

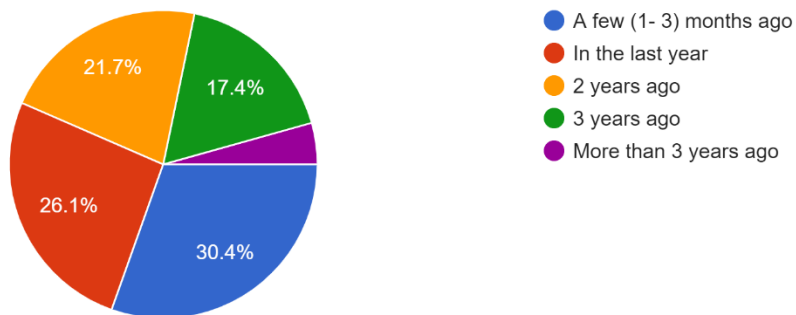
## Self-Leadership Backbone Program Inquiry

In this document, you will find the results of an inquiry we made to understand the effects that the Self-Leadership program had on participants after months, years.

### 1) The effects that the SLB had on you as a person.

How long ago did you take part in your SLB Program?

23 responses



### 1) Based on your experience of the SLB and what you learned from it, how have you grown and developed in the time since your participation? 23 responses

- I started to care more about myself. I felt like I knew better who I was and what I was doing
- I take more time to actively reflect on where I want to go in my life which has helped me to make better and more confident decisions
- I am more aware of myself and my life's purpose
- I am better able to "control" / understand myself / be more conscious
- I have gained clarity about my purpose and the things that are important to me. Especially I was able to develop a narrative looking back on the past events in my life such that I know in which direction I should move. I use the tools like the Past Present Future Map to identify tough decisions / Macro areas of attention still today. Working on the limiting beliefs is an ongoing process, which will never be fully completed. I always say that most of the things that I am able to do right now are the results of the last five years, where the SLB boosted several topics that otherwise I wouldn't have paid so much attention to.
- I have felt more empowered and I feel I have more options than before. I also feel that I don't owe anybody anything but I am grateful for what I have got.
- I'm my own destiny

## Feedback to the Self-Leadership Backbone Experience

- I am more self-aware and true to myself. I was able to confront, leave & stay away from a toxic relationship that was on and off for a long time. I am taking conscious steps towards unlearning some things I don't like about my life that I had picked up from my upbringing.
- Helps me to benchmark myself each week and know if I am improving or not
- As a person, I have become more self-reflective. On the one hand, the intense exchange with other participants during the SLB has given me some new input on how other people perceive me and my qualities and shortcomings (--> self-awareness by external input). On the other hand, I figured out more clearly in which direction I would like to develop in the future (--> self-awareness by internal input). I constantly try to reflect on my development in order to be hold myself accountable to my "plan" to further develop in a certain direction. Also one very practical method I took away from the SLB and still practice today is strolls alone or with a friend in order to ease the process of reflecting on a topic / figuring out the reasons of a certain feeling.
- Have been a bit more aware, proud and deliberate about the qualities I bring to collaboration and which I want to increase in my workplace
- I did not really actively solve the "problems" that surfaced during SLB, but subconsciously I worked on what was surfaced there (the distant relationship to my family) and think that I have a much better relationship with my family now.
- The SLB have awaken in me a lot more consciousness that I never paid attention to. Taking time to travel through a memory lane in history made me discover myself. That the reason why I do some of the things I do. I am a bit calmer now and can control my temper.
- I have learned a lot about my purpose and have changed jobs to reflect that. I have also managed to achieve a work-life balance and am currently happy with my situation.
- More self-conscious and the thought about my gift and what I and only I can offer to the world
- What I learned: that everyone has a unique life path and therefore something he/she can share with the world and create ripples; I guess I became a more reflective person coming out of the SLB
- Be more content with my life and purpose. The chaos in my head is gone, I feel that my ideas are now sorted
- Before taking up a new project, I tried to ask myself if it is something in line with my goals and if it would bring me closer to my purpose. The SLB has given me a framework to make those types of decisions.
- It has helped me increase my self-awareness and know where I want to go
- N.A.
- Viele alltägliche Fragestellungen kann ich mit dem Background des SLB bewußter beantworten, weil die "Basis" auf mich selbst bezogen klarer ist.

