

The Four Agreements: Steps and Tools for Effective Leadership

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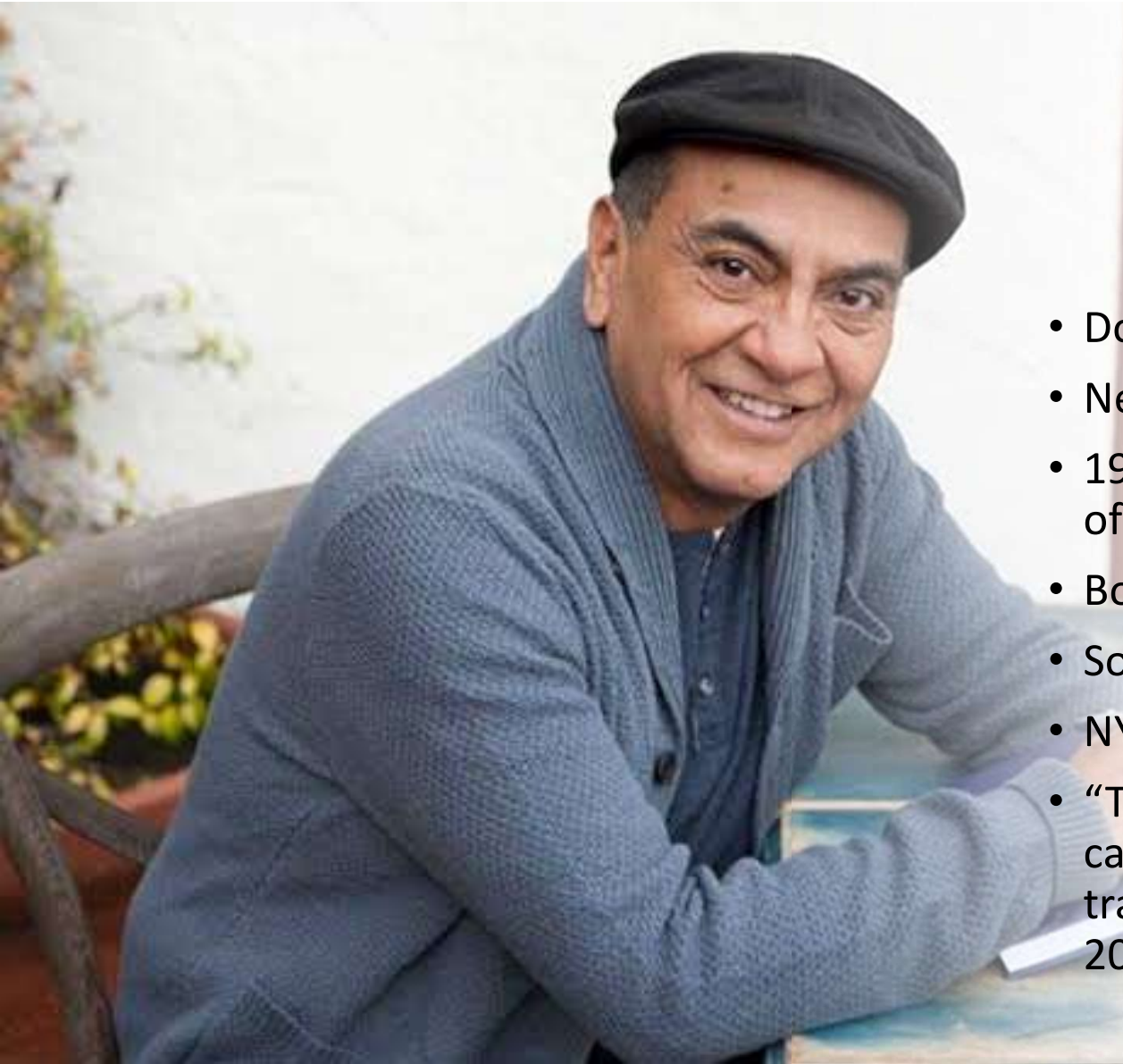
An illustration of a meeting in progress. Three people are seated around a table: a man on the left, a woman in the middle, and a woman on the right. The woman on the right is standing and holding a card. The background is filled with various business-related icons: a pie chart, a bar chart, a lightbulb, a gear, a checkmark, a speech bubble, and a document. The word "Agenda" is written in a large, white, outlined font in the center of the image.

