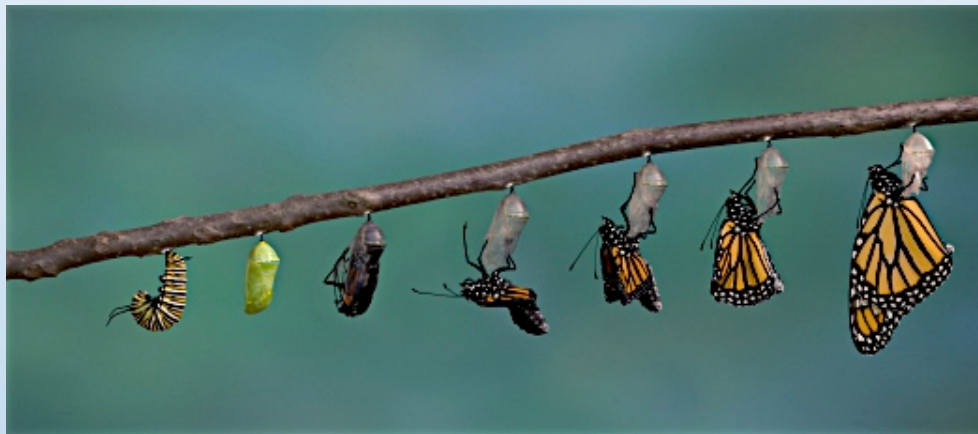


Fearful to Fortunate: Making the Most of Unexpected Change



by Mark K. Petruzzi, Jr
Success Waypoint, LLC

Sort of Agenda...

- Intro, Backdrop, Ground rules, and “Re-Boot.”
- Some thoughts about change management...
- Define, and establish the importance of, change.
- Develop a strategy for working with beliefs, attitudes, and emotions and desires when it comes to change.
- Overarching: introduce “super questions” that we can use in every situation in our lives, to help us make choices that will bring the improvements we’re looking for, and helps us transition through the changes we experience.

Suggested Backdrop...



Take a step at a time.



Suspend judgment.

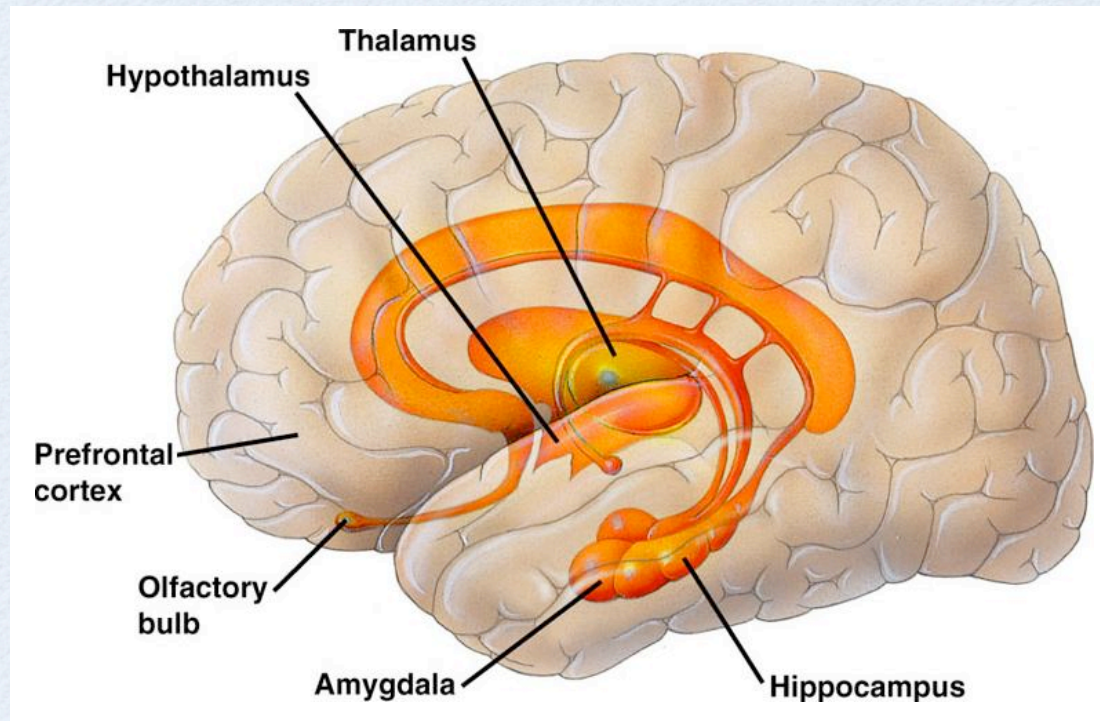


Have fun with it!

Ground Rules

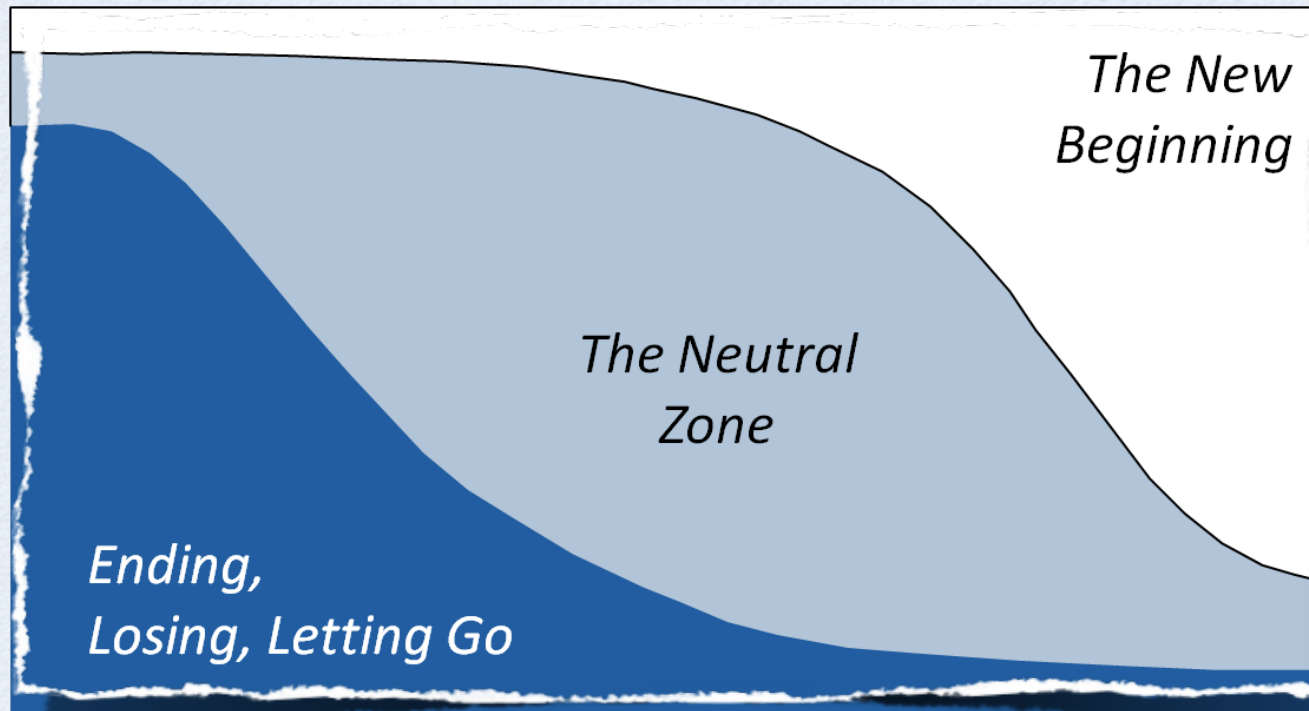
- Confidentiality is your choice.
- Use the pronoun “I” when ever possible.
- Trust yourself!
- Go ahead and ask questions!
- Respect different points of view.

Reboot: Let's Breathe



- Breathing is nature's Stress-Breaking Gift
- Neuroscience confirms that breathing techniques, can soothe stress and even halt the fight, flight, or freeze response.
- Breathing Technique: conscious slow, deep breathing.

Some Thoughts about Change Management...



~William Bridges, *Managing Transitions*

- William Bridge's model of three stages of transition.
- Often misrepresented as "steps" in a block-style graphic or worse.
- Today we're concentrating on what we can do in the neutral zone—where success or failure happens.

The Nature of Change



Exercise #1: Free Association...

