

INES' Version

WHY Connecting My Dots matters, a lot!

In organisations everywhere, deadlines are missed. Teams are disengaged. Trust erodes. Leaders say the strategy is clear, yet miscommunication keeps slowing execution. Behind the numbers and the metrics, something invisible is at play. Every workplace problem, from low trust to high turnover, has a human root. And those roots are deeper than the latest project or the last quarter. They're woven into patterns we've carried since birth. Patterns that shape how we connect, lead, and collaborate. *This is where Connecting My Dots begins.*

In our first months on earth, our bond with our mother and caregivers sets the blueprint for every relationship to come. Research shows half of us grow with a secure attachment. The rest? We carry an anxious or avoidant style into adulthood, often without knowing it. Life soon tests that bond. Imperfect love awakens deep vulnerabilities: the sting of injustice, the ache of abandonment, the shame of rejection, the fear of humiliation, the pain of betrayal

To protect ourselves, we develop defenses: rigidity, control, Pleasing Others, dependency, Pulling away. These shields become part of who we are — the “Good Me” and the “Bad Me” living side by side.

We grow an inner hero, while longing for intimacy, belonging, appreciation, trust, and transparency. We yearn for others to see past our armor, to our real, vulnerable self. We yearn for intimacy, belonging, appreciation, trust, and transparency.

Day by day, recurring patterns of triggers and behaviours reinforce the Good Me and the Bad Me. But these patterns are not fixed.

They can be seen, understood, and softened.

With guided reflection, we can respond in new ways and grow beyond our unconscious stories. From early childhood through adulthood, we live in the duality of joy and shame, pride and guilt, connection and fear.

We project our hopes and longings onto leaders, and feel disappointment when they fail to meet our ideals.

To cope, we draw powerful conclusions, protect our beliefs, and reinforce our patterns — often without knowing it.

Until life interrupts.

A relationship.

A child.

Illness, loss, burnout, depression, financial strain.

Or simply the realisation that we feel stuck — unaware that invisible patterns have been shaping our life.

These unconscious patterns — rooted in early life — appear in our adult relationships, including at work.

Connecting My Dots invites us to explore these patterns consciously, unlocking our potential by working through what lies beneath the surface.

It is a shift from reaction to awareness, from defense to connection, from being ruled by hurt to being guided by what matters most.

We may not realise that patterns pass from grandparents to parents, and from parents to children.

One day, we see that we too have handed down what we once received.

We may have spent years working hard — at the cost of what matters most: our loved ones, and ourselves.

Those at the end of life tell us their greatest regret is not what they failed to achieve, but who they didn't make enough time for.

At work, rising pressure triggers our shadow sides — in ourselves and our colleagues.

Beyond goals and tasks, we start to see that everyone brings their own inner story to work each day.

If we want the best from people, we must create space to share and understand these stories.

We are all human.

We share a need for love, belonging, to be seen, understood, and valued for who we truly are.

The more we reduce shame, guilt, anger, fear, and vulnerabilities, the more people can contribute their best.

Which leaves us with two questions:

What is the most powerful way to reduce anxiety?

And how can we build the courage to do so?

It is the role and responsibility of every leader to reduce anxiety and build courage throughout their sphere of influence.

Courage enables us to love and accept ourselves as we are, and to have open, honest conversations about what matters — personal or work-related.

Each person must do their own inner work, wrestling with both shadow and light, while also collaborating with others in teams that have their own dynamics.

We live in a time where change is constant.

For many, change activates anxious thoughts, negative predictions, assumptions about others, and tension in the body.

But we can choose to stay calm at the edge of the unknown — to turn anxiety into curiosity.

Darwin said it is not the strongest species that survive, but the most adaptive.

Our most adaptive way forward is genuine, people-centred collaboration in ecosystems of trust that enable united, aligned groups to perform.

In these times, kindness is not weakness.

It is strength.

It takes confidence and courage.

It brings out the best in everyone, and activates leadership at all levels.

The journey of self-discovery begins with one step:

Turning inward — with kindness and courage.

Start connecting your dots.

Trust fuels collaboration.

Collaboration drives collective value.

The journey of self-discovery starts with one step:

Turn inward, with kindness and courage.

Start connecting your dots.