Agenda

- Background
 - Personal
 - Of the 4 Agreements
- Introduction to the 4 Agreements
- Being an Effective Leader
 - Emotional Intelligence
- The 4 agreements
 - What they are.
 - Their impact
- Sharing of thoughts
- The 5th Agreement
- Final Thoughts

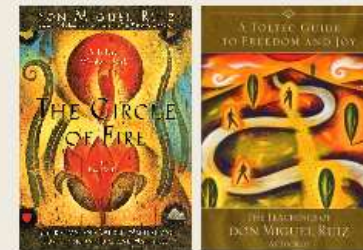
My Background

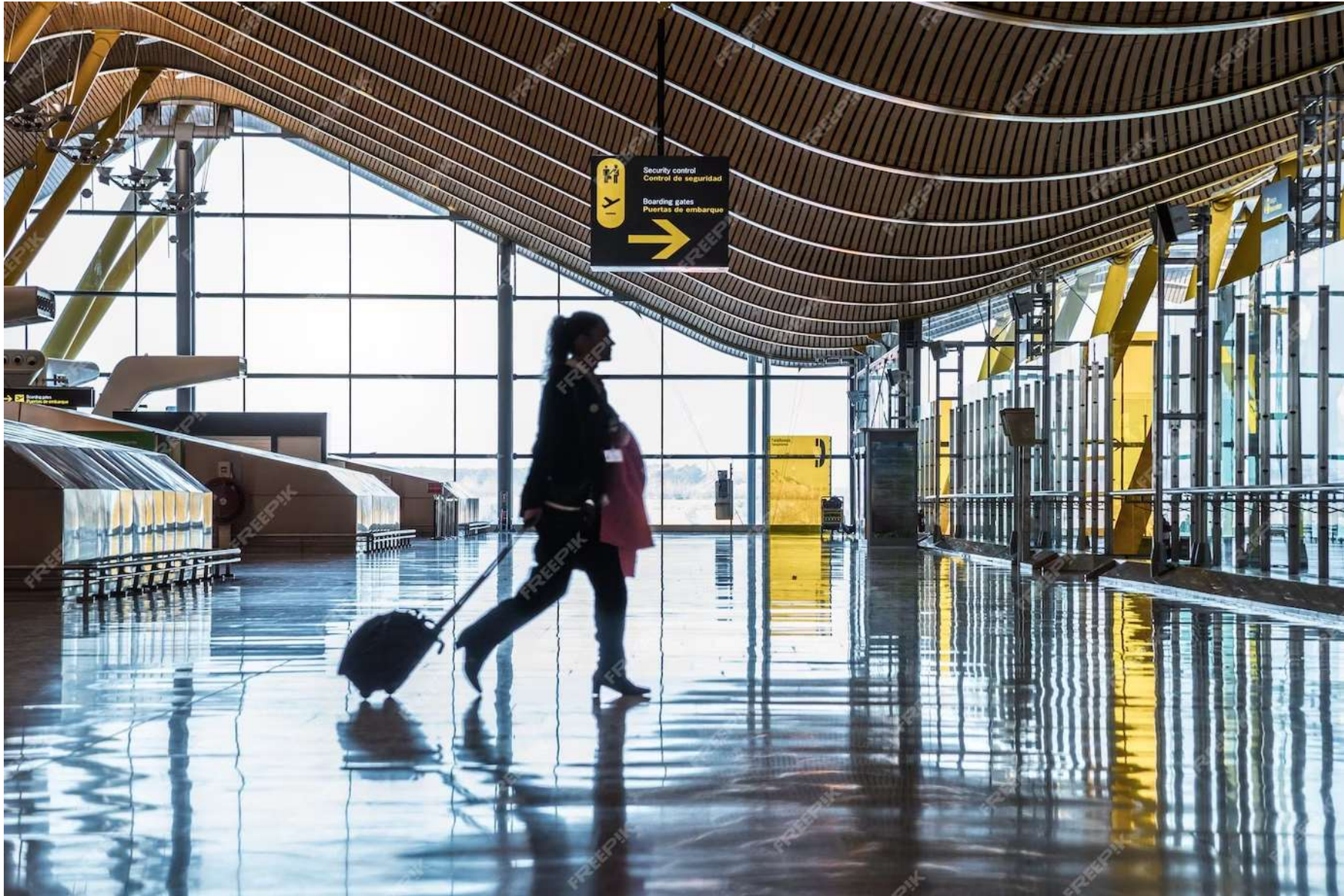




Background of the 4 Agreements

- Don Miguel Ruiz
- Neurosurgeon
- 1986 embraced his family background of being a shaman and Toltec tradition
- Book published in 1997
- Sold over 15 million copies in the US
- NY Times bestseller list
- “The book contains practical steps that can result in long-term personal transformation” (don Miguel Ruiz, 2024)





