

# Anxiety Within Me & Those I Lead

**FOURSQUARE FEMALE SENIOR LEADER  
RESOURCE CALL**



# ROADMAP

Ways  
Anxiety  
Shows Up

Bowen  
Family  
Systems  
Theory

Anxiety in  
Organizations

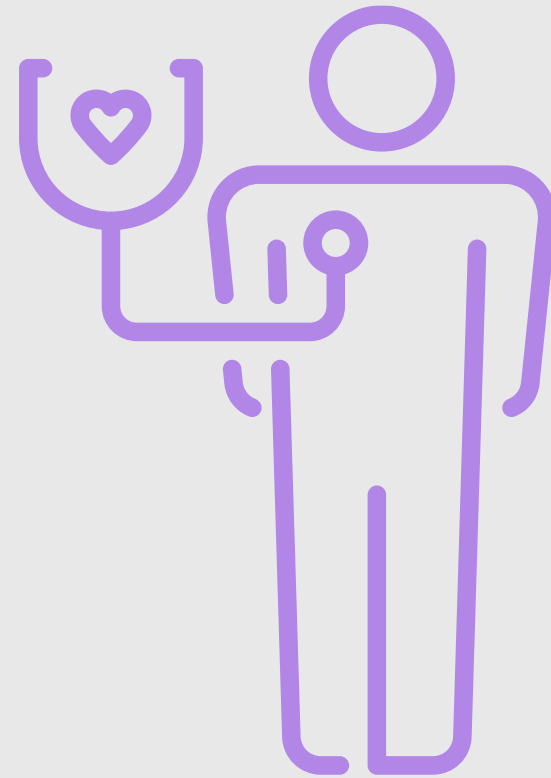
The Four  
Spaces of  
Anxiety

# HOW ANXIETY SHOWS UP



## EMOTIONS

apprehension  
dread  
irritability  
restlessness



## PHYSICAL

racing heart  
spinning mind  
grouchy gut  
tense muscles



## BEHAVIORS

avoidant  
compulsive  
procrastinate  
need validation



# HOW ANXIETY SHOWS UP

## Drivers

- **Control**
- **Perfection**
- **Knowing all the answers**
- **Always “being there” for others**
- **Approval**

- **EMOTIONS**
- **PHYSICAL  
RESPONSES**
- **BEHAVIORS**

A stylized map with a dotted path and location pins. The path starts at a location pin in the top right, goes left, then down and left, then up and left, then down and left, ending at a location pin in the bottom left. There are four sun-like icons with purple centers and green rays, each positioned above one of the four boxes in the bottom row.

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# *Bowen's* **Family System Theory**

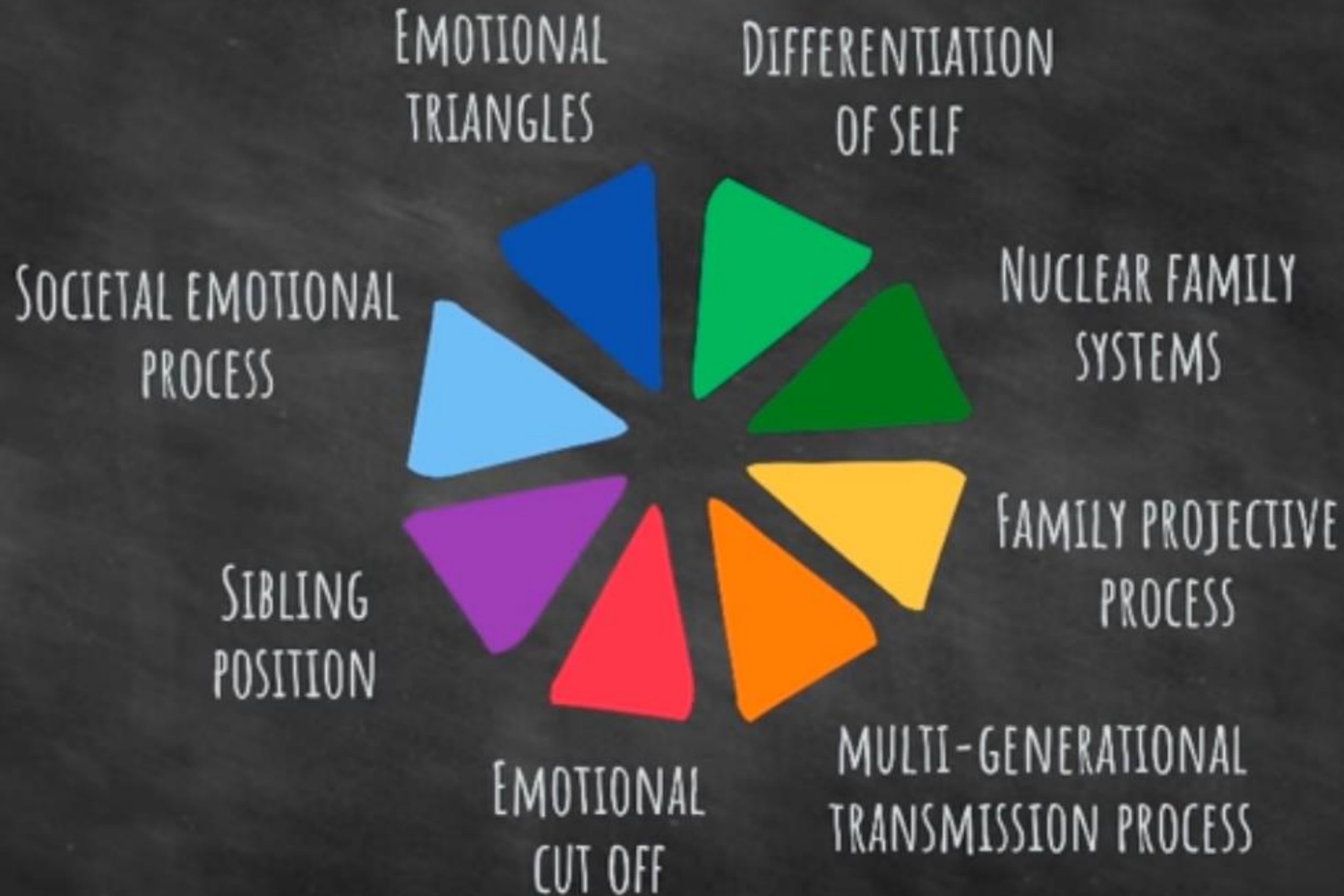
- interworking of relational dynamics
- improve communication
- navigate interpersonal challenges

