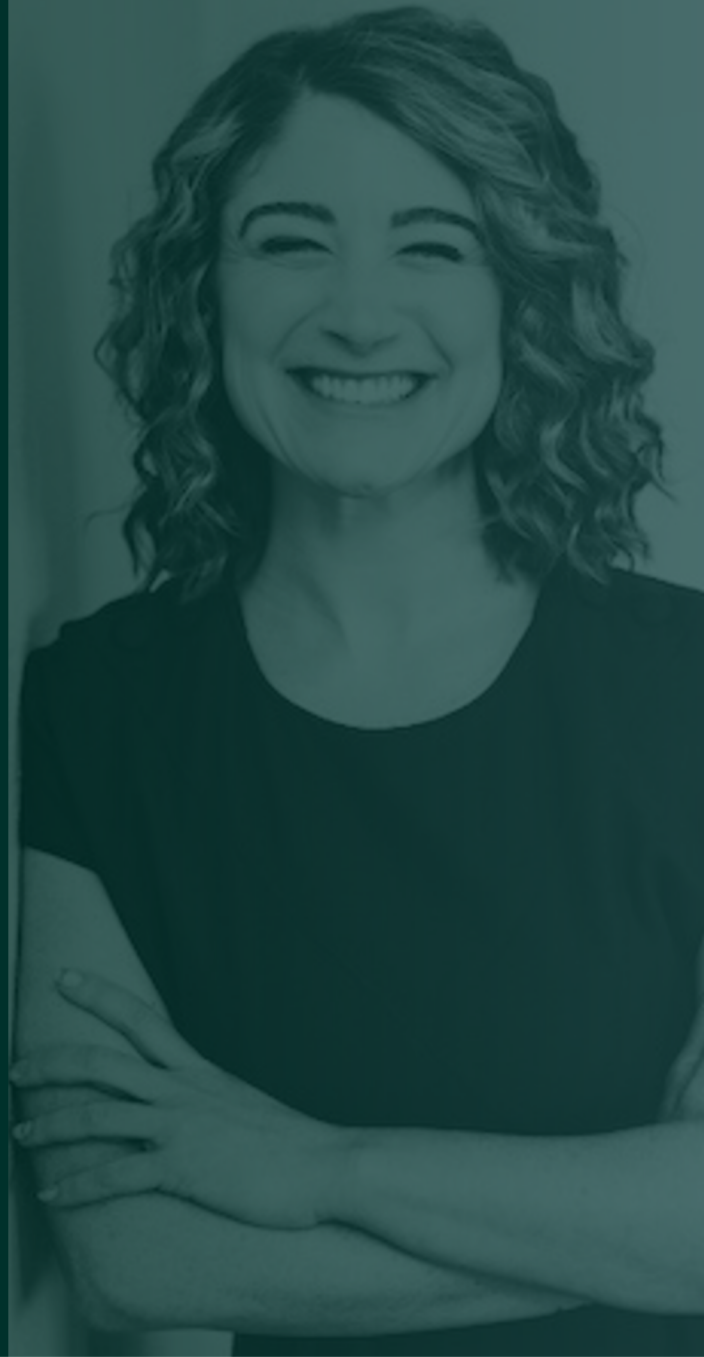


2026

The Nervous System Reset Intro Workbook

PERFORMANCE STARTS WITHIN



HOUSE  HARMON

ABI HARMON
Founder, House Harmon



WHY HOUSE HARMON WAS BORN

For years, I operated inside high-pressure environments where performance was non-negotiable. The pace was fast and the stakes were real. Expectations were constant.

From the outside, it worked. From the inside, something was quietly deteriorating.

I watched exceptionally competent leaders, myself included, make decisions that didn't reflect our best thinking. Conversations that should have been clean became charged. Recovery disappeared. Urgency became normal. We explained it away as the cost of leadership. What I eventually understood was that this wasn't a character issue or a resilience issue.

It was a physiological one.

Sustained pressure without recovery was shaping how we led long before we noticed it. Narrowing attention, driving reactivity, and reducing judgment.

I didn't step away from leadership to escape pressure. I stepped back to understand it. Through studying neuroscience and physiology, and working with leaders navigating situations with real stakes, a clear pattern emerged.