1. One Flip chart per team.
2. Create a list of words that describe change for you.
3. Think in terms of how you experience, or have experienced, change
4. Report out to the group with your findings.

Exercise #2: Your Changes

1. Make a T-Chart on your pad.
2. Left Heading: Unexpected Changes in my life.
3. Right Heading: Changes I initiated
4. List as many as you can in each column.
5. Put a check-mark next to the changes during which you felt most empowered, and able to overcome uncertainty.
6. Put a circle next to the ones that ultimately led to a gain of some kind for you.
7. Put an X beside those that led to some kind of positive personal change for you.

Guess what?

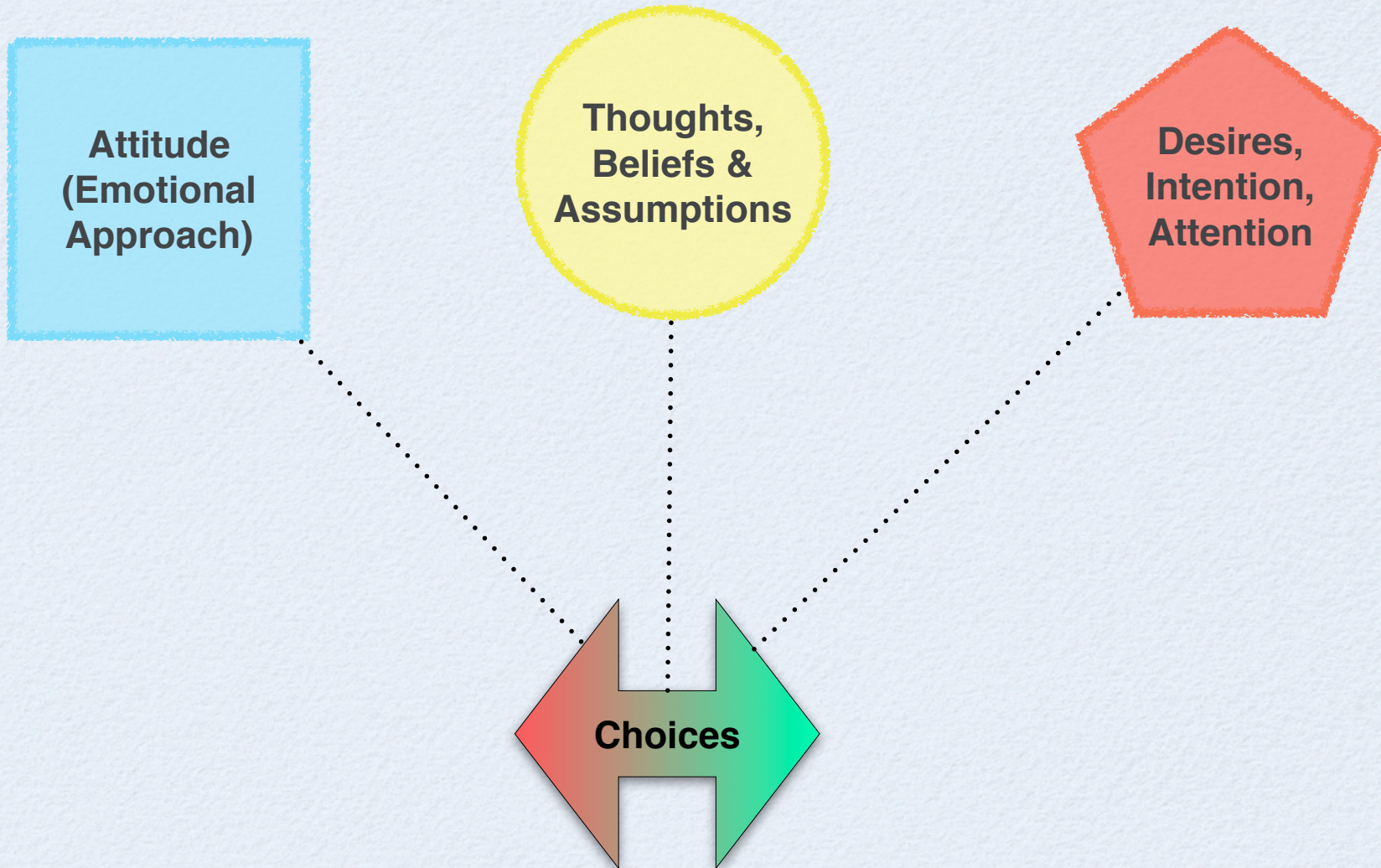
Successful
Change

is
About
You

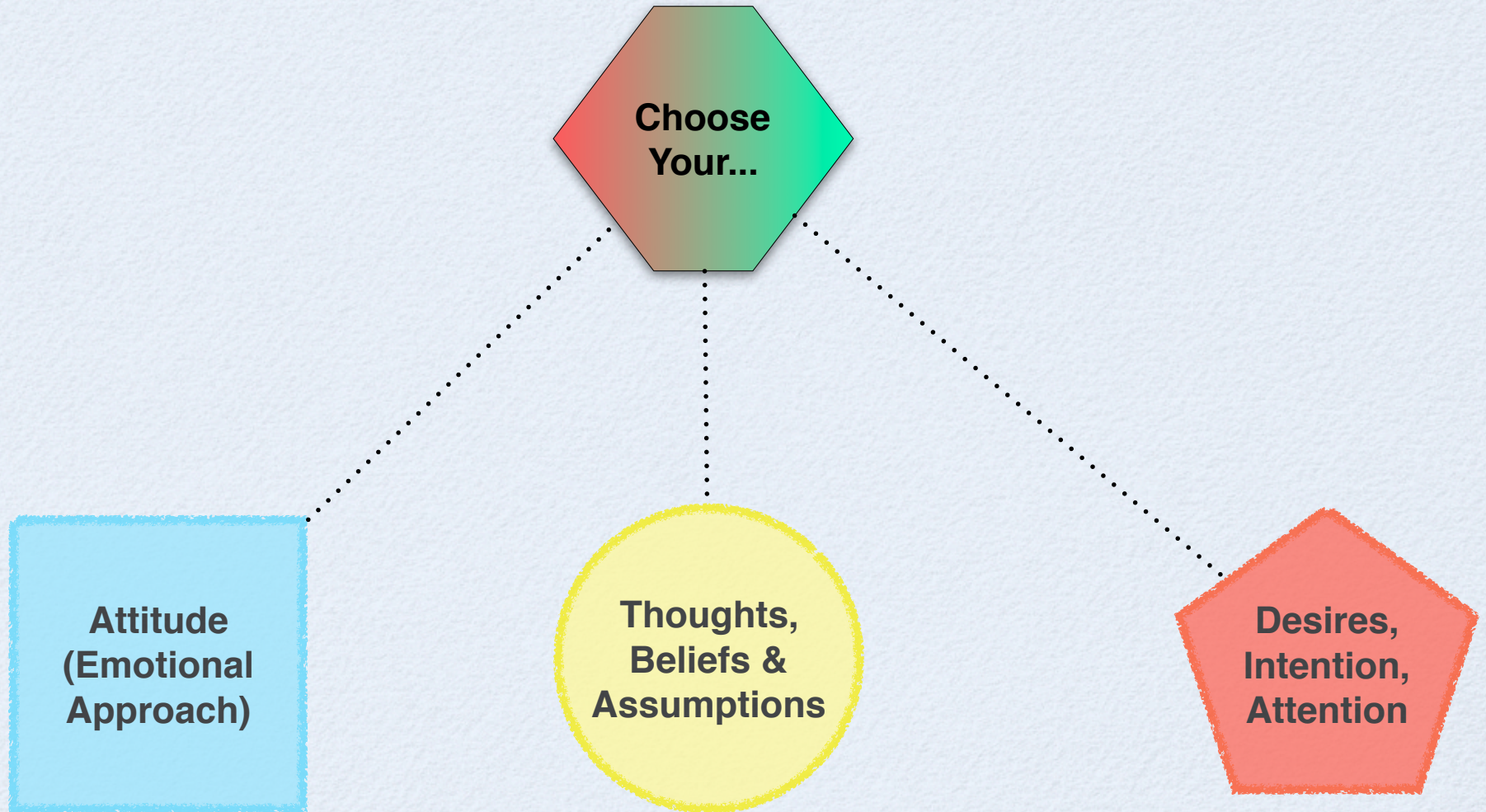
The Cause of Personal Change:

Personal change is the outcome of choice, and all choices are driven by the desire for improvement.