Being an Effective Leader

Foundation

Challenges, Hurdles

Interpersonal Skills

Emotional Intelligence



Emotional Intelligence

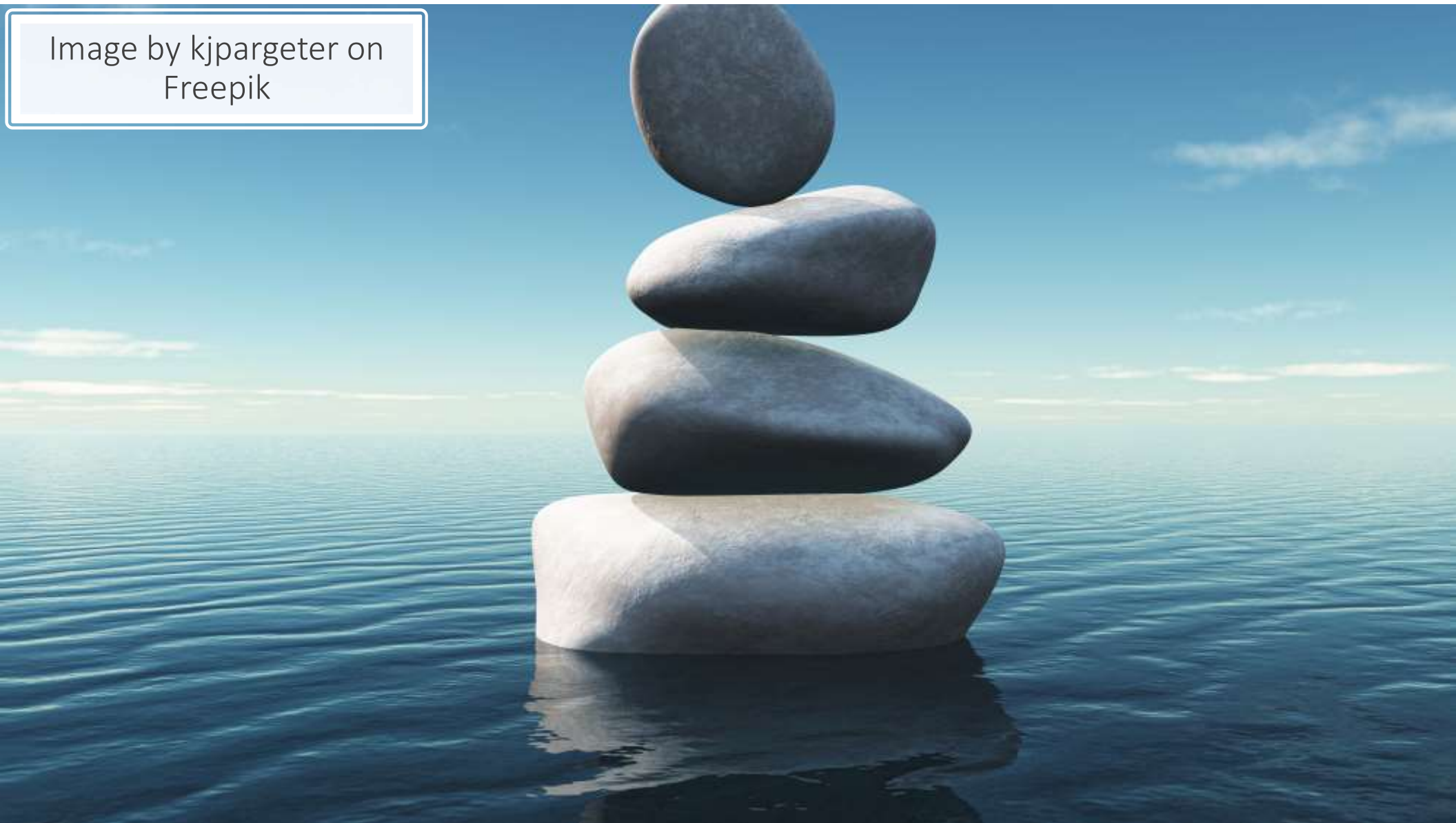
The 3 C's

SOCIAL SKILLS **SELF-AWARENESS** **SELF-REGULATION** **EMPATHY** **MOTIVATION**



EMOTIONAL INTELLIGENCE

Image by kjpargeter on
Freepik





Online EI test

- <https://www.mindtools.com/axbwm3m/how-emotionally-intelligent-are-you>



BE IMPECCABLE WITH
YOUR WORD

Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.

DON'T TAKE ANYTHING
PERSONALLY

Nothing others do is because of you. What others say and do is a projection of their own reality. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

THE FOUR AGREEMENTS

DON'T MAKE
ASSUMPTIONS

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness, and drama. With just this one agreement, you can completely transform your life.

ALWAYS
DO YOUR BEST

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgement, self-abuse, and regret.



