

Overcoming isolation in leadership

What is up my love? Welcome to the revolutionary rising podcast.

If you are a revolutionary leader of color who wants to have conversations about how we can lead outside of the whitewashed norm, then this one's for you, honey.

My name is Gieselle Allen. I'm a mindset coach, intuitive and healer, for women and femmes of color. And I'm also the host of this podcast.

If you are ready to be supported in expanding and deepening your revolutionary leadership, redefining your relationship with power, and also having all of your needs met while you are leading then this episode is just the beginning of your journey.

As I continuously mention in these episodes, being a leader doesn't mean that you have to be a martyr, you matter, your needs matter, and they can be met by your collaborators, team, clients, and communities.

You are meant to hold and wield your innate power every day. And you don't have to be an oppressor to do so. Having your needs met and building a new relationship with power as a leader sounds difficult.

But the truth is it just takes consistent practice. Because we live in a world that systematically tries to make women and femmes of color feel like we have no power. Our needs are unimportant or impossible to fulfill.

And so those are the stories that we carry every single day. When I work with my clients in my one on one or group coaching programs, we uncover the white supremacist, capitalist, and patriarchal stories and traumas that are holding you back from becoming even more of the empowering, impactful, and decolonial leader that you crave to be every day.

Then we work together to create new expansive narratives, thoughts, and experiences that help you expand into the next stage of your revolutionary leadership.

But this isn't just about you, precious, when you deepen your leadership, you are able to have a deeper impact on your team, science and community. This work is for you.

But it's also for all of us. Because when you rise even higher, you show us new heights so that we can rise with you. If you're ready to rise, I want you to hop on over to

revolutionaryrising.com/apply
and apply to work with me.

You deserve to be supported deeply as a revolutionary leader. And when you are ready, I'm here to support you and expand your impact without being oppressive while also having all of your needs met. With all that said, let's hop over to today's episode.

Hello,
and welcome to Episode Five. Today we are expanding on what we were talking about in episode four.

So if you haven't, gone and listened to episode four, I mean, you don't really need it for this episode, but I do recommend going back because there's a lot of really great information in there for you about why what we're going to talk about is difficult.

I broke down what really makes it hard to have a nourishing community, especially when you are a leader when you have had some level of success.

And when you start feeling like there's just not as many people who look like you or think like you in your space, whether you're in business, whether you're leading within a company, whether you're leading a nonprofit, all of those things.

Last episode, we talked about why it is so hard. And this episode I'm going to really dig into what the fuck do we do about it.

I started touching on some of these topics in the last episode, but I'm really gonna try and break them down a little more deeply this episode, to give you some ideas forward on how you can begin having nourishing reciprocal community relationships.

Which means relationships where you receive as much as you give that feel good that give you energy where you feel like that person is there for you in the same way that you are there for them.

And these relationships matter. No matter whether someone is our collaborator or our client or our employee, or anyone just a friend, just someone who's supposed to be like, you know someone who is your peer.

These relationships matter. And I know that if you are a revolutionary leader, you want these relationships and you crave them because you know how important that community is to our liberation.

So, let's dig into what we do about it and how we move forward with having vibrant community relationships because we are better together, and we need more leaders coming together in community.

The first thing I want to say about this is everything I'm giving you here, there's some suggestions, but the truth is, is that this is going to be a really individual process for every person, because we are each coming into community relationships with different experiences with people, different levels of safety, different levels of comfort.

But I think a safe thing to start off with for all of us is to be gracious with yourself, and take it slow.

Pay attention to what's going on with your nervous system.

Let's talk through this. So like I've mentioned in previous episodes, we always want to make sure that we're taking a trauma informed and trauma aware response.

When we're doing honestly everything in our lives, but especially building community because trauma tends to live in our body from relational incidents that felt unsafe, where we felt unseen, where we felt unheard, where we were harmed.

Our trauma happens in relationships, so it's not surprising that it shows up. And it triggers us when we are building new relationships.