Choosing through Change Begins with Inner Life First



Choosing through Change Begins with Inner Life First



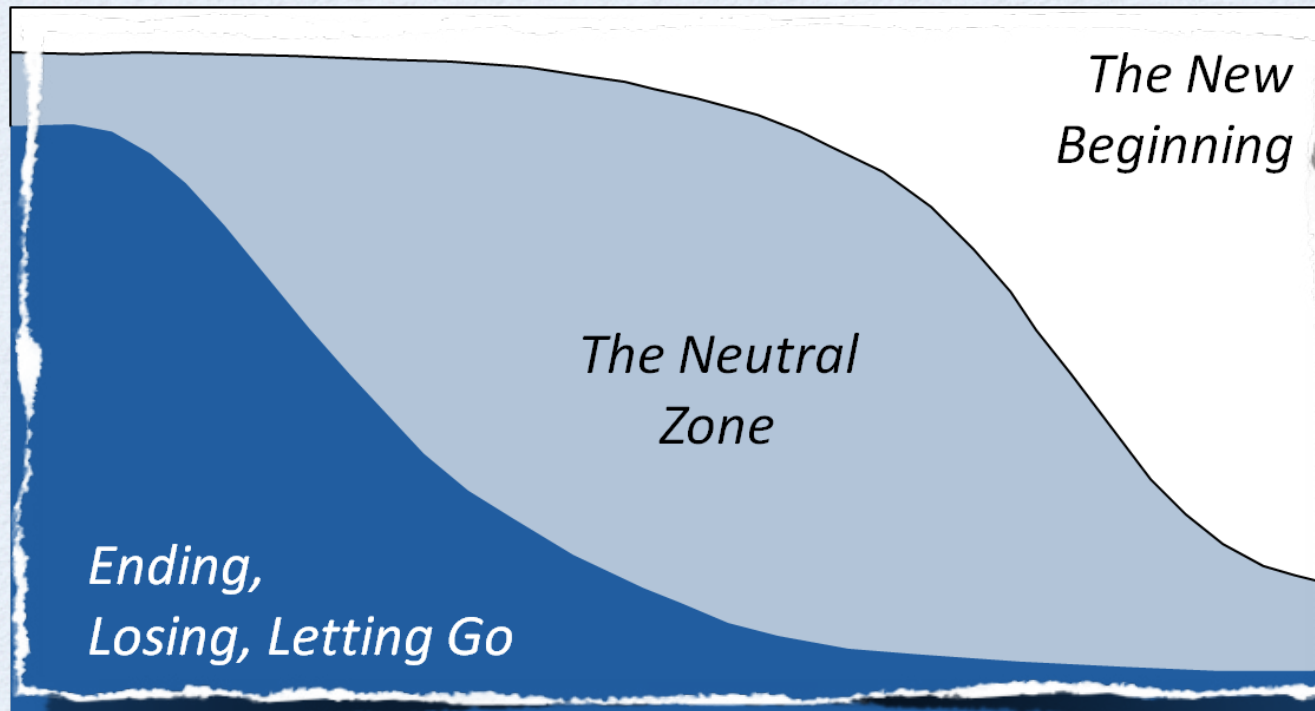
Change Fact:

Changing toward freedom or empowerment is always more energizing, and more enduring, than changing towards compliance or constraint.

What makes for
successful transition/change?

Aligning ourselves with what we want,
within the change that's called for.

Change Management, Revisited...



~William Bridges, *Managing Transitions*

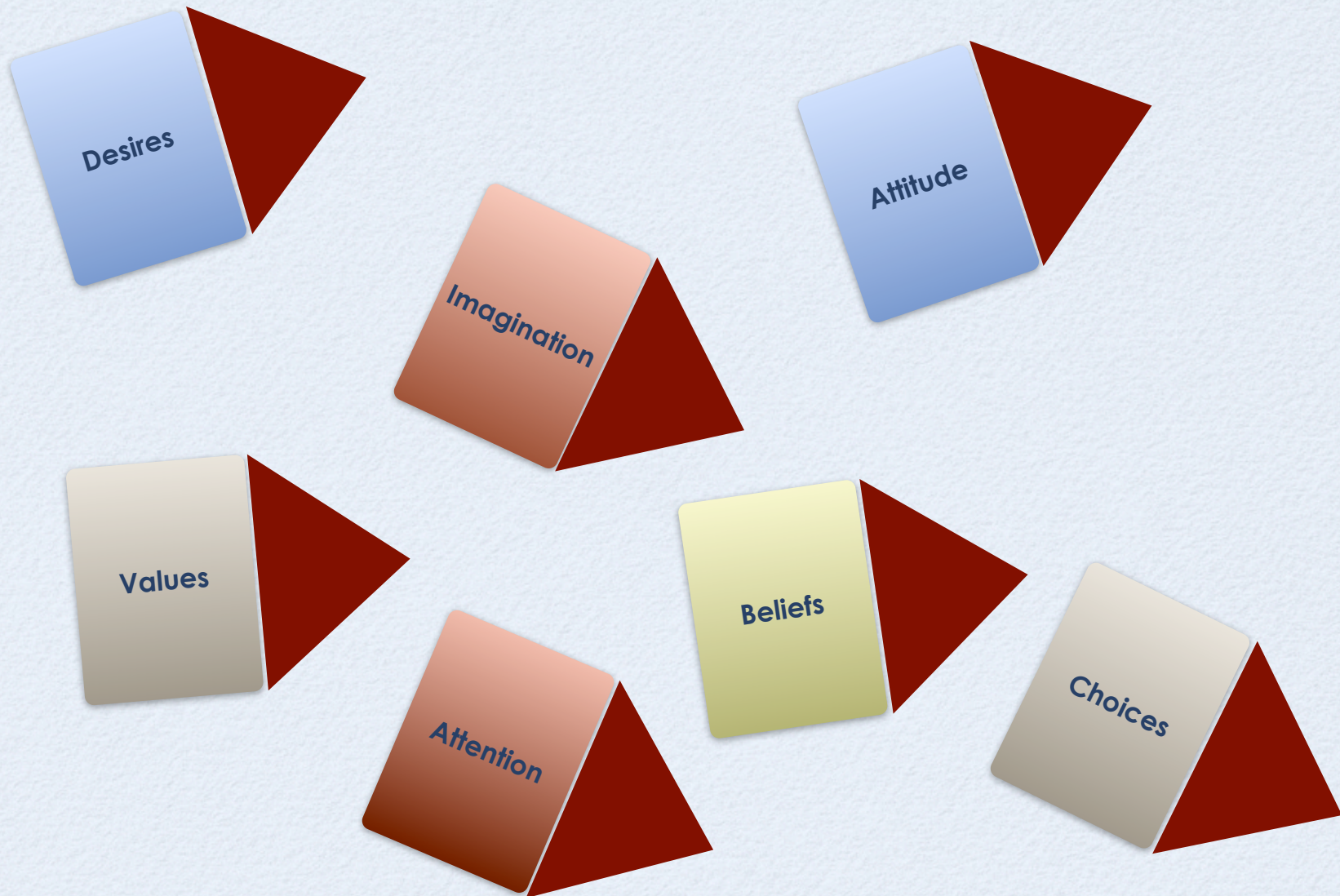
Section Summary

- Change is essential to life itself.
- Even otherwise difficult changes can yield unexpected benefits.
- All change is thought first, and is a product of choice.
- Aligning ourselves with what we want in any change can power us through transitions.
- The most powerful changes are those that free and empower.
- We can change aspects of our inner life to meet the needs of change, if that is what we desire, and is what is in our own best interest.
- A 1998 study by Baumeister, Bratslavsky, Muraven, & Tice, 1998, showed that self-control is an exhaustable resource.