## 2) Quality of your relationships

**2) Has your way of engaging with and relating to people changed? Has the quality of your relationships evolved?** 23 responses

- Not yet, but I am trying to be more patient

## Feedback to the Self-Leadership Backbone Experience

- I try to present myself authentically from the start instead of hiding behind a mask and only slowly opening up. SLB has thrown me into the cold water in that regard and shown me that people appreciate that and it makes it easier for them to open up too.
- My relationship with my spouse and children has improved significantly. I am more tolerant and less critical of my spouses' weaknesses
- Maybe it might still take some time until I will know
- I disliked superficial small talk before the SLB, but now even more. I try to evoke deep conversations whenever I can and withdraw myself if a conversation drains my energy. I am therefore more deeply connected with a group of people and try to foster these relationships. Also the quality of relationship within my family has improved by me not only pushing topics or ideas, but also listening to the topics of the others.
- I don't feel it has changed, but I do try to be more present with my family and my friends. I try to practice as much active listening as I can and I am still trying to improve.
- Become an open minded person
- Yes! I seek deep and authentic relationships compared to before where I was spread thin and shallow. I also listen to the vibe/energy people transmit.
- It helps to establish a more active role at listening
- I would definitely say that the SLB has improved the quality of my relationships, for two reasons: 1) I am generally more aware of myself and the path I want to go. This just makes me a happier person, which results in me being a better version of myself and hence being a nicer person to others. 2) I experienced first-hand how the method of active listening increases empathy and therefore generates lots of value for the relationship of both parties. So being aware of this method and actively applying it, has helped me understanding other people better and has also generated value for the people around me.
- Yes, as mentioned in the upper question: I have a much better relationship to my family now and feel like I make progress.
- My engagement with immediate relations - my family and to some extent my employees has changed, but not so much with external friends.
- I always mention to people I meet about this course and the impact it has had on my life. The relationships in my live have become stronger since SLB.
- It has helped me take my responsibility and apply the lessons taught to influence others positively
- It has indeed for the better, although sometimes I feel I am now more sensitive to others
- I love to go on walks and actively listen
- I am more aware of my weaknesses and try to fight against old habits
- It didn't have too much of an impact but I feel I value opening up to others more.
- Probably not, probably already established & didn't see during the SLB that changes were needed
- Nicht kausal auf das SLB zurückzuführen.
- JA! Zu den mir wichtigen Personen definitiv, zu anderen Personen ist die Bedeutung der Qualität bewusster und damit der Umgang emotional klarer und wie ich glaube für beide Parteien besser.

**3) If you asked people around you, would they recognize any differences in you? If so, what would they notice?** 21 responses

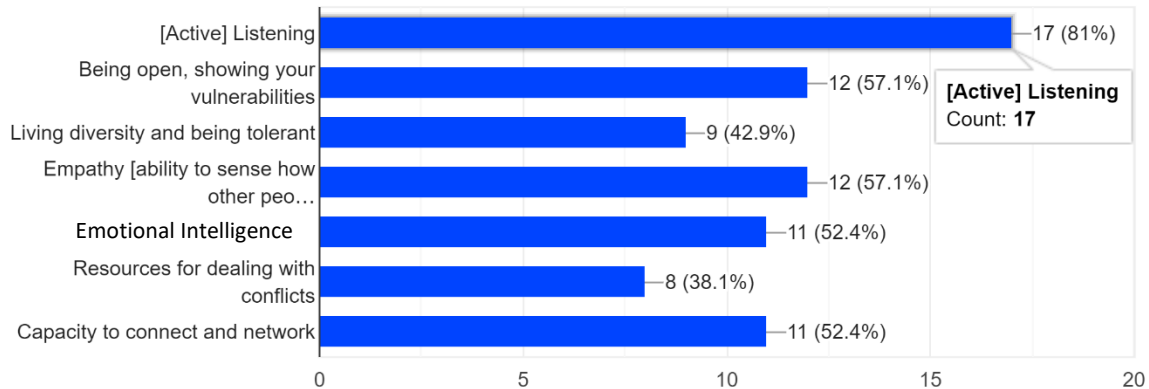
- They did. They said I was appearing to be more at ease.
- Not sure :)
- No
- I don't think so
- Do not think so, many of the changes are very personal.
- I listen more
- I am moving forward quite consistently with my vision and I am not really in for compromises. I am questioning more than before the behaviors and patterns of leadership, groups and people, this also includes beliefs that I held for myself over some time. I am moving some steps towards balancing my interests, my search for perfection, my work and private life.
- I think they would say I gained more confidence.
- Trust Person being able to keep things ahead
- Yes! They say I look brighter & happier.
- I don't know; but I feel happy and fulfilled in the moment
- I was said to be more open towards other people and more centered in general after the workshop. Simply feeling very happy with where I was back then.
- I think that people see that I talk more about my family, my background and my feelings in general.
- My family will notice my control in temper and listening ears
- People would say that I am more calm and seem to know what I want.
- They do, more sensitivity to their current phase in life and what they are going through
- I am probably less confused and thus more happy
- More direction in terms of where I want to go
- Nicht kausal auf das SLB zurückzuführen.
- Ja, die mir nahestehenden Personen sehen mich entspannter und in der Einstellung zu vielen Dingen klarer.