So something you may find is that even though your heart, your soul, your mind, you're really craving these deeper nourishing relationships, you might freak out, you might self sabotage, you may look for the flaws.

And people like you may be doing all these things that are eroding your ability to be in deep community and be in deep connection with your collaborators, clients, employees, peers, like all of these folks.

But you may also just find yourself in a space where you know, you want it but you're also like pulling away and hiding as well. My trauma resolution guide, Denise Chang, they explained this to me as a double bind right where you want it, but also you run from it deeply.

One thing that I just want to name and acknowledge here is that you might need to take it slower than you think. You need to be intentional about who you're approaching to be in your community, you need to be intentional about who you're asking for support, you need to be intentional about who you're interacting with.

Because a lot of the times why our community wounds continue to deepen, and they continue to repeat themselves over and over again as we go to the wrong fucking people to be in community with because we are so used to interacting with certain types of people that we almost feel comfortable in these harmful cycles with them.

And we end up just repeating it all around the world and all around the Earth. So long story short, I want you to take it slow, follow your nervous systems pace, it might be slower than you want, it might be way slower than you want.

And also when you try to hop over it, and when you try to get past what your nervous system is telling you and your body is telling you, you're going to end up all kinds of fucked up and all kinds of triggered and I see this all the time in my community, specifically my group coaching container, where people come in wanting community so much craving it so deeply.

And yet they find themselves almost shocking their systems a little bit because they dive in headfirst and they get a hangover, or something goes wrong and or something feels a little crunchy. And it just retriggers the community piece of it.

And so something that we work on with folks is understanding where they're at with their nervous system, understanding their capacity to be in community right now.

And taking it easy and allowing there to be spaciousness and time and a gradual slow building of feeling safe and held and nourished by community because it just doesn't happen overnight.

Feeling safe, nourished and held by your community and by your collaborators by your peers is a process. It is a process that you have to build together over time and that you have to experience difficulty together with.

It's a process that comes through difficulty. So it's really important for us to understand that in this process, we need to take it slow, we need to take our time and we need to ease and dip our toes into the water instead of diving all the way in and just shocking ourselves.

Once you've committed to taking it slow and following your nervous systems cues around this. The next thing you need to do is get really clear on your needs.

This is something we talked about last episode, but if you don't know what you need, how can anyone meet your needs? A lot of the times this is the biggest piece that's missing and creating nourishing community relationships.

We end up setting ourselves up for failure and setting our relationships up for failure because because we have not defined what we want from our community, from our collaborators, from our peers.

And as a result, when people fall short, we can't even name fully what happened. Or it's something that we didn't even name we needed from them, so they didn't know.

Taking a second to get clear on your needs is imperative when you are in relationship to anyone, but especially in business. What do you need for this relationship to be nourishing, and you get to have needs, no matter what kind of relationship it is, with clients, client relationships should feel nourishing.

Same with employees, employee relationships should be nourishing and no, an exchange of money is not nourishment. Yes, that is an energetic exchange.

But you deserve to have community interactions that feel nourishing outside of capitalism, that's something I want to name, it's so important to look at what would make my interactions with folks in my community, nourishing outside of the capitalistic exchange of funds.

Once you're clear on your needs, the next thing that's important for you to look at is what kind of person could meet those needs. Again, we talked about this in the last episode, so I'm not gonna like really hit this one over the head super hard.

But when you are looking at what kind of person would meet these needs, challenge yourself to leave out numbers, statistics, how much money they make all of those things, because all that is so steeped in capitalism.

What we miss when we lead with the capitalistic measures of success that someone needs to have achieved, or the capitalistic achievements that someone needs to have to be in community and to be the right kind of community for us, is the qualities that are actually important.

I'll give you a really great example of this, something that I come across a lot with leaders that I work with, is that they have been in business, honestly, typically for longer than I have, or they've been in C suites longer than I have. And well, I've never been in a C suite.

So I guess being in a C suite at all, is longer than I have. But when I talk to them, they have these ideas of who is the right person for them to work with. Some of them are based in humanity and shared experience.

