

Why Connecting My Dots matters, a lot! ChatGPT's version

Deadlines slip.
Teams lose focus.
Leaders communicate, yet messages are misunderstood.
Behind the numbers and the metrics, something invisible is at work.
Every workplace challenge, from low trust to high turnover, has a human root.
Those roots go deeper than the latest project or last quarter's results.
They're woven into patterns we've carried since childhood/birth.
Patterns that shape how we connect, lead, and collaborate.
From our first breath, invisible threads begin to form.
Our earliest bond with a caregiver becomes the blueprint for every relationship to come.
Half of us grow with a secure attachment.
The rest carry an anxious or avoidant style into adulthood, often without knowing it.
Life tests that first bond.
Imperfect love awakens vulnerabilities:
the sting of injustice,
the ache of abandonment,
the shame of rejection.
To protect ourselves, we build defenses:
rigidity, control, pleasing others, withdrawal.
These shields become part of our identity.
The "Good Me" and the "Bad Me" living side by side.
We tell ourselves stories that explain who we are.
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.
But patterns repeat.
Day after day.
Year after year.
Until something happens:
a relationship that shakes us,
a child that changes us,
an illness, a loss, a burnout, a depression,
or simply the quiet realisation that we feel stuck.
These patterns don't stop at the door to our workplace.
We bring them with us. And so does everyone else.
Colleagues, leaders, partners all carrying their own unseen histories.
If we want the best from people, we must understand the stories that shape them.
Connecting My Dots exists to make the invisible visible.
To help you see the unconscious patterns rooted in early life.
To move from reaction to awareness.
From defense to connection.
From being driven by what hurts to being led by what matters.
Without realising it, we pass patterns on from grandparents to parents, from parents to children.
We work hard, often at the expense of what matters most: our loved ones, and ourselves.
And those standing at the end of life tell us their greatest regret isn't what they didn't achieve, it's who they didn't spend enough time with.
Meanwhile, pressure at work keeps rising.
Our shadow sides emerge.

Misunderstandings multiply.

Trust erodes.

But when we create safety, when we reduce shame, guilt, fear, and anger, we free people to contribute their best value.

So two questions matter most:

How do we reduce anxiety?

And how do we build the courage to do so?

This is the role of every leader to create the conditions for courage.

Courage to see ourselves as we are.

Courage to speak openly about what matters.

Courage to collaborate across both light and shadow.

We live in a time where change is constant.

For many, change triggers anxiety, negative predictions, assumptions, tension.

But we can choose another path: to stay calm at the edge of the unknown, to turn anxiety into curiosity.

Darwin said it's not the strongest who survive, but the most adaptive.

And our most adaptive strength now is kindness, not as softness, but as power.

Kindness builds trust.

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.