BE
IMPECCABLE WITH
YOUR WORD

Speak with integrity. Say
only what you mean.

Avoid using the word
to speak against yourself
or to gossip about others.

Use the power of your
word in the direction
of truth and love.



How does this agreement impact you as a leader?



“WHATEVER HAPPENS AROUND YOU, DON’T TAKE IT PERSONALLY... NOTHING OTHER PEOPLE DO IS BECAUSE OF YOU. IT IS BECAUSE OF THEMSELVES.” ~ MIGUEL RUIZ



Share out



Don't make
ASSUMPTIONS.

Find the courage to ask questions
and to express what you really want.
Communicate with others as clearly
as you can to avoid misunderstandings,
sadness and drama.


With just this one agreement,
you can completely transform your life.

- Don Miguel Ruiz



Share out – how could this agreement help in your leadership interactions



A person wearing an orange shirt and a blue cap is climbing a large, textured rock formation. The scene is set against a dramatic sunset sky with orange and yellow hues. The person is positioned on the left side of the frame, leaning forward as they ascend the rock. The text is overlaid on the right side of the image.

**When you always do your best,
you take action. Doing your best
is taking the action because you
love it, not because you're
expecting a reward. Most people
do exactly the opposite: They
only take action when they
expect a reward, and they don't
enjoy the action. And that's the
reason why they don't do their
best.**



The last of the 4 agreements.

- Has does this impact you as a leader?
- Does this one agreement change your mindset?
- How could this have a positive impact on your team?

Resilience









**ACTION IS WHAT MAKES
THE DIFFERENCE.**

The Fifth Agreement

- **Be Skeptical but Learn to Listen.**
- “Be skeptical is masterful because it uses the power of doubt to discern the truth...simply ask: Is it truth...”
- Why invest your faith in any message that is not true?”
(The Fifth Agreement, 2010).
- Website - <https://www.thefouragreements.com/the-fifth-agreement/>

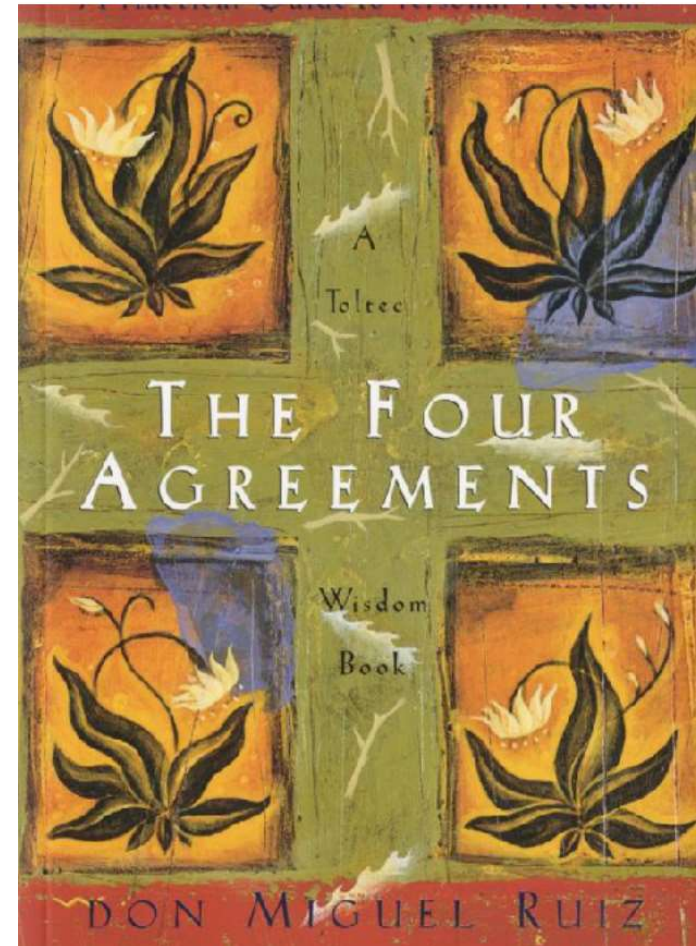




Final
Thoughts

Deeper Dive

- <https://www.miguelruiz.com/the-four-agreements>
- <https://www.youtube.com/watch?v=5qf0lrQnQOM>
- <https://www.youtube.com/watch?v=SBielOoXDUE>
- <https://www.makeadentleadership.com/the-four-agreements/>





References

don Miguel Ruiz. (2024). *Author & Spiritual Teacher*.

<https://www.miguelruiz.com/don-miguel-ruiz>

Ruiz, M. & Mills, J. (2020). *The four agreements companion book: Using the four agreements to master the dream of your life*. Hay House, Inc.



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