So something I hear a lot from my folks is they're looking for someone spiritually oriented, someone who's constantly unraveling and decolonizing the way that they are in the world.

Someone who is committed to the anti- capitalist, anti-oppression lens, but then comes in the qualifiers that don't actually matter. So they'll say, I want to work with someone who has 20 years experience, I want to work with someone who has a product based business, I want to work with someone who has been in the C suite before.

And something I'll talk to a lot of these folks about is the fact that they are an experienced leader, and this is for you as well. When you are collaborating, when you're in community, when you are with people, you have so much wisdom already, there's so much within you.

And when someone is considering who they want as a coach, and when I'm talking to someone, as a potential coach, I'm always reminding them, I don't need to know anything about what you do to be a good coach for you.

Because that's not my role. What you are wanting and needing from a coach, is you're wanting someone who sees you, someone who understands where you're blocked, someone who can see where your traumas, your cultures, white supremacy culture, capitalism are showing up for you, someone who can help you shift into more helpful perspectives, and someone who can support you in realizing and seeing the truth that is already within you.

Every revolutionary leader that I work with is brilliant. They know all the things they are deeply experienced in the work that they do. They have generations of wisdom within them.

And yet they still want someone who they feel like can give them advice. When I'm talking to someone, I'm always taking a step back and saying listen, I trust you and your instincts if you deeply feel like you need someone to give you advice, fine.

But what I always tell them is in this role, what I think you actually are wanting and needing is someone who creates space for you to check in with your truth. And check in with what you actually need.

You want someone who can support you in grounding into what's right for you. I can never know what's right for you more than you know what's right for you. So why does it matter if I have the same experience as you?

Why does it matter if I have more or a certain number of years of experience, when at the end of the day, all that matters is my ability to hold space to guide you and help you anchor into your truth and your unique path forward.

I'm giving you this example of this conversation, because what I want you to take away from this is there's so many clients that I have that would not typically work with me, because they have these ideas about who I need to be, and what I need to have achieved in order to support them.

But the truth is, I am capable of supporting someone in holding depth and complexity, and especially around these topics that we discussed so much and revolutionary leadership, more so than someone who's been in business for 20 years, or was a product based business or has a team of 20 people.

Because who I am as a person is a natural space holder as a natural, intuitive and natural energy reader shifter guide. That's what you want for a coach is a really long story, which is all to say, it's important for you to get clear on what kind of person is the kind of person who can really hold you in your needs in any given relationship that you're looking to seek, and being conscious of maybe being a little bit flexible with some of the other quantitative standards that you've created to be in community and relationship with you.

Next peace building on this, once you have found someone who you think might be worth being in community with, please name your needs at the top of the relationship.

I know naming your needs can be really scary, especially as a woman and femme of color because as we talked about in the last episode, we routinely do not have our needs met in any capacity in this world.

As a result of that, naming your needs, and expecting to have them met feels really scary for us. Because it's so often that we name our needs, and we get ignored or we name our needs, and they're just not met.

At the same time, if you have gotten clear on your needs, if you have been intentional about uncovering who is the right kind of person to support you in those needs, and to show up for those needs you have to practice at least naming one of them at least inching into as much naming of those needs as you can.

Because when you do not name your needs at the beginning of a relationship, that person doesn't know how to support you and how to be with you and how to be in community with you in a healthy way.

This is something I do with clients, I learned it from my coaching school. And I also support clients in doing this with their collaborators, their employees, their business partners.

We do this in column design Alliance, which is really looking at what are my needs in this alliance? What are your needs in this alliance? How will we handle difficulty?

How can we support each other and what do we want from this relationship? This is such a huge important tool that you can move forward with any relationship to immediately create a more nourishing and reciprocal space.

Because it creates opportunity for you to name what you need for that person to name what you need. And for both of you to get those needs met because I promise you, you are not the only person not getting your needs met in your relationships if you are not intentionally designing your relationships within your collaboration, quiet employee, and any kind of relationship.