## Feedback to the Self-Leadership Backbone Experience

### 4) Interpersonal skills

Since you took part in the SLB, do you display more of the interpersonal skills mentioned below?

21 responses



### 3) Your Work Life:

**4) Which experiences and lessons from the SLB could you use and apply beneficially in your working life?** 18 responses

- I have aligned my values to those of my employer. I am also finding more fulfilment in the work I do after making a strong connection between my life's purpose and the mission of my company.
- Taking advantage of the pause between stimulus and response
- I am trying to see my leadership position as a catalyst position to help my colleagues to bring forward their potential and shape their working environment in a way that it suits themselves. I know that being a leader means that I am the tool that I am working with and therefore I myself need care but also that being a role model and walking the talk, is really important. If I do not show vulnerability myself or talk about difficulties I have then also my colleagues will be less likely to do so.
- Empathize more and align myself with what I do.
- Working on my weaknesses that could help me do better at work.
- N/A
- Becoming more open has helped me to feel comfortable approaching more senior people at work just as I would approach anyone else. This helped to increase communication and prevent misunderstandings and misalignments.
- Excellent SLB program, processes & leadership but as I have experienced many different group interventions, no specific, big lessons
- Balancing work, relationship and sports - I feel like that, I am much better in finding a balance now.
- Active listening and embracing variety
- I have changed jobs and am happy where I am. I am very committed to my job now and no longer get angry when conflicts happen at work.

## Feedback to the Self-Leadership Backbone Experience

- Managing and engaging large groups in looking at the past present and future
- Focusing more on my strengths, being less let down when things don't work out
- Active listening
- Being more reflected (where are people coming from and what is therefore valuable to them)
- Get a clearer view on where I want to be in 5-10 years
- Ja, aber nicht kausal auf SLB zurückzuführen
- Der "Mensch" in der Arbeitsumgebung spielt eine viel größere Rolle als früher.

### 5) How has your employer and/or your company benefitted from your development? 17 responses

- I am more empathetic and less prone to conflicts
- I don't really know
- Not sure - I only started working recently
- Not employed right now
- I don't think so
- Yes, more clarity and personality in leadership. I would not be able to work in the position that I am today without going through an intense personal process over the last years.
- I quit my job so I think she did not benefit from it.
- That they will have a prepared person, able to deal with difficult situations
- I have been keen and proactive in my colleagues' development, relations and care. For example I organized the first ever team building in the organization.
- N/A
- With simply being a happier person, I believe I lifted up the general atmosphere at the office and therefore contributed to making it a more productive place to work.
- Yes, since I am not focused on work/ performance only anymore, but see the value in good relationships.
- Yes, they can see that I am committed to the vision of the Company and have given me more responsibilities.
- I do workshops
- Since I'm very reflective, I can take the action to improve myself, rather than wait until someone points sth out in feedback meetings
- Nicht kausal auf das SLB zurückzuführen.
- So war es bedeutend leichter, Selbstorganisation einzuführen.

## 4) Changes in your wider context:

### 6) How do you see, engage or relate to people different from you? Do you see any effects in terms of tolerance and acceptance of diversity? 21 responses

- I am the same as before. I always embraced diversity.
- I always embrace diversity. For me, this has never been an issue
- I saw myself as quite tolerant even before taking part in SLB, it's hard to differentiate the sources of that.

