

HSWOC



high sensory woman of color + conscious leadership

Educational Interview Series

HSWOC EDUCATIONAL INTERVIEW SERIES

.....
HIGH SENSORY
INTELLIGENCE
+
CONSCIOUS
LEADERSHIP
+
WOMAN OF COLOR

1 | 3 | 4 | 0

CENTER FOR CREATIVE & CONSCIOUS LEADERSHIP



High Sensory Brain

High Sensory Empathy

High Sensory Nervous System

High Sensory Intuition

high sensory processing

High sensory intelligence is a genetic trait that exists in 20-30% of the population and has more active mirror neuron brain cells that easily detect the emotions of others. The brain is wired to be particularly observant taking in much more environmental data than the non-HSP brain.

This brain activity causes increased depth of sensory processing given the vast amount of information the brain and nervous system is tracking and absorbing. A heightened response to stimuli is activating the middle temporal gyrus which is correlated with a continued state of emotional meaning-making and processing which can often lead to unique and insightful connections with people and data. The trait is often associated with high intuition and the ability to see things coming before they happen, comprehensively interpret situations, and having a strong sixth sense.

The ventromedial of the prefrontal cortex is also more finely tuned and activated, thereby increasing emotional vividness, which is the intensity of internal emotions. This is the ability to pick up on subtle emotional cues internally with self and others.

Individuals with HSI often have gigantic capacity for empathy and it can appear as deep listening, genuine care, thoughtfulness, being able to read people astutely, and pick up on energy very quickly.

conscious leadership

One question conscious leaders are always asking themselves is "where am I?" on the journey at the moment...and locating their inner truth and knowing. Conscious leaders are found to be open, curious, and committed to learning. There is a belief all people are allies for their growth, they listen deeply, question their beliefs, and live in play. Conscious leaders are found in higher states is high creativity and collaboration. They have an inner first navigation compass, are not easily influenced by external distractions and social conditioning, and seek integral growth from a multi-dimensional perspective with mental, emotional, physical, and spiritual realms.

women of color

By the year 2060, the majority of women will be women of color, with one in five Americans today being a woman of color. She is navigating the world with a heightened state of awareness with equality, education, belonging, having a voice, and authentic contribution. She is an intersectionality of many identities and perspectives, and is changing the face of leadership through the unfolding of conscious leadership, empathy, and the greatness of "we." She is personally defined, truth to power, and using her origin story to make a difference in the world.

LEADERSHIP SUMMIT QUALITATIVE RESEARCH

.....
HIGH SENSORY
INTELLIGENCE
+
CONSCIOUS
LEADERSHIP
+
WOMAN OF COLOR

1 | 3 | 4 | 0

CENTER FOR CREATIVE & CONSCIOUS LEADERSHIP

Research Invitation

For those with the trait of **high sensory processing** and are a **woman of color**, I am inviting you to partake in a **qualitative research interview series**.

With your consent, this would be a 60-minute semi-structured zoom interview and exploratory conversation to understand your own emergent experience.

Q **Inquiry Research Question: How does the trait of high sensory processing and being a woman of color influence your conscious leadership?**

Sample Sub Exploratory Questions Will Include:

- 1** How do you experience workplace leadership effectiveness as a woman of color with a trait of high sensory processing?
- 2** What is your identity experience with the trait of high sensory processing and being a woman of color?
- 3** What role does *"conscious confidence"* play during challenging situations in the workplace and leveraging your high sensory processing trait?
- 4** How do you experience increased levels of sensory processing being a woman of color?

Research Audience

High Sensory Processing/Intelligence - A genetic trait in 20-30% of the population with high sensory brain processing that increases depth of processing, easier to detect emotions and have high empathy, perceptive to subtleties, highly observant of surroundings, and a finely tuned and sensitive nervous system.

Woman Of Color - A non-white woman whose ethnic identities intersect with one or more non-white ethnic groups.



Dr. Michele Mercer

Join Me For An Educational Interview Series: High Sensory + WOC

For more information and details please contact me at michele@1340.org.