So once you have named your needs, you created this design alliance, you've been intentional along this path and building these new collaborative relationships. Something that's really important is that you be open to difficulty and you expect difficulty in a relationship.

Of course, we don't want to have too much difficulty like if a relationship is just miserable, then sure it's not a fit. The truth is, however, that our deepest relationships are forged through navigating difficulty together by coming up against an obstacle, whether it's within your relationship or in the external world and working together to overcome it.

So instead of seeing difficulty in a relationship as a deal breaker, as a thing that you've got to get over, practice considering difficulty is an opportunity to strengthen the relationship.

Granted, make sure you are practicing strengthening a relationship through difficulty with a person who is also as committed to doing so as you are. So don't carry all the difficulty in the relationship.

But at the same time, be conscious of difficulty. Something that I talk about with my clients all the time and something we realize because we have these conversations around community is that being able to weather difficulty being able to give each other feedback, being able to say hey, this isn't working for me and being seen in love and having someone say Oh shit, I didn't realize like let's find a way that works for both of us.

That is how we truly create real and actual real community, is when we can get real about when things aren't working. And when we can move through that together.

So don't shy away from difficulty in your collaborative relationships in your professional world, we allow our intimate, romantic relationships to be full of difficulty. And we view it as these growth opportunities.

But then the predominant narrative around relationships in this world is that platonic professional relationships are not supposed to have difficulty, they're supposed to be easy, you're supposed to just stay on the surface.

But that's just not true. Because it's not how community works. Community is complex. We all have feelings, we all have traumas, we all have triggers, we all have needs, we all have needs that we didn't know we needed until someone doesn't meet them.

We need to be open and willing to approach these relationships and these difficulties together. Last but not least, and then I am off of here for today.

The last tip of advice I want to give for moving forward and creating these nourishing relationships is remembering that sometimes you're gonna do all the beautiful things that I just told you and it's still gonna suck, the other person was just not able to meet you in the kind of relationship you want to have.

What I want you to remember in those moments is that if someone doesn't meet your need, it doesn't mean that no one will meet your needs. What it means is that that person wasn't the right person, but there is someone out there, there are billions of people in this world.

I promise you, there are so many there are an abundance of human beings who are humans of color, revolutionaries, thinking about how they can decolonize this world thinking about liberation, who are also craving community interested in meeting your needs and interested in being in real deep community and and learning together how we can be a meaningful community together, especially in a day like today, community, and these reciprocal relationships are possible for you.

Try out the things I'm saying here, but remember, this is all really individual, and every single one of you listening to this episode are going to have unique blocks to building community, you're going to have unique fears, unique traumas, unique experiences, and so you're going to need a unique solution.

If you are interested in unraveling what unique solution you need to build the nourishing and reciprocal relationships that you want to create in business if you're looking to learn how to be in community in deeper ways in your professional life, or even in your personal life.

Hit me up, you know where to find me revolutionaryrising.com/apply

I'd be happy to work with you in my one on one or group coaching programs. Anyways, that's all I've got for you today.

I am so looking forward to catching you on the next episode, we will talk soon.

All right, my love. That is our episode for the day. Want to support this podcast and my work?

If you love this episode today, hit subscribe, and or leave me a review. And please share this episode with your friends. The more you subscribe, the more you review, and the more you share this podcast, the more women and femmes of color see this podcast and get the messages they need to hear to deepen and expand their revolutionary leadership.

And as I've said in this podcast before, when one of us rises, we all rise with them. If you want to hang with me, hop on over to Instagram, I'm @Gieselle Allen, check the spelling, and say hi. I'd love to get to know you better.

You can also just check me out on Instagram and not say hi, that's okay too if you're shy. And as always, if you want to work together, I'm here for you, honey, hit me up at

www.revolutionaryrising.com/apply

and you can fill out an application to work with me. Or if you hate applications, you can hop over to Instagram and DM me we'll get this conversation started over there.

With that, I'm officially out for the week.

I'll catch you on the flip side and talk to you soon.

Muah!