Seven Links That Trap Us In Chains

Chains are synonymous with beliefs or belief systems.

Past traumatic experiences, unresolved emotional pain and fears creates chains that keep us

from living and thriving as individuals and organizations.

When individuals Change, Organizations Change.

The Seven Links Within The Chain:

1. The Event
2. Unresolved Pain
3. Self-Pity
4. Fear
5. Anger
6. Unwillingness
7. Resentment

Trauma Definition

"An event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being." Substance Abuse and Mental Health Services Administration (SAMHSA).

Note: Healing is not just for individuals, but for organizations too.

Chains are synonymous with beliefs or belief systems.

The crux of the problem is in the belief system, which is stored in the hidden part of the mind. When we understand the brain's role in the making of our beliefs and the power we have over our subconscious and conscious mind we position ourselves for sustainable healing or change.

One of the most powerful elements of the brain is its ability to create whatever it wants, including a false sense of self. The brain's purpose in creating the false-self is for it to serve as a buffer between the authentic-self and external world. This false-self or ego consists of fear, anger and unwillingness, which are core links within the chain that need to be broken.

Unresolved past traumatic experiences, emotional pain and fears shape beliefs and dominate our thoughts, which in turn drive our decisions, relationships and purpose in life. Thereby, influences our perception in how we see, hear, feel and experience life events.

Unfortunately, as organizational leaders, you may lose sight of the individuals who make up the organization. Oftentimes, without knowing, create re-traumatizing experiences for employees. For example, middle management (who are

employees first) are expected to implement senior leadership changes, but are not given a voice in the process. This one misstep, for example, can create trauma and emotional pain.

The Event

The event is the initiator of all chains; therefore, it cannot be broken.

The event is the critical component, the reason why the brain formulates beliefs to protect us. It is the highest priority for the brain to decipher the degree of significance an event holds, which is why it sends thoughts to the conscious mind to gather the event details. These thoughts are pulled from memories of previous events that were established as beliefs in the hidden mind.

For example: Employees will likely bring old baggage from hurtful work related experiences into their new work environment. Unresolved pain from work-related experiences can taint the perception for a new supervisor and team.

What if this was strategically addressed during the onboarding process?

Unresolved Pain

Just as an event is a link that cannot be broken, our initial experience of the event cannot be broken either.

Note: Poor or harmful behavior is evidence of unresolved pain.

Unresolved pain is something we all would like to avoid. However, it is imperative to identify, name and know how we feel as part of honoring our feelings. And equally so, take accountability for how we allow those feelings to shape our attitudes, actions and behaviors. Sometimes we can wear our pain as a badge of honor in a dishonorable way. As we somehow believe that carrying our pain represents the value of its impact on us. It shows up through a belief similar to this: If I let the sting of what happened go, it will devalue my experience of the pain.

Self-Pity

Self-pity disguises itself as comfort. It's no wonder that we can easily fall into the trap

Self-pity is defined as excessive, self-absorbed unhappiness over one's own troubles. Absorption with self is to be preoccupied with one's emotions, interests or situations. This is where selfishness, self-righteousness and self-delusion are

of self-pity.

birthed. One of the beliefs that self-pity creates is: I can't and God can't either, which is the epitome of hopelessness.

When a person is trapped in hopelessness, it may appear impossible to help them have a paradigm shift. To help someone change their mindset is an art and skill that can be developed. Usually hopelessness sets in when a person has exhausted all of their possible solutions to a particular problem and the obstacle in their way, may simply be their mindset.

In addition, one of the key voices of self-pity is *what about me*. What about me is the evidence of one's perception of not being seen or heard by the other.

Fear

Fear is an energy source used by the brain to drive self-made protection or defense mechanisms. With fear comes anger, unwillingness and resentment.

Fear is defined as an unpleasant emotion caused by the belief that someone or something is dangerous, likely to cause pain, or a threat. Fears turn against the person it is protecting by transforming into severe distress, or anxiety. When fear is linked to the belief system it fortifies the heart and mind. Every belief is then funneled through fear, which directly influences chains as they are played out in our lives.

Anger

Anger is a byproduct of fear.

Anger, just like every other emotion, is a temporary feeling designed to give you information about an experience with an event in your life. It is a prompt that tells us to address a matter in order to return to a mind state of peace. However, when we avoid addressing the root to anger that anger turns into a byproduct of fear and gets intertwined into the belief system. When anger is intertwined into our beliefs, it becomes a weapon of emotional warfare.

Unwillingness

Unwillingness is a byproduct of fear and establishes what we call the black or white thinking. Black or white thinking is designed to prohibit or make it extremely challenging to be receptive to other perspectives that do not

Unwillingness attaches to our belief system and forms into an asserted hostile or contrary stance against anything that challenges our beliefs. Deliberate assertion of unwillingness is the cement to the anger-built wall around the heart, encasing the fear and unresolved pain inside.

align to what you believe.

Note: Unwillingness creates strife and stress in work teams and directly impacts the quality of product outcomes.

Resentment

When resentment is unmanaged it breeds rationalization, minimization and justification.

- Rationalization when we try to explain poor behavior or attitude with logical reasons, even if not appropriate.
- Minimization when we devalue the other person's experience that resulted from our words or behavior.
- Justification is the action of showing something to be right in poor behavior

Note: When we do the work to resolve resentment, we heal our teams and organizations, which directly impacts employee performance, retention and financial outcomes.

Resentment is bitter indignation or persistent ill will at something regarded as wrong, injury or insult. The component of indignation lends itself to the victim mentality with regard to how one perceives what is happening in one's life as something specifically happening to him or her. The drawback of seeing things as happening only to you is that it is difficult to see your role and creates a sense of powerlessness to resolve relational matters.

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About DLS Inspirations

DLS aims to facilitate conversations that influence change, development and continued growth. The goal of our trainings is to increase morale, motivation and introduce new methods. Our trainings are designed to enhance skills, behaviors and knowledge. Additionally, we ensure our trainings are practical, engaging and comprehensive. Our interactive training approach includes role playing, group discussions and practice-based learning. We also customize trainings to meet special needs of our clients. We offer both personal and professional development. The goal is to strengthen organizational cultures through improving leadership and team relations. In addition to training and development, DLS offers consultant services. We provide guidance to leaders with the goal to help resolve interpersonal-related matters.