## **History**

- Began in the 1950s
- Clinical psychology from the intrapsychic to a relational-systemic lens (Bowen, 1978)
- Bowen, as a practicing psychiatrist, examined the interplay between individuals & their family dynamics



# Bowen's Eight Concepts



Anxiety alone will not harm or endanger a system. How *anxiety is addressed* will determine the outcome more than anything else. Your responsible and enlightened behavior is the touchstone.”

Peter Steinke

“Systems thinking helps leaders resist the temptation to locate problems in individuals rather than in the emotional processes of the whole system.”

Robert Creech



The diagram is set against a light green background. A dotted path of small blue dots starts from a location pin in the top right, moves left, then down, then left again, and finally down to a location pin in the bottom left. Along this path, there are four sun-like icons, each consisting of a purple circle with green rays. The first sun is above the first box, the second is above the second box, the third is above the third box, and the fourth is above the fourth box. The word 'ROADMAP' is written in large, bold, black capital letters inside a light purple rounded rectangle at the top center of the path.

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# Anxiety in Organizations

“Because of the infectious nature of anxiety, the leader’s apprehensiveness contaminates the whole system.” Steinke

## COMPONENTS

- communication processes
- interpersonal dynamics
- conflict resolution skills

(Kott: 2014, 2023)

## WHY & HOW

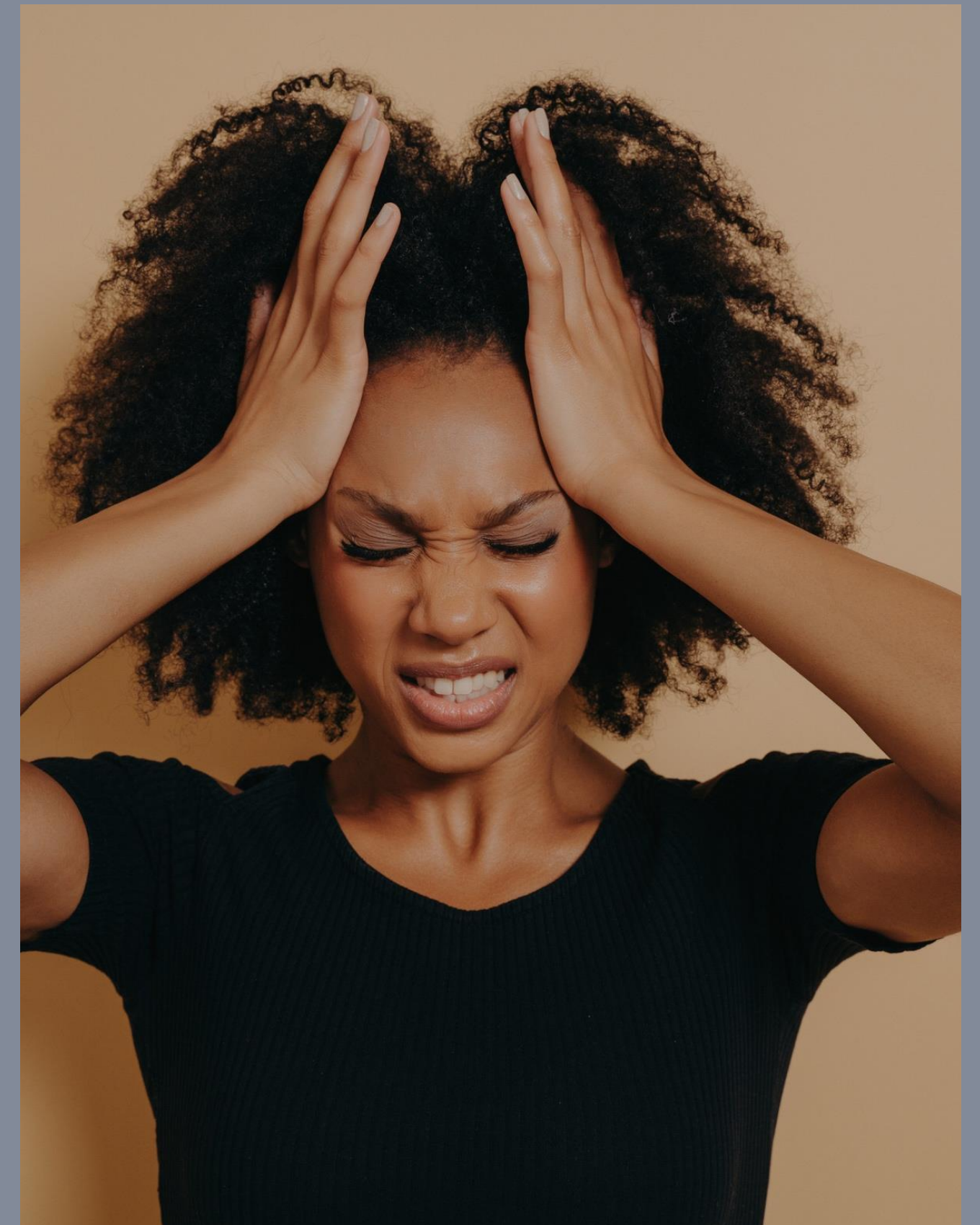
- Highly connected culture (nonstop)
- *Hyper-exposition* of others
- Seen in comments & nonverbal cues