## Feedback to the Self-Leadership Backbone Experience

- I think I was very tolerant and accepting to begin with because of my professional background and personality so I do not think this has changed much.
- I think I already had a very open mind. Maybe now I understand that people are as vulnerable as I am and that they are not robots, even if they show themselves as overachievers.
- Not improved, but for sure helps to maintain it.
- I have more empathy and understanding of others
- Yes I can see people that trigger me as an opportunity to learn more about myself
- Over the last years, I have learned to be more tolerant with myself and others. I can now embrace more consciously a diversity in the personal perspective on purpose, job, family, love. I think I know what is important to me, what is not negotiable and where there is space for flexibility. Knowing my resources for resilience allows me to be more open to step into the unknown, to work with new people in new projects, to accept different perspectives. However, I also try to speak more often when I feel that a central value of mine is left out, for example, when someone tries to push personal ideas on cost of others.
- Yes, especially when people have an opposite mind settings on a topic
- I am more tolerant and accepting, people behave the way they behave because of many life experiences and there is a whole lot more that is unseen like the iceberg theory.
- The SLB stressed that everyone has his/her own story and baggage, which affects the way you are and act. Experiencing this first hand has made me more empathetic which also results in less judging of people who are different but rather try to remember that it is alright to be different since everybody has a different background which influenced the way we are right now.
- I do not think SLB had an impact in terms of tolerating diversity since I do not think I had issues there.
- Yes I do, I seem to deal more my prejudice mind set and tolerate the more
- Yes. More tolerant
- Yes - I feel reassured that being tolerant is the right way, even if it sometimes feels like ppl. Feel more drawn to others with a strong opinion - I now like and accept my own way of always speaking up to calm down conflicts much more (like when somebody is angry about another's actions I say: well, have you asked that person why he did that? Instead of: yes, I think what he did was wrong)
- I have always been a very open and tolerant person, since I am biracial and grew up between two cultures. But I do believe that SLB (esp. my volunteer project) helped me to understand certain minorities more and also see where and how they struggle.
- I try to go to the bottom and find out why people behave in a certain way
- Nicht kausal auf das SLB zurückzuführen.
- JA

## 7) Has the way you engage with and care for others changed? If so, how does this show? 19 responses

- I try to reach out more and offer help
- I feel more inclined to dig deeper and look behind people's facades.
- I am more aware of myself and become more accepting of others

## Feedback to the Self-Leadership Backbone Experience

- I might be a bit more open / emphatic
- I try to live more and more according to my values. I want to live in a community where diverse relationships are possible and nourished. Therefore, I more actively seek the contact with some people and keep it also over distance and time.
- I didn't have enough time to perceive it.
- Yes I'm more open and accept other points of view which doesn't mean specially to change my own but also relate other person opinions with experiences of live
- I have realized & accepted the roles each and every person plays in my life. Some people I love from a distance and others closely. I also judge a little less.
- I feel more comfortable to be open about my emotions with others, which makes it easier for the other party to be emotionally open as well. In that sense, it has deepened many relationships in a more caring way.
- Yes, I am much closer to my (now) girlfriend since I saw that my ups and downs in the past year were almost always related to my relationship with her.
- Yes, I try to listen without forming my own conclusions.
- Yes. I prioritize my friends, relationship more than work and do not let it affect each other.
- I think it does
- Yes and no. I actually learned to respect my own feelings a little more and not only to care for others' feelings
- I got a better understanding of people in poverty and also refugees in Germany
- I asked people more often how they really feel
- Nicht kausal auf das SLB zurückzuführen.
- Ich sehe mehr den Menschen mit SEINEN Bedürfnissen, wenn es um Themen des Zusammenlebens / Miteinanderauskommens / ... etc. geht.