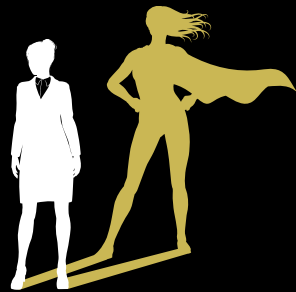
If you know of someone in this audience, please kindly pass along this invitation for an inclusive reach.

reference

she will.

1340.ORG

women's leadership lounge



on being a woman of color.



BEING IN DOUBT

On being enough, believing in yourself, feeling confident, and leading with courage.

CHALLENGES:

- Question sense of belonging with lack of vertical and horizontal diversity
- Edit self to adjust and assimilate
- System/culture forms doubt with sense of self and ability
- Always having to prove competence



BEING SPONSORED

On having access, being lifted up, and gaining exposure during career.

CHALLENGES:

- Lack of mentorship or a leader to sponsor you
- Harder navigation without network access
- Try to figure it out in isolation
- Micro career setbacks



BEING THE ONLY

On being the only one represented, high visibility, and pressure to perform.

CHALLENGES:

- 45% of WOC are the only one in the room
- Feel higher standards of proving self
- Weight of being perfect and assuming extra work/tasks
- Social barriers



BEING PROMOTED

On being paid fairly, development for promotions, and being in the pipeline.

CHALLENGES:

- Being educated and being paid less
- Being underrepresented in leadership positions
- Challenges to be seen for promotion
- Do the work and don't get the credit



BEING OTHERED

On being valued, belonging, receiving fair treatment, and able to contribute.

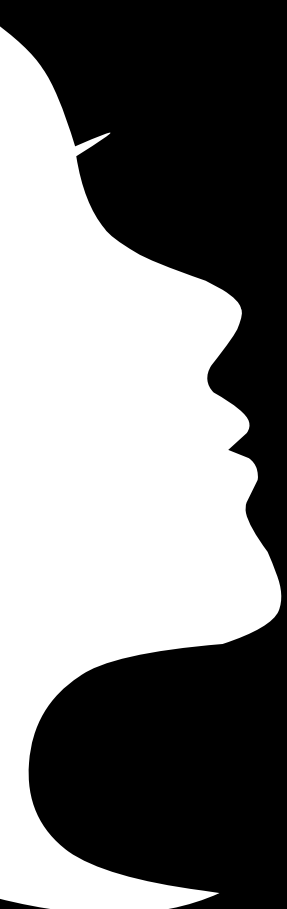
CHALLENGES:

- Microaggressions and being slighted
- Being labeled, bias, and exclusion
- Marginalized, alienation, discrimination, hostile work environment, and unable to be successful

she will.

1340.ORG

women's leadership lounge



on being high sensory processing.


High sensory processing can vary person by person but may include:



ON ENVIRONMENT

SHE IS ABSORBING ENVIRONMENTAL FACTORS AT A HIGHER RATE OF SPEED

- Environment and culture can impact sense of belonging, connection, and how well we can thrive.



ON ENERGY

SHE GIVES A LOT TO HER WORK & REQUIRES RADICAL SELF-CARE

- Deep processing, high levels of conscientiousness, giving 1000% can all create burnout.
- Managing nervous system tax requires adjustments and radical self care.
- Values deep processing & reflection time.



ON EGO

SHE IS EMPATHETIC & PREFERS AUTHENTIC INTERACTIONS

- The duality of working in high ego cultures with an empathetic and authentic nature can create tension with meaningful contributions.
- Wearing masks for coping can take a toll on overall sense of "being".



ON ESSENCE

SHE IS PERCEPTIVE, INTUITIVE, & OFTEN HIGHLY CREATIVE

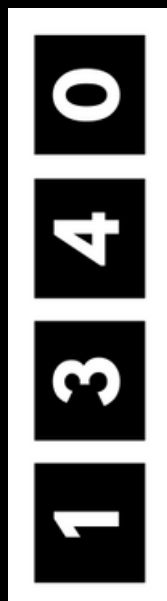
- Seek environments where creativity and intuitive skills can contribute to mission-based work.
- Desire to be in conscious cultures that are inclusive with DEIB leadership and progressive thinking.