(Achor & Gielan, 2015)



*Reducing anxiety is not  
only important to  
employee health &  
well-being,  
but to organizational  
effectiveness*

(Kott, 2014, p. 76)



The diagram is set against a light green background. A dotted path of small grey dots starts from a location pin in the top right, moves left, then down, then left again, and finally down to a location pin in the bottom left. Along this path, there are four sun-like icons, each consisting of a purple circle with green rays. The first sun is above the first box, the second is above the second box, the third is above the third box, and the fourth is above the fourth box. The word 'ROADMAP' is written in large, bold, black capital letters inside a light purple rounded rectangle at the top center of the path.

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# FOUR SPACES OF ANXIETY

- What triggers you?
- What types of people or situations irritate you?
- What assumptions do you have of yourself that are unrealistic?
- Anxiety management begins with paying attention to what's happening inside of me.

THE SPACE  
**INSIDE** YOU





# FOUR SPACES OF ANXIETY

- Anxiety can be contagious “catch & spread”
- 5 Senses (pheromones)
- Are there patterns of anxiety that predictably occur?
- Fixer
- People Pleasing

THE SPACE  
**BETWEEN**  
YOU & OTHERS





# FOUR SPACES OF ANXIETY

- I think that you think...
- Mind reading
- Assumptions
- You're thinking what someone else is thinking about ("strategy")
- You cannot worry another person into change, and thinking about what "they" are thinking about cannot produce peace (Cuss, 2019)

THE SPACE  
**INSIDE**  
ANOTHER





# FOUR SPACES OF ANXIETY

- This space may already exist before you walk into the room.
- Or, the atmosphere changes when you enter the room.
- Remember you can be the “thermostat” & change the room temperature!

## THE SPACE **BETWEEN** OTHERS





# GOING FORWARD



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## Notice

Pause & Be Curious

- spinning mind
- racing heart
- tension

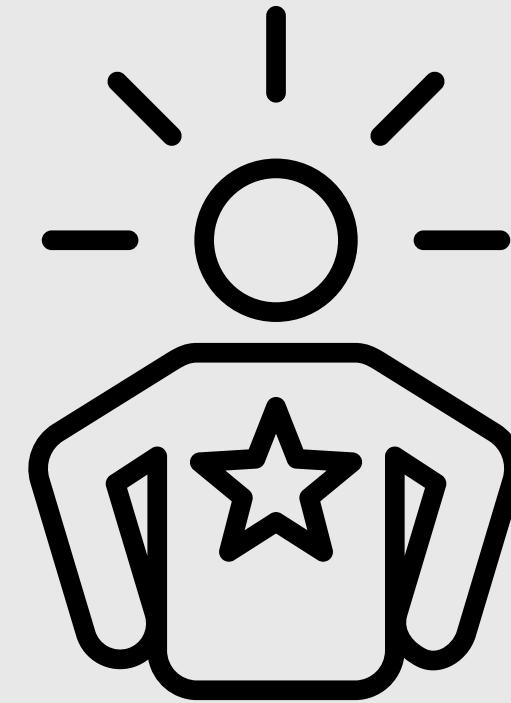


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## Name

Ask good questions!

- What is driving me to act this way?
- What do I think I need that I do not really need?



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## Diffuse

- How can I relax or be playful in God's presence?
- Non-anxious presence

Achor, S., & Gielan, M. (2015). Make yourself immune to secondhand stress. Harvard Business Review (digital).

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