



Bringing My Self to Leadership

Personal Reformulation: a personal development opportunity

Our sense of who we are has been influenced by relational patterns developed in childhood and played out as adults. We bring these patterns to work, including in leadership roles. These patterns influence your wellbeing, the wellbeing of others and the wellbeing of the culture around you.

A personal reformulation (PR) is a space to use the relational approach of cognitive analytic therapy (CAT), in a very brief adapted format.

You will have the opportunity to explore your professional role with an experienced CAT therapist. This will be a confidential space to reflect on yourself at work, how you relate to others there, and in what ways this may help or block you in your leadership style.

Over one two-hour session, plus a further hour-long follow-up meeting, you will develop a map of patterns you may get drawn into at work. You and the PR therapist will use concepts and tools used in CAT to aid your conversation.

By the end of the first session, you will have developed a 'rough' map capturing the key workplace relational patterns that you brought to discuss. You will have a chance to consider patterns relating to your own wellbeing, the wellbeing of others and the organisation you work in.

The follow-up session takes place at an interval you agree together (often a month after the first). At this session you can reflect on how your map has helped you, and any changes that you've found possible to begin.

The aim of a personal reformulation is to increase insight, recognition and understanding. Ultimately this can improve your experience of work, workplace relationships, and your role as a leader.

Contact Catalyse to find out more, to book a PR for yourself, or discuss employee packages for your workplace

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