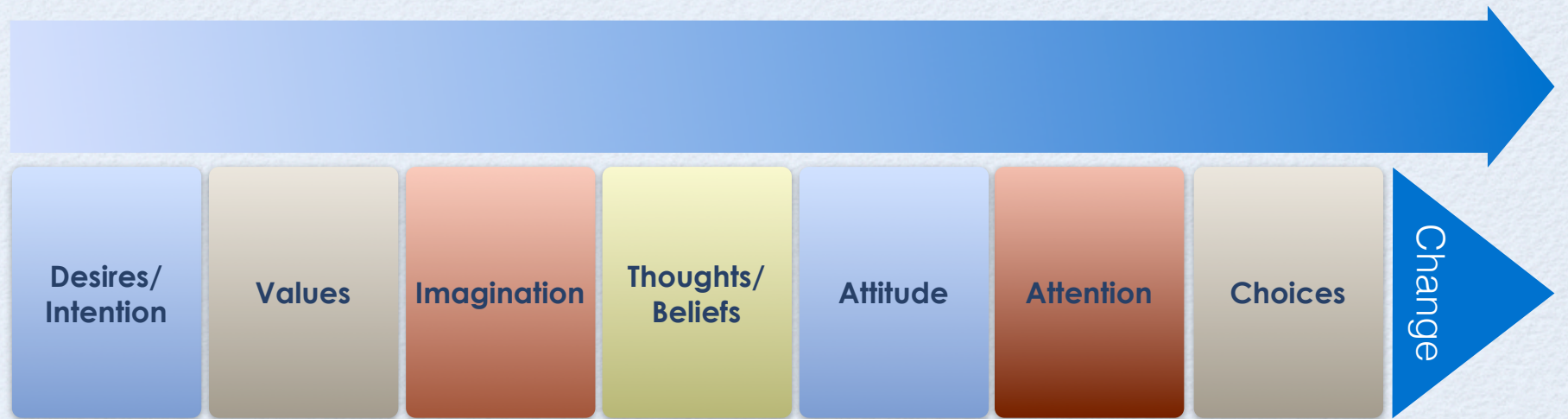
Life Alignment



Life Alignment through Change



Life Alignment through Change



Life Alignment through Change



"Don't ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive."

~ Howard Thurman

Going for what you really want...

- Helps you feel more alive.
- Puts you in a state that is most influential to others.
- Puts you in a state that will best benefit others.
- Automatically aligns you with your gifts and your purpose.
- Makes best use of the process, which is your life.
- Helps pull you through the discomfort of uncertainty and transition.

A New “Me Generation?”

- The Old Me Generation.
 - Pathos, what's wrong?
 - What's missing?
 - Self-Centered—what do I need?
- The New Me Generation?
 - Expansion, what can I improve on?
 - What do I want?
 - Centered-Self—what can I contribute?

Desire Through Transition:

- Is about moving forward. No need to dwell in the past.
- Takes a positive, solution-based focus: seeing life's contrasts as offering the exhilarating chance to create solutions.
- Positions us as having ownership for our lives and choices.

Super Questions



Super Questions...

What do I want?

Exercise #3: 30 Seconds

1. Ready a paper and pencil
2. Be prepared to write for 30 seconds when the the facilitator tells you do to so.
3. Debrief with the facilitator.