Leadership performance is constrained less by skill and more by internal conditions. When state is compromised, even strong leaders narrow. When capacity collapses, urgency pretends to be strategy.

When regulation is absent, a compromised presence leaks into culture, whether we intend it or not.

House Harmon exists to address that layer. To give leaders back something pressure quietly takes away.

Room to choose.

Abi Harmon
Founder, House Harmon

3 Signs Your Nervous System Is Driving Your Leadership

- 1. You react before you understand.**
Under pressure, the nervous system prioritizes speed over accuracy. Leaders may interrupt, escalate, or close decisions too quickly... because their system is operating in a threat-biased state.
- 2. Your attention narrows.**
When the nervous system is activated, the brain reduces cognitive range. Strategic thinking shrinks. Leaders default to inbox-driven decisions, urgent tasks, and familiar patterns instead of seeing the full system.
- 3. Your presence changes the room.**
Teams constantly read physiological signals: tone, pace, facial expression, posture. A dysregulated leader unintentionally spreads urgency or defensiveness through the group.

None of this reflects a lack of intelligence or capability.

It reflects the state your system is operating in.

And state can be trained.



WHO THIS IS FOR

This workbook is for leaders who carry responsibility others don't see.

For those:

- who **make decisions** with incomplete information
- who **feel pressure** before they feel clarity
- who are **relied on to stay steady** when conditions are uncertain.

This workbook is not for passive consumption or for personal optimization only. It is not an excuse for avoiding responsibility.

This work assumes a **curiosity**, **commitment to growth**, and a **willingness to reflect deeply** in pursuit of building capacity.

WHAT THIS IS

This is practical.

This is science-grounded.

This is designed for real leadership environments.



WHAT THIS IS NOT

This is not wellness programming.

This is not emotional processing.

This is not personal transformation for its own sake.



The goal is better decisions, clearer communication, and sustainable performance.



THE CORE PREMISE

Leadership performance is shaped by three internal conditions.



State

Your physiological and emotional baseline.



Capacity

Your ability to hold complexity without collapsing or controlling.



Signal

What your presence communicates to others.

The Nervous System underpins each of these internal conditions.

Most leadership development focuses on skills and a specific defined mindset. Very little addresses state - This workbook does.

State (*noun*)

(*mental state, emotional state*)

A temporary, situational condition of the mind, feelings, and behavior, not a fixed personality trait. It is a transitory "way of being" that fluctuates with immediate conditions, such as workload, stress, or task engagement.

THREAT BIAS TRANSLATED TO LEADERSHIP

Threat bias often shows up at work as:

- **Shorter fuses** in meetings
- **Inbox-driven** decision-making
- **Difficulty listening** fully
- **Misaligned urgency** without understanding

These behaviors do not reflect a lack of capability.

They reflect a **dysregulated state**.



PRACTICES: STABILIZATION



Physiological Reset

Inhale through the nose for four. **Exhale** for six to eight. **Repeat** for two to three minutes.

Longer exhales increase parasympathetic signaling and reduce cognitive noise.



Attention Reset

Choose one physical sensation and stay with it for sixty seconds.

This interrupts rumination without suppression.



Movement Interrupt

Stand, shake arms, gently twist the spine for ninety seconds.

Movement clears residual activation between tasks.

A DIFFERENT APPROACH TO LEADERSHIP DEVELOPMENT

Most leadership development focuses on skills, frameworks, or mindset.

This work starts earlier.

It focuses on the internal conditions that determine whether those tools are accessible under pressure.

Through a structured 30 / 60 / 90 day arc, leaders learn to:

- Stabilize their internal state
- Expand cognitive and emotional capacity
- Communicate signals that increase clarity and trust

The result is better leadership performance in complex environments.

Work With House Harmon

Organizations use this work through:

Executive Sessions

Private work with senior leaders navigating high-stakes roles.

Leadership Workshops

Interactive sessions designed for leadership teams operating under pressure.

Strategic Reset Programs

Structured multi-month development arcs for senior leaders.



Linktree

Learn more or start a conversation.

