

CONSCIOUS LEADERSHIP PROCESS

INSTRUCTIONS

Step 1

Choose a relationship issue that you feel challenged about that is currently occurring in your life. Preferably it is one that you have struggled with for some time and has "juice" for you. Name the person and your core complaint about them.

My biggest complaint about _____ is _____.
(name)

- Example: My biggest complaint about Sarah is that she doesn't listen to me
My biggest complaint about Juan is that he is incompetent.
My biggest complaint about Malia is that she complains I am not home enough
My biggest complaint about Tyler is that he makes excuses for not hitting his goals
My biggest complaint about Ashley is she tolerates weak people on her team

Step 2

As you think about this issue, "**Where are you ?**" Above the line _____ or below the line _____?

Step 3

Acknowledge the payoffs that you are getting from keeping this issue going below the line?

- ___ I get to avoid my core feelings, especially the feeling's of (fear, sadness, anger)
- ___ I get to stay connected
- ___ I get enlivened by adrenaline
- ___ I get to stay in the familiar and avoid the unknown
- ___ It gives me something to do or a compelling story to tell
- ___ I get to avoid taking responsibility for my issues
- ___ I get to be right about the following:

Step 4

"Can you accept yourself for being just where you are?" Yes ____ No ____

Step 5

"Are you willing to shift?" Ask yourself these willingness questions to find out.

Are you willing to end all blame regarding this issue? Yes ____ No ____

Are you willing to let go of being right about _____? Yes ____ No ____

Are you willing to feel all of your (sadness, anger, fear) related to this issue? Yes ____ No ____

Are you willing to reveal all of your withholds related to this issue? Yes ____ No ____

Are you willing to stop all gossip about this issue? Yes ____ No ____

Are you willing to clean up all broken agreements related to this issue? Yes ____ No ____

Are you willing to shift from entitlement to appreciation about this issue? Yes ____ No ____

Are you willing to let go of taking this issue seriously? Yes ____ No ____

Are you willing to see that the opposite of your story about is as true? Yes ____ No ____

Based on your responses above, are you willing to shift? (*any No above is a No*) Yes ____ No ____

Step 6

Based on your current commitment in this moment regarding this issue, complete this sentence.

Today is _____ and I am committed to _____.

Step 7

If you are willing to shift, **"How will you shift?"** What is one action step you can take and by when will you take it?

My measurable action is: _____

I will do it by: _____ at _____
(Date) (Time)

LOCATING YOURSELF: ABOVE OR BELOW?

Statements

What can I learn from this?
How is the opposite as true?
How is this familiar?
I appreciate you for....
I take responsibility for...
I agree to...
I choose to...
I created...
How is this for me?
What I hear you saying...
My body sensations are...
I feel...(sad, angry, scared, joyful, sexual/creative)

Behaviors

Breathe
Significantly change my posture
Take responsibility
Question my beliefs
Feel emotions
Listen consciously
Speak unarguably
Make impeccable agreements
Appreciate
Create win for all solutions
Play

Beliefs

I am the creator of my well-being
There are more than two possibilities
It is valuable to question my thoughts and beliefs
My feelings are intelligent
Approval, control and security are something I already have
All people and circumstances are my allies
Revealing creates connection and vitality
Play and rest are key to peak performance

("BY ME")

Responsive / Curious / Growth & Learning

ACCEPTANCE AND TRUST

("TO ME")

Reactive / Defensive / Recycling Drama

RESISTANCE AND THREAT

Statements

I/You/They should
I/You/ They can't
I'm right/They're wrong
It's hard
I'm trying
It's not my fault
I'm confused
The "truth" is
I have to
You made me
I'm sorry (with an excuse)
Always/Never
"Why" questions
You're not listening to me
It's no use/I give up
My way or the highway
They don't get it

Behaviors

Hold your breath
Fight/Flee/Freeze/Faint
See others as needing help
Find fault/Blame
Cling to an opinion/argue
Rationalize/Justify
Gossip
Get overwhelmed
Suppress emotions
Use distractions to relieve pain (food, sex, drugs, media, work)
Enroll others to affirm my beliefs
Avoid all disconfirming data
Be sloppy with your agreements
Avoid conflict
Be judgmental (right/wrong, good/bad)

Beliefs

Being right is the most important thing
There is a threat to me occurring out there
There is not "enough"
I need another's approval
Safety and security come from outside myself
I need to be in "control" (of things I can't control)
There are only two options
To get to a solution, I have to be serious
I am better than/less than
There is a right/wrong way
There is no choice
My story about the situation is true

Conscious commitment begins the process of positive change and relational and organizational resolution. We define commitment using its Latin origin, *committere*, which means to gather one's energy and move it in a chosen direction. Using this definition, we view commitment as an energetic experience and not a moral issue. We invite you to embrace these 15 commitments as your entry-gate into "By Me," a life free of victimhood. Following each commitment is the "To Me" commitment; the way people show up when they are living and leading (either consciously or unconsciously) from the belief that life is happening to them.