## 8) Do you feel and experience a greater responsibility for life as a whole? Have your contributions to life changed? If so, how does this show? 19 responses

- No, I do not think so.
- I am just trying to be more grateful
- My life and work is more meaningful
- I stumbled across Hanna Arendt's: "Die Freiheit Frei zu sein" about the time of the Workshop and I think I am about to understand that Freedom has to be understood in a positive way (I can choose what I want to do) not in a negative way (I don't have to do xyz) I think the SLB has laid the foundation to this.
- I always had a big focus on giving things; this has brought forward several great ideas and projects. Now it is rather a time for me to focus on what I can take for myself, what I need to thrive. For me this an ongoing process with different times for giving and taking. I feel pain when I see people around me hustling for certain achievements that they believe to make them happy or more whole that I would judge to be rather short-term remedies. I would like to show them more alternatives and open up possibilities, but I have not always the energy to confront myself and themselves with the reality and search for paths. That's why I would like



## Feedback to the Self-Leadership Backbone Experience

to share more in the future about my work and about my processes - this could be an invitation for people to be inspired and wouldn't need me to convince them of something.

- Yes, now I feel that my future life will be linked to helping others. There are two topics that concern me the most: women equality and climate change. I already engaged in projects were I can work to tackle it and I have never felt so alive.
- Yes, not only becoming environmental friendly, but also having to care for other People
- Yes, I took time away from many people to gain some balance in my life. I feel more stable now to engage in causes that are dear to me in a more consistent and intentional way.
- Yes, feels a higher responsibility to commit to my goals and targets.
- In contrast to the first three areas you are interested in, I would say that I show the least effect in this area, as it is mostly implicit. On your request of doing voluntary work after the SLB, I participated in a great voluntary project with further broadened my horizon. But other than that I would say the effect it had on society is rather implicit as I am simply a happier person and hence being a better person to others.
- Yes, I do feel greater responsibility for life. I have really taken a back seat in my company in terms of carrier and have set goals in family and health issues
- Yes. I feel it is my responsibility to make a positive impact on society and this is seen in every aspect of my life.
- Engaging in more national conversations and efforts to change not only myself but to tag others along the journey
- Yes, I do believe I have a greater responsibility in life and I am currently trying to figure out how I can start and bring value to other people since I am finishing university next year.
- Yes, definitely. I know my purpose of existence now and therefore I am better able to prioritize life choices.
- I do feel like I need to evaluate my actions and the things I put effort and time in in a big picture. The seminar helped me make that more conscious to me.
- Nicht kausal auf das SLB zurückzuführen.
- Das generelle Bewußtsein, was LEBEN ausmacht, ist weiter vertieft worden. Die Unterstützung meiner Kinder, die immer selbständiger werden, geschieht bewußter, das Bewußtsein für die Umwelt in alle seinen Facetten ist klarer und all das beeinflusst das tägliche Handeln.

### 9) After all this time, what would you tell a good friend about the Self Leadership Backbone? 23

responses

- That it was a moving experience and held great insights. Would recommend!
- It was a unique and inspiring experience that I would recommend to anyone and would even love to go through again myself.
- Sure
- It is a good opportunity to sort thoughts about one's life
- Go and take some time for deep personal reflection, it is definitely worth it. It is the starting point of a journey or a pit stop on a journey to reassure yourself of what is important to you and the people around you.
- That it changed my life and it was the first step to have a good life.

## Feedback to the Self-Leadership Backbone Experience

- To try it and participate for a Session
- It stirs up a life long journey of intention and conscious living. Everyone has a story. You are not the only one trying to figure out life. Figuring life is a lifelong adventure; enjoy every step of it, that's what makes up life. (Every single minute, every single action)
- Recommend it, no matter the age. Is a good way to stablish your guidelines.
- I regularly tell friends who are in the phase of making important decisions in life to take part in workshops like the SLB. I was able to participate in the SLB through your engagement at CDTM and I recently told a friend whom I was motivating to look for programs like CDTM that it allows you to take part in awesome workshops like the SLB. I would argue that the effect the SLB had on me was so large that doing CDTM only because of the SLB would be already worth it.
- Yap
- A MUST DO!
- If you have the opportunity, definitely join one!
- Yes, definitely - I think it is a great format to reflect about your past, present and future.
- Is really a good program to do, but it is short leave so the must be follow with coaching sections via email on monthly basis
- It is a course that changed me and I would recommend it to anyone.
- It is at least 2 and a half day's and your worldview is confirmed, changed and modeled for the better. It will not be the same for you if you immerse yourself in it
- It was a great experience
- I can still highly recommend it!
- One of the best decisions of my life to take part in it
- Good occasion to reflect about your life so far, where you are currently and how to best move forward.