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# Three Instincts for Connection

Leading and Leaning  
for optimal Relationship Building

Ellenjanzen.com

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Connection:  
Our pre-eminent need as humans

- Protect
- Provide
- Recognize

**These instincts create connections  
that are designed to build trust.**

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## Instincts Resemble Dance

- One partner is in the lead
- the other partner follows
- This can be passed back and forth between adults
- it can be a subtle in how it is determined

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### Instincts Resemble Dance

- the decision maker: lead
- the non-decision maker: lean

• lead: doing the work of giving the other person **rest**

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### Self-Protection

- Corrupt leaders
- People who have their own best interests in first place
- Children who have taken over as the decision makers

Gut reaction: **THIS DOES NOT FEEL RIGHT.**

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### Pilot

- You feel safe when they take charge
- decision making for benefit of others
- everyone else is able to rest

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When no one is in charge  
or the person in charge is uncertain/chaotic

**We find it hard to rest, relax or even  
find our inner calm.**

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### A Competent Host/ess

Welcomes you convincingly  
Takes a posture of being in charge  
Comes across with confidence  
“I will provide for you,  
“Don’t worry about a thing”  
Does this all with generosity

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### The Benefits of Leaning

- rest, rejuvenation, renewal
- brings out the best in you
- loyalty and belonging comes out of this place of trust
- safety to process your soft emotions

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### CHILDREN IN CHARGE

They find it hard to rest, relax or find inner calm. They don't have capacity for this kind of leadership.

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### Cultural Influence

- \* value on leaders who "provide"
- \* instincts are an obligation—toward others
- \* other cultures: more individualistic
- \* more emphasis on getting what you need

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### CHILDREN IN CHARGE

don't mature emotionally  
They need to be able to depend in order to grow up.

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**In Rest/In the Leaning**

We gain what we need to be satisfied when we are the one who is leading and providing. Provision should give a sense of satisfaction.

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**Baseball Story:  
authentic start**



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**Baseball Story:  
Trade off**



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Baseball Story:  
Winner



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Baseball Story:  
Driven



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Childhood was meant  
to establish this in your  
unspoken expectations.

- Remember a relationship of belonging and safety and “re-ignite” it.
- Go back to the comfort and wellbeing.
- “Be” in the moment of that memory.

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**“The Invitation  
to exist in my presence.”**

**Dr. Gordon Neufeld**

- “I see and acknowledge you.  
You matter.”
- “Who you are is enough.”
- “I feel the joy of being with  
you in this moment.”

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**The Intern**



Leading without being  
“the leader.”

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**Revisit Dance**



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Revisit Dance



Good follower makes a better leader.

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Summary:

- three instincts that connect us
- create calm and rest
- and a safe place for soft emotions
- when the decision maker is looking out for the good of the group
- and those around him/her can rest, recuperate, grow, and flourish as a result of good leadership

This is satisfying to all.

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Sources and Resources:

**For this video by source and resource is the work of Dr. Gordon Neufeld. He has many videos on Youtube. He calls this instinct the Alpha instinct, which seems to create some confusion for some people, so I avoid that term.**

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