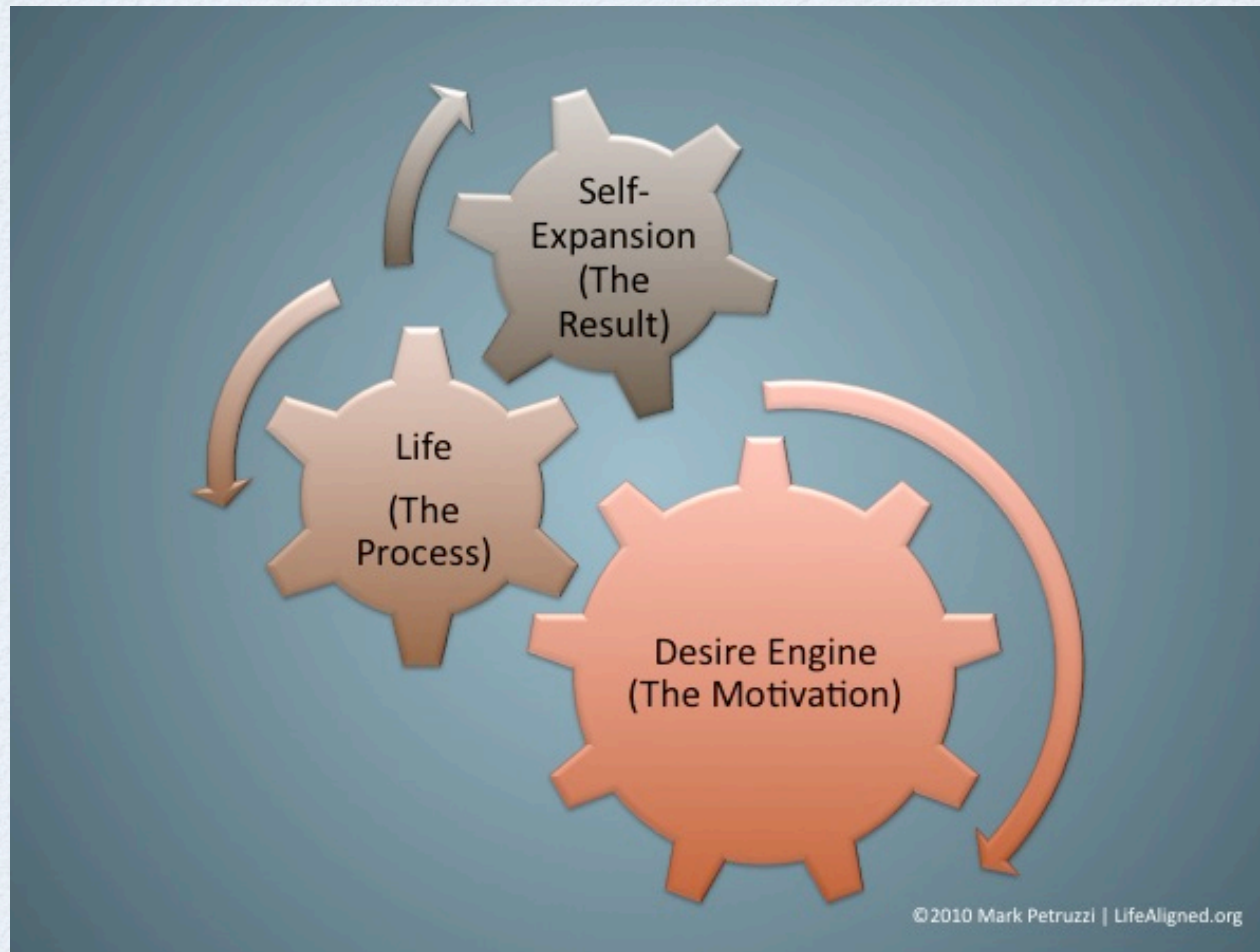
Exercise #4: Prioritize

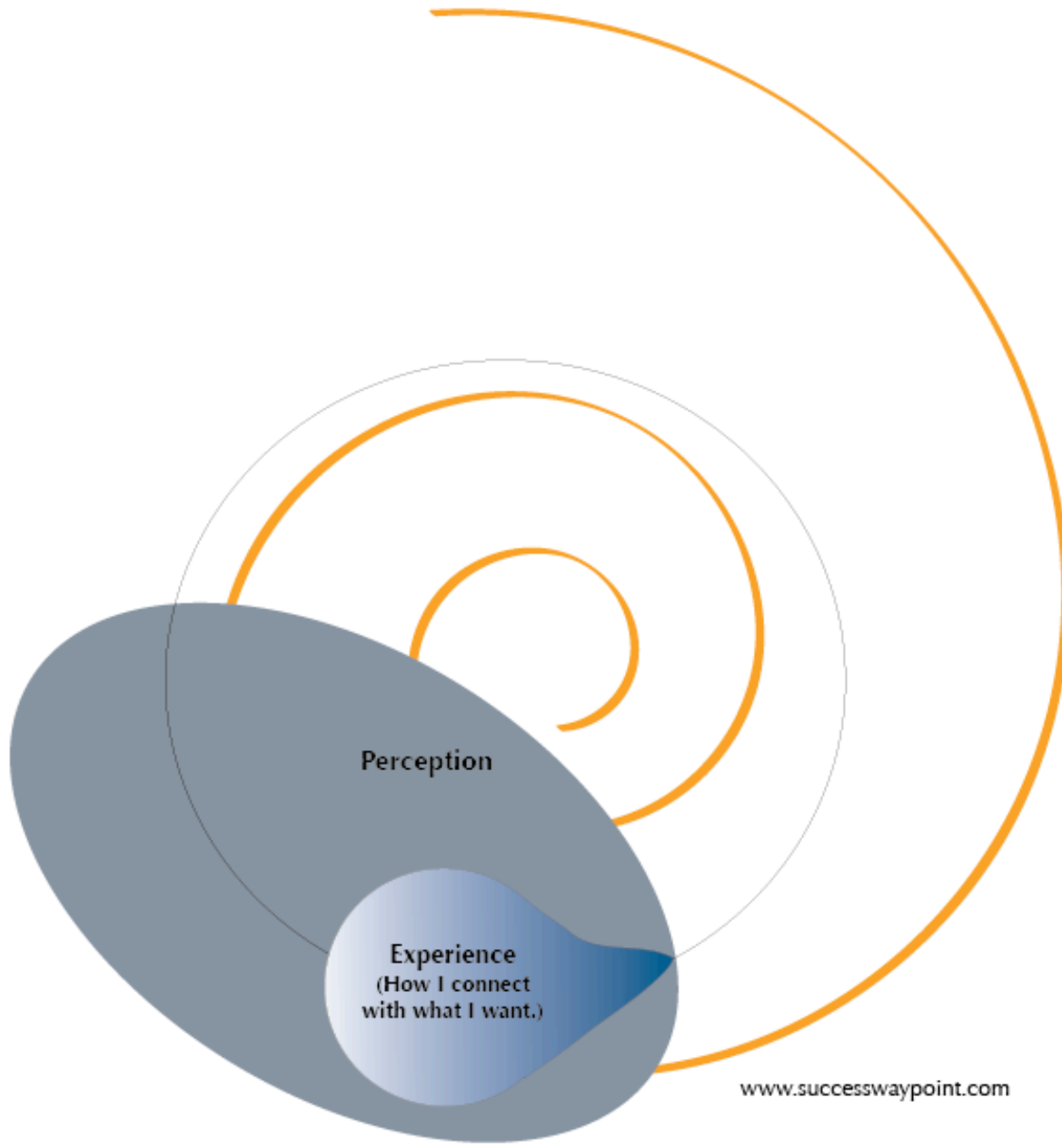
- 1. Review your want list for desires that you are experiencing some challenges with, or feel stuck achieving.**
- 2. Take a minute or two to add or subtract if you feel you want to.**
- 3. Select one or two wants from the final list that you might like to work on (with power questions) during the rest of this class, and write them on another piece of paper.**