ON ENGAGEMENT

SHE THRIVES ON PURPOSE DRIVEN WORK

- Personal purpose, deep connections, and contribution can easily get lost in transactional and high velocity work cultures creating lack of long-term engagement.
- Selecting professions that align to high sensory intelligence allows superpowers to be valued and leveraged for contribution.



CENTER FOR CREATIVE & CONSCIOUS LEADERSHIP



Dr. Michele Mercer

Founder | Chief Learning Officer

Freelance Pitch Deck Expert

1340

Center For Creative & Conscious Leadership

1340.ORG

michele@1340.ORG



Dr. Michele Mercer is a global expert on visual intelligence and human-centric design with a mission of education and advocacy for creative inquiry and conscious awareness in leaders, educators, and entrepreneurs to advance new mindsets and human potential for a path of growth, service, and transformation in the world. Dr. Mercer is the **Chief of Learning & Design at 1340**, the **Center for Creative & Conscious Leadership** (CCCL), and believes as the world, business, and people are changing, leadership requires awakening the creative brain to effectively lead daily complexity and scaling up mental and emotional agility to navigate paradox and unprecedented change.

Prior to 1340, she served as the former Head of Global Learning and Executive Development at **Cerner Oracle** as well as executive roles in global talent and organizational development at some of the most iconic brands such as **Nike, Starbucks, Microsoft, Schwab, HPE, and DocuSign**. Leading global change and transformation across varying cultures has included mergers, acquisitions, going public, organizational re-design, advancing women in leadership, multicultural leader and team performance development, deploying worldwide talent initiatives, designing workforce evolution strategies, revisioning learning in the flow of work and accelerating a culture of leadership 4.0.

Considered a visionary changemaker advancing mission-based work, Dr. Mercer works with clients at the intersectionality of organizational effectiveness, behavioral science, and design psychology with innovative ways to shift mindsets, help leaders scale up to lead from the inside out, and navigate the future differently through building conscious cultures. As a specialist in **storytelling visualization**, Dr. Mercer turns complex data and linear information into powerful design concepts, visual content, and unforgettable pitch presentations that elevate buy-in and winning outcomes.

By leveraging two decades of original and groundbreaking research on visual and creative leadership, she developed the empirically based framework, **The Four Mindsets of Visual Intelligence**, to help foster critical and creative thinking for top-team effectiveness, leadership development, and strategic visual communications. As an author of several publications including **Visual Quotient**, released in 2020, focuses on fostering visual intelligence to drive innovation. Dr. Mercer also penned **The Four Mindsets of a Visual Ecology In The Workplace: Revisioning Language Through Visual Literacy**, and as a chapter contributor for an anthology book, **Drawn Together Through Visual Practice**. Being an active researcher and adjunct professor, she is focused on design thinking and innovation, data visualization and visual storytelling, women in leadership, behavioral and spiritual psychology, high sensory processing, and holistic health theories.

Dr. Mercer has a Ph.D. in Organizational and Transformative Studies, an M.S. in Organization Development, an M.A. in Spiritual Counseling Psychology, and an ICF-certification as an Integral Life Coach. As an executive career coach, she is certified in multiple psychometric assessments, including the Hogan, EQi-2.0 + 360, The Leadership Circle 360, The Leadership Challenge Leader Practices Inventory (LPI) 360, MBTI, DISC, Strengths Finder, and the Team Performance Model. She is also certified as a Wellness Health Coach through the Institute of Integral Nutrition (IIN).

Recognized as an accomplished athlete, Dr. Mercer holds several awards including NCAA All-American and being inducted into the Athletic Hall of Fame at her undergraduate alma mater and has competed in some of the most prestigious global expedition adventure races.

Outside of work and research, she enjoys remote and long-distance hiking, aesthetics and design, healthy living as a lifestyle, global adventure travel, and resides in the San Francisco Bay Area.