1. I commit to taking full **responsibility** for the circumstances of my life, and my physical, emotional, mental and spiritual wellbeing. I commit to support others to take full responsibility for their lives.

I commit to blaming others and myself for what is wrong in the world. I commit to be a victim, villain, or a hero and take more or less than 100% responsibility.

2. I commit to growing in self-awareness. I commit to regarding every interaction as an opportunity to learn. I commit to **curiosity** as a path to rapid learning.

I commit to being right and to seeing this situation as something that is happening to me. I commit to being defensive especially when I am certain that I am RIGHT.

3. I commit to feeling my **feelings** all the way through to completion. They come, and I locate them in my body then move, breathe and vocalize them so they release all the way through.

I commit to resisting, judging and apologizing for my feelings. I repress, avoid, and withhold them.

4. I commit to saying what is true for me. I commit to being a person to whom others can express themselves with **candor**.

I commit to withholding my truth (facts, feelings, things I imagine) and speaking in a way that allows me to try to manipulate an outcome. I commit to not listening to the other person.

5. I commit to ending **gossip**, talking directly to people with whom I have an issue or concern, and encouraging others to talk directly to people with whom they have an issue or concern.

I commit to saying things about people that I have not or will not say to them. I commit to talking about people in ways I

wouldn't if they were there. I commit to listening to others when they gossip.

6. I commit to the masterful practice of **integrity**, including acknowledging all authentic feelings, expressing the unarguable truth and keeping my agreements.

I commit to living in incompleteness by withholding my truth, denying my feelings, not keeping my agreements, and not taking 100% responsibility.

7. I commit to living in **appreciation**, fully opening to both receiving and giving appreciation.

I commit to feeling entitled to "what's mine," resenting when it's not acknowledged in the way I want.

8. I commit to expressing my full magnificence, and to supporting and inspiring others to fully express their creativity and live in their zone of **genius**.

I commit to holding myself back and not realizing my full potential by living in areas of incompetence, competence and excellence.

9. I commit to creating a life of **play**, improvisation, and laughter. I commit to seeing all of life unfold easefully and effortlessly. I commit to maximizing my energy by honoring **rest**, renewal and rhythm.

I commit to seeing my life as serious; it requires hard work, effort and struggle. I see play and rest as distractions from effectiveness and efficiency.

10. I commit to seeing that the **opposite of my story** is as true or truer than my original story. I recognize that I interpret the world around me and give my stories meaning.

I commit to believing my stories and the meaning I give them as the truth.

11. I commit to being the source of my **security, control and approval**.

I commit to living from the belief that my approval, control and security come from the outside; people, circumstances and conditions.

12. I commit to experiencing that I have **enough** of everything... including time, money, love, energy, space, resources, etc.

I commit to a scarcity mentality choosing to see that there is "not enough" for me and others in the world and therefore I have to be conscious of making sure I get and preserve what is "mine."

13. I commit to seeing all people and circumstances as **allies** that are perfectly suited to help me learn the most important things for my growth.

I commit to seeing other people and circumstances as obstacles and impediments to getting what I most want.

14. I commit to creating **win for all** solutions (win for me, win for the other person, win for the organization, and win for the whole) for whatever issues, problems, concerns, or opportunities life gives me.

I commit to seeing life as a zero-sum game, creating win/lose solutions for whatever issues, problems, concerns, or opportunities life gives me.

15. I commit to **being the resolution** or solution that is needed: seeing what is missing in the world as an invitation to become that which is required.

I commit to responding to the needs of the world with apathy or resentment and doing nothing or assigning blame to others.