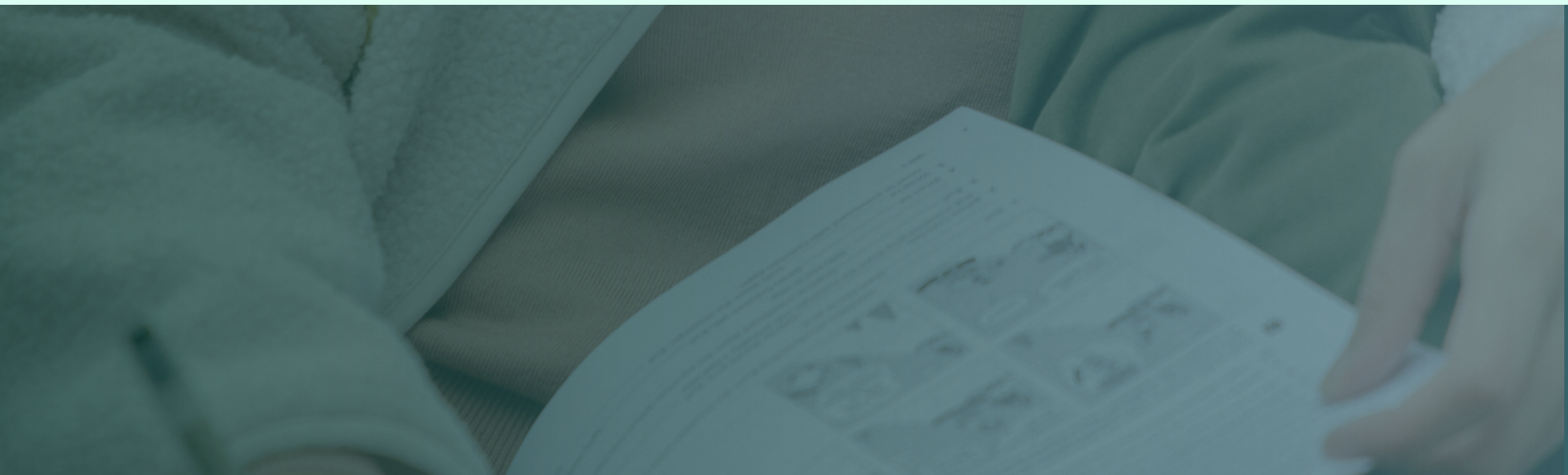
[linkedin.com/in/abi-harmon](https://www.linkedin.com/in/abi-harmon)

househarmon.com

hello@househarmon.com



ADDITIONAL RESOURCES





FURTHER READING & FOUNDATIONAL IDEAS

The ideas and practices in this workbook are grounded in established research across neuroscience, psychology, physiology, and leadership science.

The next page contains additional resources for leaders who want to deepen their understanding of how state, capacity, and performance interact.

READING LIST

Why Zebras Don't Get Ulcers – *Robert Sapolsky*

A foundational exploration of stress physiology and why chronic activation is costly in modern leadership environments.

The Body Keeps the Score – *Bessel van der Kolk*

Seminal work on how physiological patterns shape behavior, perception, and recovery under stress.

Polyvagal Theory – *Stephen Porges*

Introduces how nervous system states influence safety, social engagement, and threat response.

Thinking, Fast and Slow – *Daniel Kahneman*

Explores how cognitive bias, speed, and heuristics affect judgment under pressure.

Scarcity – *Sendhil Mullainathan & Eldar Shafir*

Demonstrates how load and constraint narrow attention and reduce decision quality.

Range – *David Epstein*

Challenges narrow optimization and highlights the value of cognitive flexibility and integrative thinking.

The Fearless Organization – *Amy Edmondson*

Research on psychological safety and how leadership behavior shapes team performance.

Leadership and Self-Deception – *The Arbinger Institute*

Explores how internal state distorts perception and relationships in leadership contexts.

Primal Leadership – *Daniel Goleman, Richard Boyatzis, Annie McKee*

Foundational work on emotional contagion, presence, and leadership signal.

Altered Traits – *Daniel Goleman & Richard Davidson*

Reviews long-term effects of attention and regulation practices on performance and behavior.