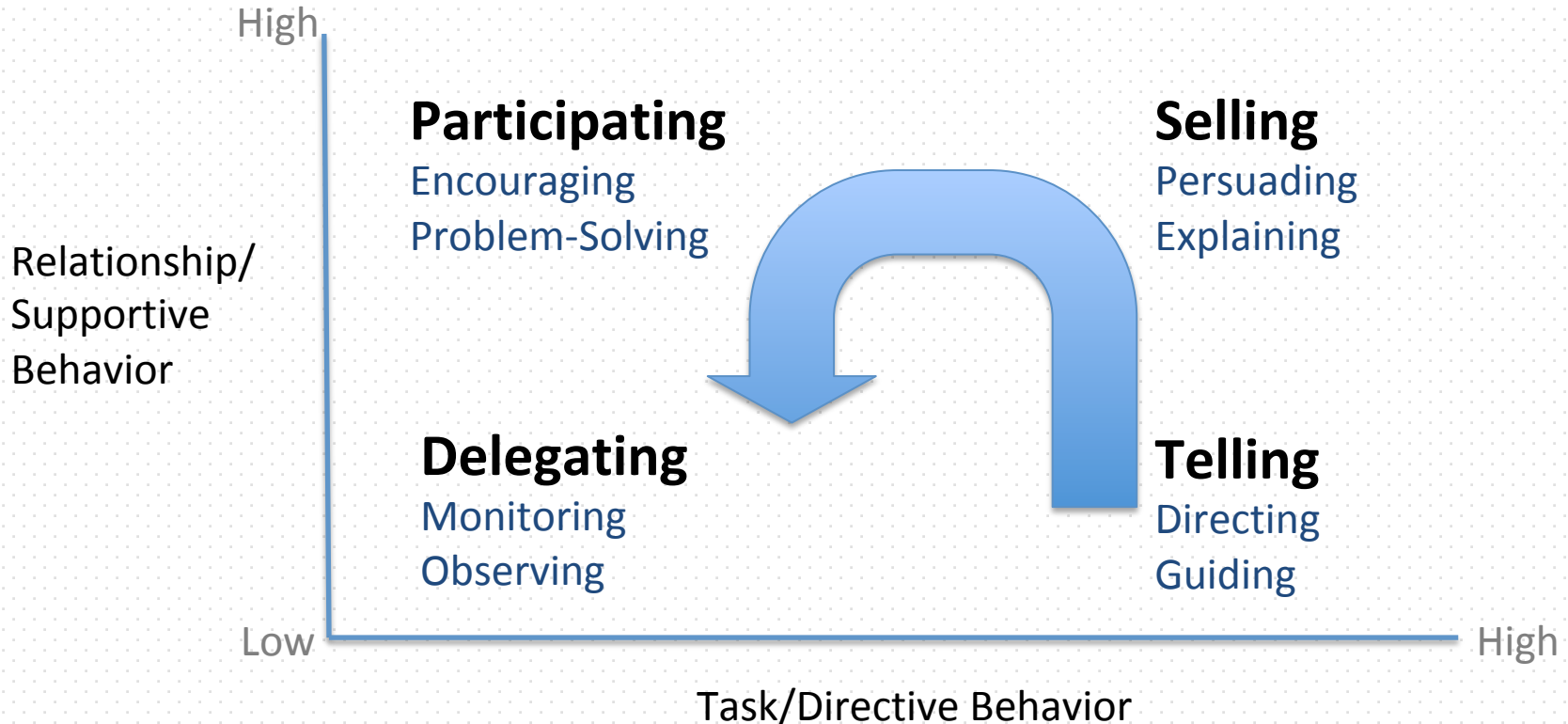
Ken Blanchard





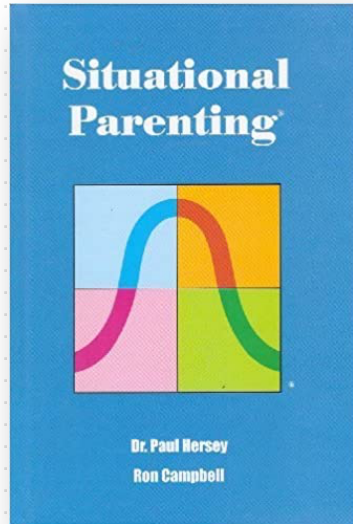
# Situational Leadership

Hersey and Blanchard

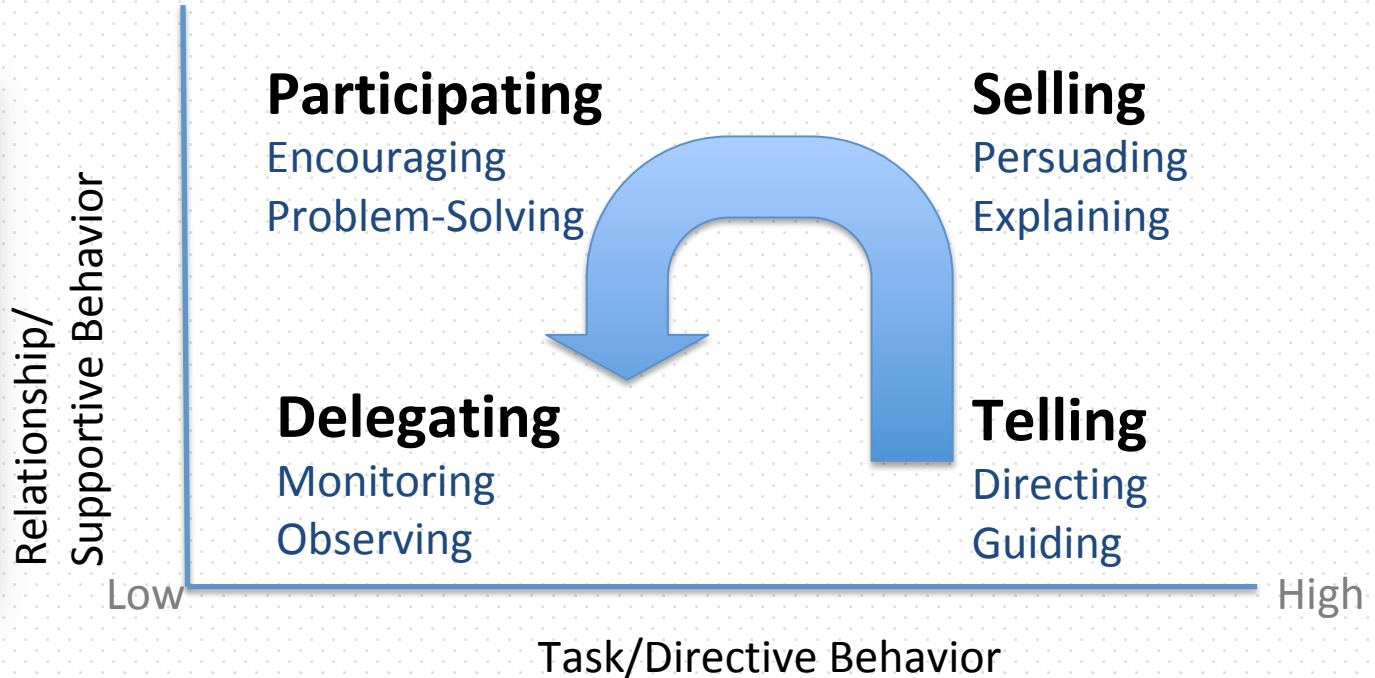


# Situational Parenting

Ron Campbell and Leslie O'Brien with Paul Hersey (Editor), 1999



High





Always together, never apart  
Maybe in distance, but never in heart.

**Today was good.  
Today was fun.  
Thank you,  
thank you,  
Everyone!**



In the chat box, please share your evaluation.

What worked well for you?

What could have been improved?

What topics would you like to see in the future?

Thank you!

## A PERFECTLY GOOD HOUR

1. Social Capital
2. Social Intelligence
3. Listening
4. Identity
5. Verbal/Language, Cursing
6. Nonverbal Communication
7. Satisfying Relationships
8. Consummate Love
9. Conflict Management
10. Styles of Parenting/Leading

## MONTHLY MEET UP

Coming this Spring, Wednesdays

January – I’ve a Bridge to Sell You!

Persuasion

February - Exploring the Gettysburg Address

March – Chronemics : Spending Time Together

April - “We Just Don’t Communicate”: How Relationships Die

May – “We Need to Talk”: How to Resurrect a Dying Relationship