FACT VS. STORY

Step 1 Define a recurring issue that you are willing to shift

Step 2 Write down all of the facts related to the issue

Step 3 Write down all of the stories you have about the facts

Step 4 Look for examples of how the opposite of each of your stories is at least as true

The issue is _____

Facts

What a video camera records

Stories

What you make up about the facts

TEACHING YOUR DRAMA CLASS

INSTRUCTIONS

1. Think of a current issue that is repeating in your life that you would like to be different.
2. Pretend you have been hired by a university to teach a class on how to create the EXACT same issue that you are having in your life. Your students need you to give them very specific instructions that they can follow to create the outcome you are currently experiencing. Using the questions below as prompts, define the steps they would need to take to recreate your issue in their life.
3. Questions to answer to help you create your recipe:
 - What actions do you take or not take?
 - What do you have to believe about yourself, others and the world?
 - What feelings do you repress/conceal
 - What are you trying to control that is NOT in your control?
 - What do you have to be right about?
 - What do you withhold and from whom?
 - What do you not face?
 - How do you numb yourself from the discomfort?
 - What "shoulds" do you have to believe?
 - To what do you feel entitled?
 - What do you believe you do not have enough of?
 - What either/or story do you have to hold about this issue?
 - Who do you blame?
 - How do you fix it, but only temporarily?
 - Who do you have to be better/less than?
 - What agreements do you have to make and/or break with yourself or others?
 - What do you have to be afraid of?

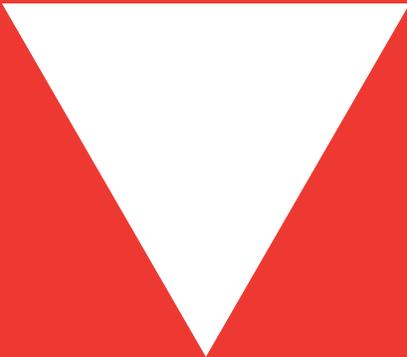
Course Title _____

Example: How to have a dissatisfying relationship with your boss 101

"It's hard" • "I have to" • "There's nothing I can do"



VICTIM



IS AT THE EFFECT OF

VICTIM

Is at the effect of 

Victims see themselves as “at the effect of” people, circumstances and conditions. They often experience themselves as disempowered. You will know if you are in the Victim position if you feel powerless to effect change. The Victim plays out its role by a declaration of pain and suffering, as well as defeat. The Victim often complains and whines and/or argues for why it can’t have what it wants. Once in this role, the victim is able to feel unique, as it waits for someone else to fix the problem.

SEEKS OUT:

help
security
people who want to rescue
pain and suffering
overwhelming problems

FAVORITE WAYS TO GO BELOW THE LINE:

Being Misunderstood	Trying Hard
Feeling Overwhelmed	Getting Distracted
Getting Sick	Being Disorganized
Being Confused	Being Embarrassed
Waiting	Worrying
Whining	Giving up

PERSONA

WHAT IT SAYS

WHAT IT REQUIRES

Complainer	“Why is it this way?”	Any problem
Worry Wart	“This could be a problem”	Irresponsible people, an uncertain future
Unappreciated	“You don’t see my value”	People who don’t look deeply
Under-resourced	“I don’t have enough...”	Over-demanding people or schedules
Overworked	“I’m tired”	Too much to do
Martyr	“I have to sacrifice myself”	People who aren't doing their part
Resigned	“I don’t have a choice”	External authority and rules
Overwhelmed	“It’s too much”	People who are counting on you
Misunderstood	“You don’t know my pain”	Bad listeners
The Needy One	“I can’t do it”	Difficult challenges & personal inability
Whiner	“It’s not fair”	Injustice
Depressed	“I can’t get out of this”	Cheerleaders, hopeless circumstances
Dummy	“I don’t know how”	Critic
The Reliable One	“I can’t have any fun”	People who do whatever they want
Hercules	“It’s all put on me”	Being held overly responsible



What styles do you use to justify your position?



Do you hear yourself saying any of these?

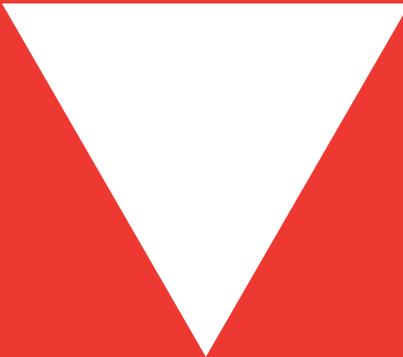


Are you complaining about any of these?