The Desire Engine

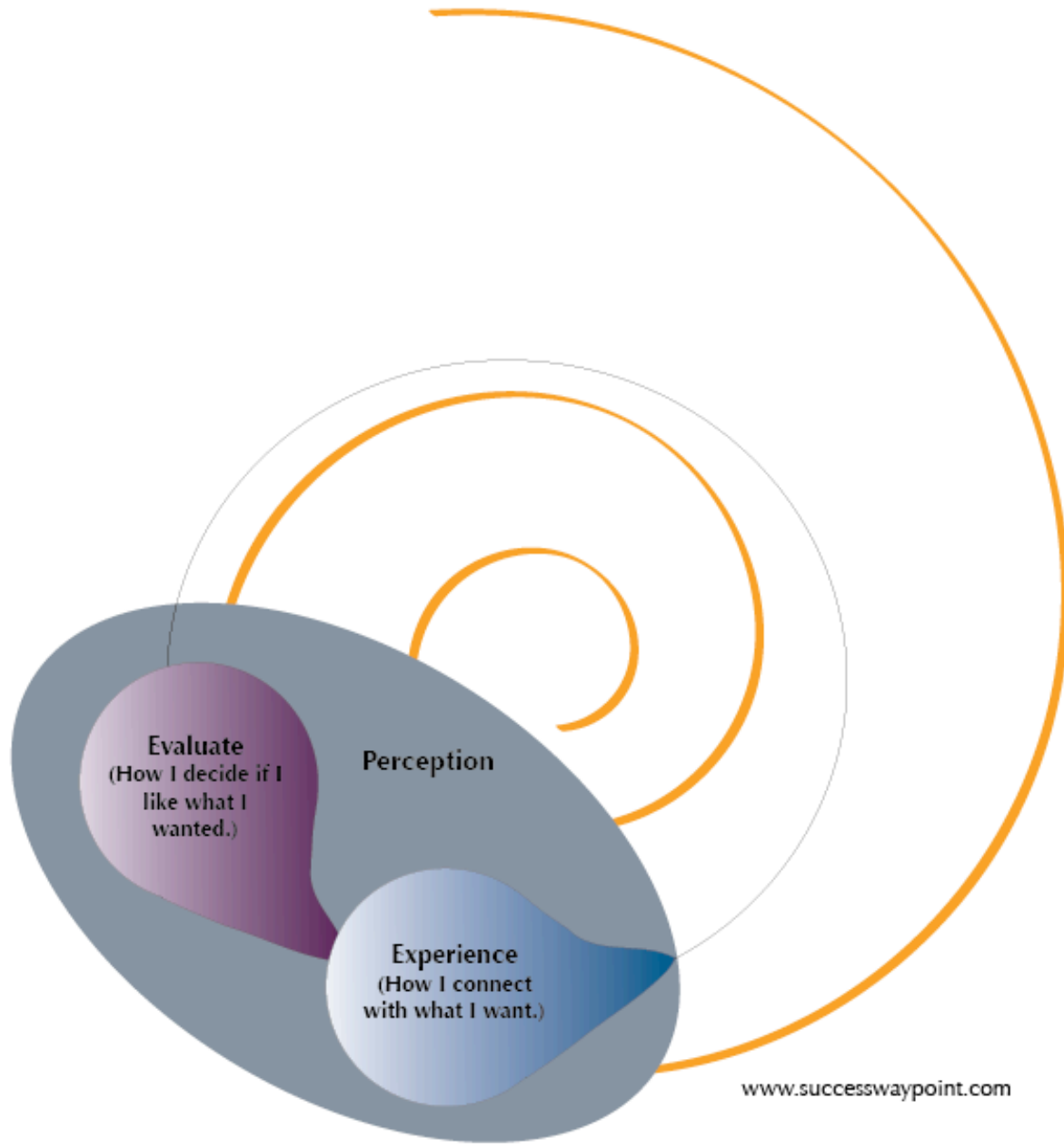


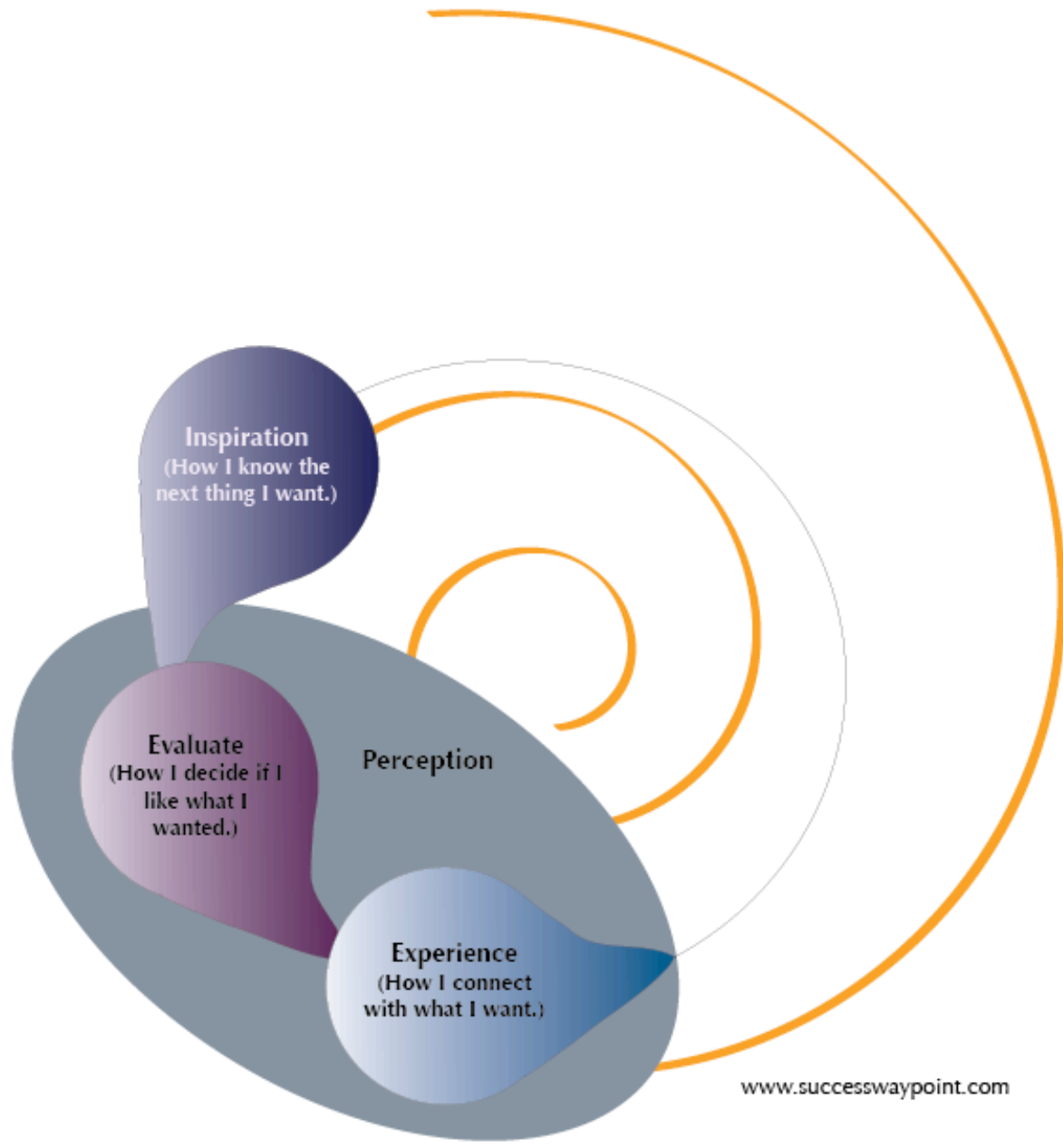
Desire Drives Life



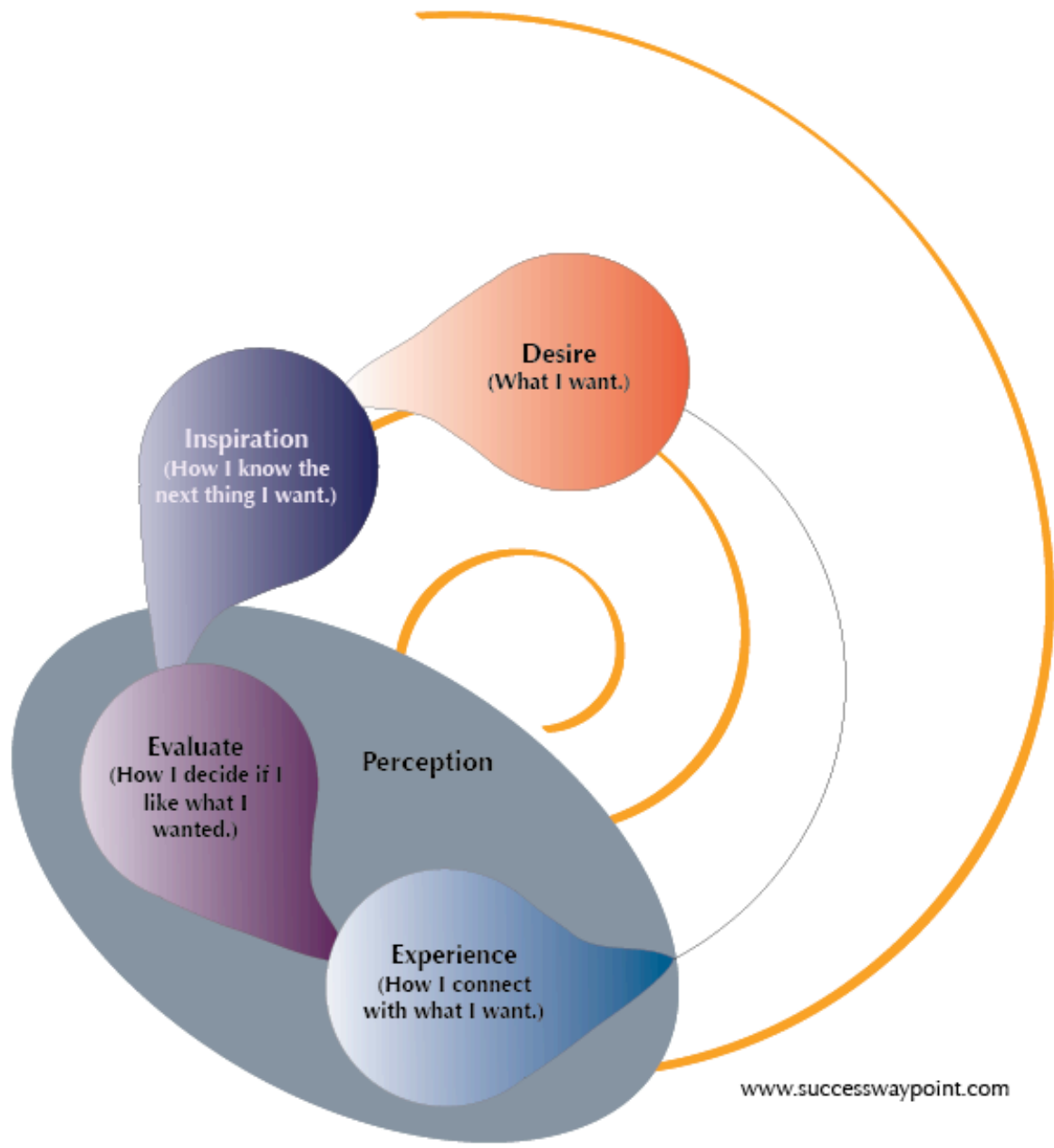


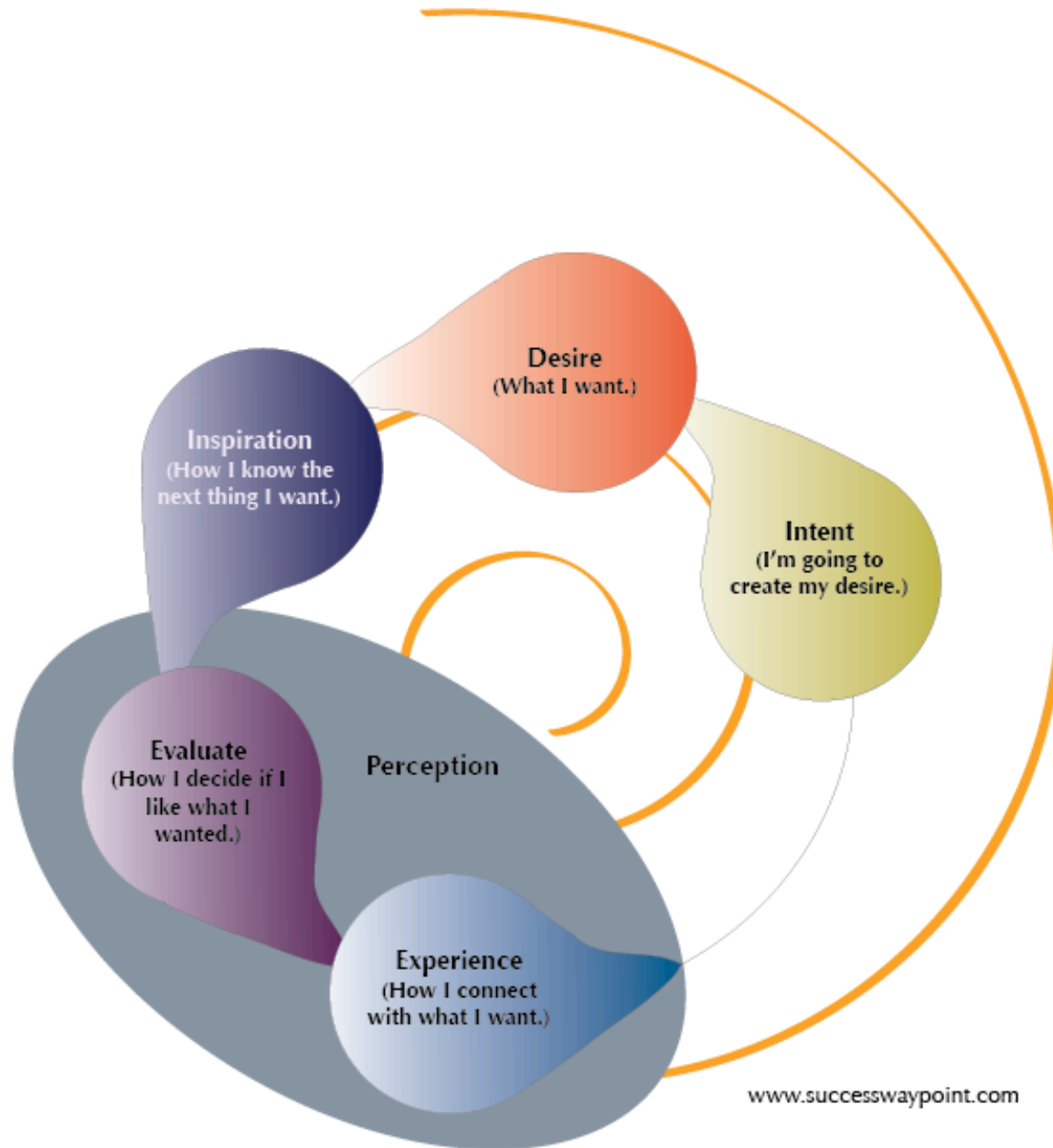
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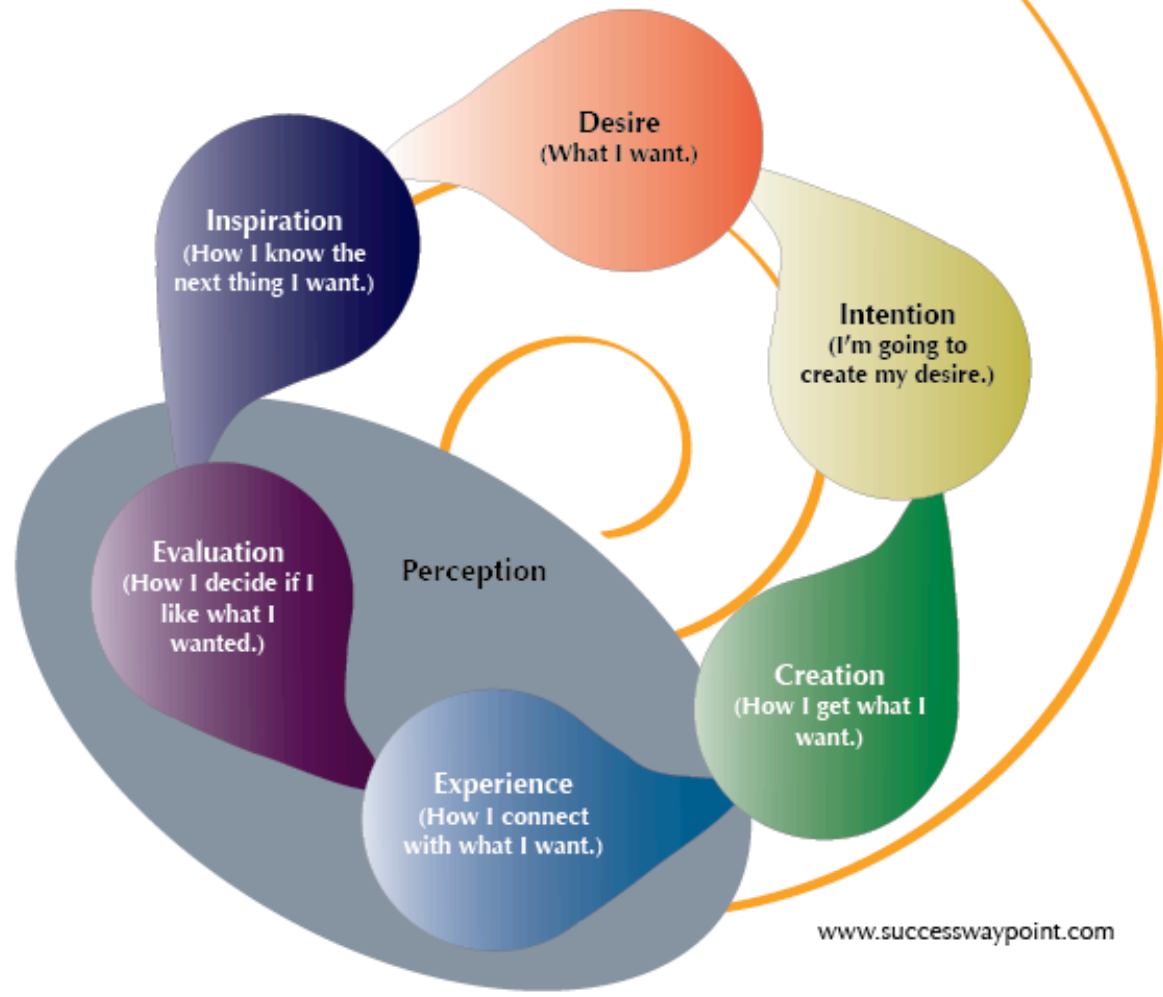


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Moving through the Desire Engine cycle
in an aligned way draws emotional
energy through our lives... →



Exercise #5: How Come?

1. Pair off.
2. Each pick a want from your want list.
3. Person 1 will "How come?" (meaning, "Why do you want this?") Person 2 will give the answer.
4. After person 2 answers, person 1 says, "Thank you" and asks why again.
5. Continue until time is up, or person 2 can't answer any more.
6. Then we'll switch.
7. Person 1, please show no reaction and do no coaching. Just say thank you, and ask why. Person 2, you might think in terms of, "If I achieve this, how will this make me feel?"

Exercise #6: Why?

1. Pick a new desire from your list.
2. Take a new sheet of paper or the back side of an existing one, and write the desire at the top.
3. Just underneath write: "Why do I want this?"
4. Answer the question.
