

## Instinctive Leadership

### Preface

Modern business culture and success has become a major topic of interest in the global community. As a result, many researchers have conducted studies on the theories that drive leadership, management, and financial practices. Although these studies offer considerable insights into the cognitive and psychological factors that contribute to success or failure, these theories are often not fully applicable in real-life scenarios. It is unrealistic to believe that existing scholastic research can fully explain and provide all answers to business leaders. This rationale becomes more impractical in complex business environments where employees experience myriads of challenges in their day-to-day lives. These challenges can worsen stress and trauma, which may negatively impact the professional's decision-making. Therefore, this guide describes instinctive leadership and how it can be strengthened in order to improve the worker's resilience toward work stressors. This guide can strengthen the topical theories and models using the latest scientific research. By focusing on the instinctive cognitive dimension of decision-making, the study will fill in the missing puzzle needed for achieving success in different professional landscapes.

The book explores various aspects of the interface between neuroscience and the business world in seven key chapters. The first chapter explains the origins and the components of the Polyvagal Theory in relation to instinctive leadership. This leadership style requires leaders to understand how they can unlock the full potential of cognitive and somatic mental faculties in order to improve their professional outcomes. The chapter focuses on the three autonomic states of the Polyvagal Ladder: socialization, mobilization, and immobilization. In addition, the chapter explains the conditions that can compel an employee to shift between the three autonomic states.

Consequently, Chapter 2 narrows down the real-life applications of instinctive leadership and the Polyvagal Theory in modern organizations. Considering the rapid evolution of technology and business systems, it is essential for leaders to compare the strengths and weakness of popular and emerging leadership styles. The focus is placed on four leadership approaches: transactional, transformational, servant, and situational leadership. The Polyvagal Theory can be integrated in the leadership styles to improve the outcomes of rational and nonrational decision-making.

Chapter 3 explains how leaders can achieve success in terms of human resource management. Most organizations place a lot of emphasis on their talent acquisition processes, so leaders need to have a proper understanding of recruitment and selection processes. Furthermore, the chapter also highlights specific types of bias and discrimination that often emerge during recruitment and selection. The main objective of the chapter is to identify suitable recommendations for creating a solid workforce and eliminating prejudice in the conventional talent acquisition process.

Chapter 4 addresses the main prerequisites for financial success in the modern business environment. The segment utilizes the example of the financial sector to underscore the importance of combining rational and nonrational decision-making. The chapter also outlines several types of bias and discrimination that prevent leaders from making optimal decisions in their respective fields. The segment places emphasis on EQ, IQ, and instinctive intelligence, as

well as their roles in financial decision-making. The objective of this chapter is to elucidate how business leaders should combine multiple dimensions of their mental faculties.

Concerning chapter 5, this segment concentrates on the physiological qualities and personal attributes that define good teams. To illuminate how the Polyvagal Theory and instinctive leadership correlate with good teamwork, it is essential to breakdown the teams according to the team leaders team members. This approach can explain traits and skills that team leaders and members need to cultivate in order to optimize the team's productivity. The chapter also offers several recommendations for strengthening team performance in the twenty-first century.

While the previous chapters are based on the leader's viewpoint, Chapter 6 concentrates on the perspective of external actors. Although leaders may attempt unique strategies for improving leadership outcomes, there are certain situations where employees lack the necessary motivation to support their leaders. In such cases, the leader needs to develop an in-depth understanding of their workers' intrinsic and extrinsic needs in relation to their job characteristics. The chapter narrows down several evidence-based measures that can improve employee motivation, retention, and overall satisfaction levels.

Chapter 7 reveals the secrets that leaders need to pursue in order to strengthen their rational and nonrational mental faculties. The chapter explains the importance of nurturing intuitive intelligence in the modern professional environment. Given that there is no one-size-fits-all strategy in leadership, business managers and leaders are encouraged to utilize innovative strategies to maintain the optimal cognitive state. The chapter also explains the steps leaders need to follow when dealing with unavoidable conflicts. Therefore, Chapter 7 describes how leaders can combine logical and instinctive decision-making in calm and high-pressure environments.

The final section summarizes the conclusions made in the seven chapters. The mentioned chapters are based on reliable and evidence-based findings; thus, their derivations can be integrated into real-life situations to improve leadership outcomes and organizational performance. Although leadership is usually perceived as an individual concept, the reality is that it is dependent on one's perceptions of colleagues and surrounding environments. Therefore, the final section highlights the importance of nurturing instinctive leadership in highly-competitive organizational settings.

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