"It should be different" • "Who's to blame?" • "You're wrong"



VILLAIN



BLAMES OTHERS OR SELF

VILLAIN

Blames self & others 

The Villain focuses on blame. They blame themselves, another or “them.” You will know you are in the Villain position if you feel your position is the right one, and you only search for evidence that supports your claims. The Villain’s main goal is to find fault, and identify who caused the problem. The Villain plays out its role by declaring that it “knows” and is “right” thus stifling open discussion and keeping attention on the problem.

SEEKS OUT :

people to criticize
 enemies to conquer
 “the way” to follow
 where to place blame
 control

FAVORITE WAYS TO GO BELOW THE LINE:

Getting Righteous	Justifying
Judging	Intellectualizing
Policing	Comparing
Dismissing	Lecturing
Ignoring	Getting Bored
Interrupting	Gossiping

PERSONA	WHAT IT SAYS	WHAT IT REQUIRES
Critic	“You’re doing it wrong”	People who don’t get it
Rebel	“You can’t make me”	Authority figures / Rules
Cynic	“It won’t work”	Overly idealistic people
Debater	“My perspective is best”	People who don’t agree
Control Freak	“Don’t deviate from my plan”	People who just go along
Gossip	“They’ve been bad”	Drama
Bulldozer	“My way or the highway”	Directionless people
Dunce	“I’m so stupid”	Pressure to perform
Time Cop	“You’re late”	Others who don’t value “my time”
Repeat Offender	“I’m ashamed of myself”	Moral code
Puritan	“There is One True Way”	Rebels & non-believers
Drill Sergeant	“Shape up or ship out”	Irresponsible people
Mr. Sarcasm	“I’m just being funny”	People who get hurt
Know-It-All	“I have the answer”	Confused people
Narcissist	“I am most important”	People who aren’t devoted to me

↑
 Are any of these ways you validate that you are right?

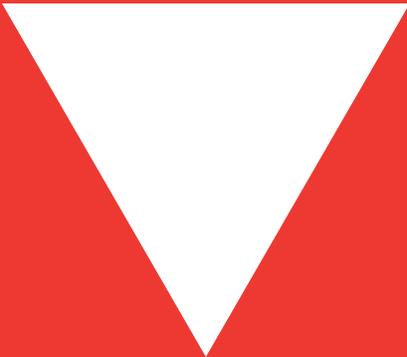
↑
 Do you hear yourself saying any of these?

↑
 Are you complaining about any of these?

"I can handle it" • I can help" • "Poor you"



HERO



SEEKS TEMPORARY RELIEF

HERO

Seeks temporary relief 

The hero seeks temporary relief. The hero looks for suffering inside or outside of itself. But rather than feeling helpless, like the Victim, the Hero assumes that it is able to control or change the situation. Thus, the hero reacts to pain by finding temporary ways to make it go away. Heros act with an expectation of reward; specifically that you or others will “feel better” because of your deeds. Heroes play out their role by applying a “solution” to the “problem” in order to avoid their feelings or discomfort.

SEEKS OUT:

- appreciation
- problems to fix
- people to save
- pain to be relieved
- conflicts to be resolved

FAVORITE WAYS TO GO BELOW THE LINE:

- | | |
|------------------------|---------------------------|
| Organizing | Withdrawing |
| Achieving for Approval | Figuring it Out |
| Care taking | Listening to Gossip |
| Overworking | Over-promising |
| Looking Interested | Indulging in Food & Drugs |
| Doing it Right | TV/Internet |
| Procrastinating | |

PERSONA	WHAT IT SAYS	WHAT IT REQUIRES
Protector	“I’ll keep you from harm”	Powerless victim
Peacemaker	“Let’s all get along”	People in conflict
Energizer Bunny	“I’ll do it”	People who pass the buck
Flatterer	“You’re great”	People who don’t value themselves
Firefighter	“I’ll make it all better”	Emergencies
Cheerleader	“You can do it”	People who lack confidence
Peter Pan	“Let’s have fun”	Stressful conditions/people
Analyzer	“I can figure it out”	Complex problems
Supercompetent	“I can do anything”	Incompetent people
Multi-tasker	“I can do it all right now”	Sense of urgency or busyness
Good Listener	“I understand”	People with a story to tell
Provider	“I’ll support you”	People who want more
Withdrawer	“I need space”	Needy people & too much responsibility
Good Parent	“I’ll be there for you”	Children needing attention/support
Nice Guy	“I am kind and caring”	Critical, aggressive people
↑	↑	↑
Are any of these ways you get appreciated?	Do you hear yourself saying any of these?	Are you complaining about any of these?