5. Repeat at least 5 times.

Super Questions



Super Questions...

Will this bringing me closer to my highest joy, and more freedom?

If not, why am I even considering it?

Pumping Up Weak Desire

- Make a game of the journey to your change or goal.
- Include some sort of fun activity, or learn a new skill as part of your process.
- Go for early wins.
- “Incrementalize,” or, as The Heath’s put it in *Switch*, “Shrink the change.”
- Attach what they want to something you want.
- Take a trip to the future.
- Bring clarity to the payoff of the future.

Pumping Up Weak Desire

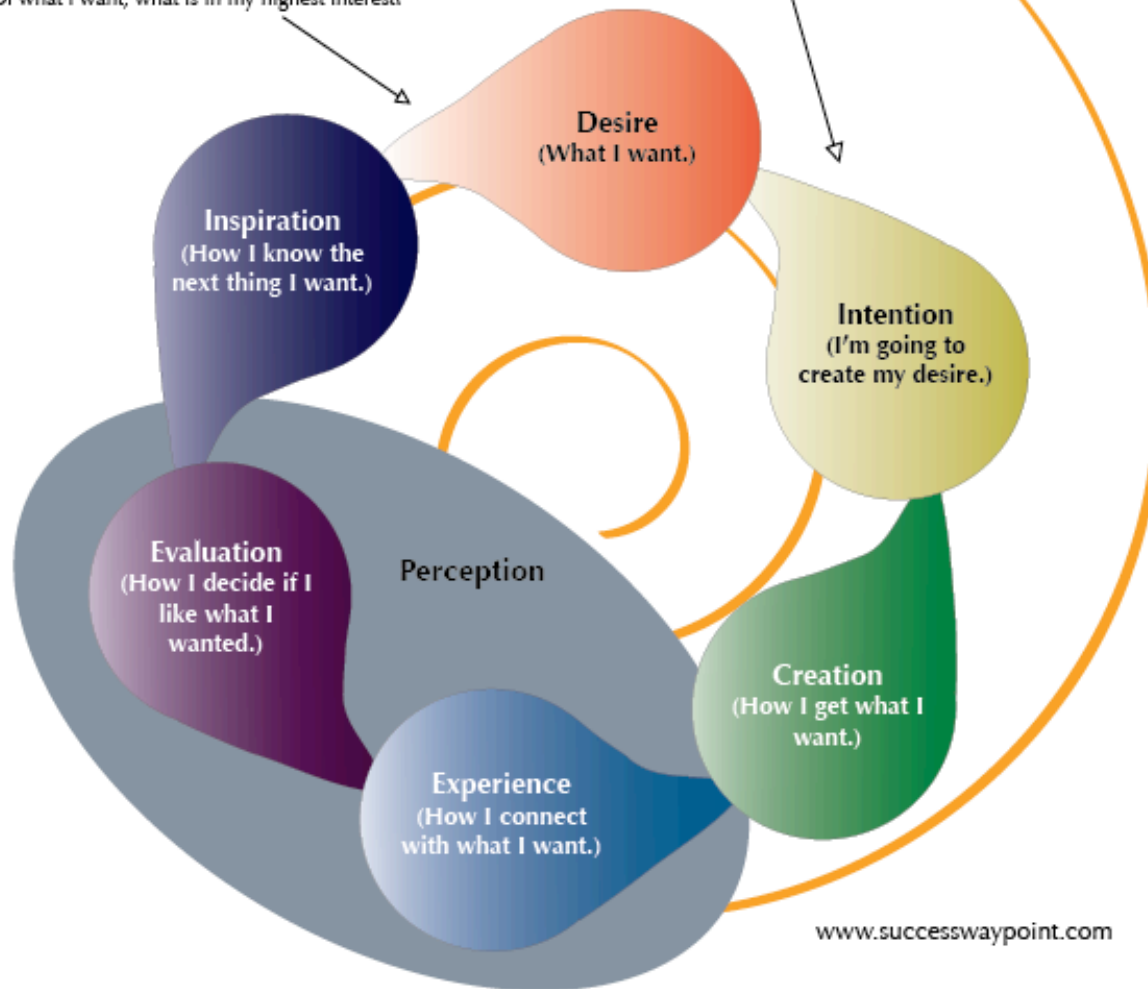
- Create an supportive environment.
- Use “totems” or signs to remind you of habits you want to form.
- Drop words like “should” and “need to” from your vocabulary and replace them with “I want to...”, or “My best bet is to...” Own your choices.
- Ask often, “How can I have more fun at this?” Often all we have to do is decide to do just that.
- Include mindfulness practice and lots of appreciation in your daily process. Often our natural curiosity and desire are both dimmed by exhaustion... mindfulness and appreciation can help fill our reserves on the fly, until we can pause to fully replenish.

Power Questions:

- What inspires me?
- What do I want now?
- Of what I want, what is in my highest interest?

Power Questions:

- Why do I want this?
- What is the outcome I hope for?
- What are the short-term vs. long-term impacts of achieving this desire
- What is my intent moving forward?



The Desire Engine and Stress

- What if I make the wrong choice?
- What will others think about what I want?



- Do I have the power to create what I want?
- What happens if I can't influence the outcome or create the change I am looking for?

- What happens if things don't turn out as expected?

- What will happen to me?

The Desire Engine and Stress

The Desire Engine Law of Change-based Stress:

- Psychological stress is proportional to the difference between what is/will happen and what you wanted/want to happen—and how much power you feel to influence the outcome you want/wanted.

Life Alignment through Change



Exercise #7: Let's explore OUR values...

- 1. Using the handout, place a checkmark next to the values that sing for you. Add to the list if you don't see a value that you prioritize.**
- 2. Go through the list again, and place a double checkmark next to the top 5.**
- 3. Go through AGAIN and place a triple checkmark near your top three**
- 4. Go through again, and pick the ONE value that you would fight the UNIVERSE if you had to to hang on to.**
- 5. How does it align with your desires and the changes you've gone through or are going through?**

Super Questions



Super Questions...

Will this next choice or action enhance, or diminish, my sense of self-value?

Will the next choice or action run contrary to my values?

Life Alignment through Change



Set your course with...

Word

Pictures

Imagination: Word Pictures

Write a description of a future state you desire, as if you are looking at a snapshot of the situation. Include sights, smells, sounds, and make it a pleasure to write and read and envision!

Make your
word picture
snapshot
specific.

Find a word
picture for each
priority area.

Refresh them
Daily.

A 1998 study by Taylor, Pham, Rivkin and Amor published in *American Psychologist* showed that both outcome visualization and process simulation (next slide) measurably improved student test scores.

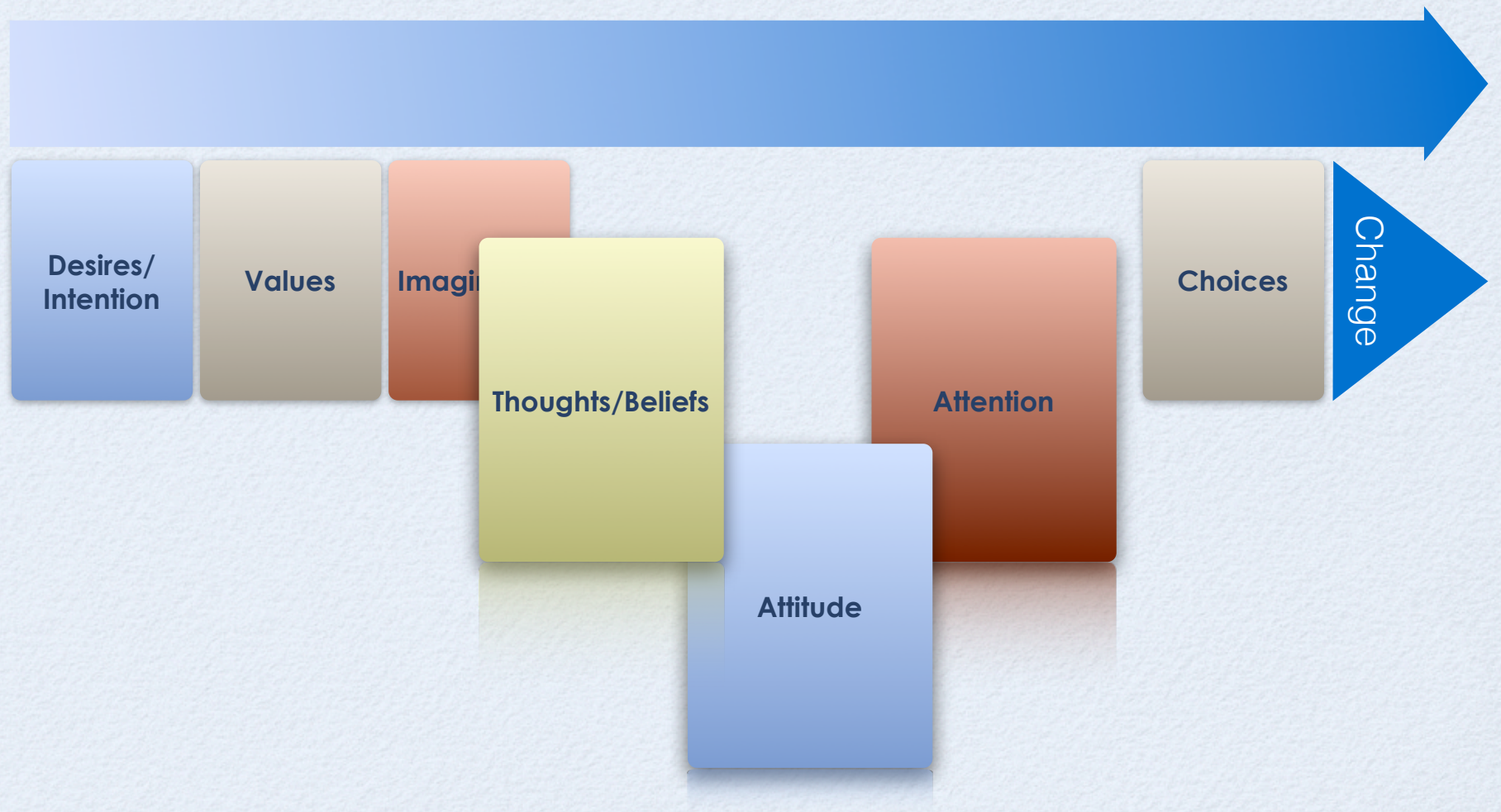
Imagination: Process Simulation

Process simulation outperforms outcome visualization for getting through the discomfort stages of change and reaching towards desirable outcomes.



A 1998 study by Taylor, Pham, Rivkin and Amor published in *American Psychologist* showed that both outcome visualization (previous slide) and process simulation measurably improved student test scores.

Life Alignment through Change



You are what you...

BELIEVE

Placebo Surgery



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facts behind the frame.



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It's All in Your Head

Photograph by Cary Wolinsky

As part of an experiment on the mind-body connection, surgeon Bruce Moseley, lower left, of Baylor University, performs an arthroscopy on a patient with knee pain. In the study of 180 people, a third of the group—all of whom agreed to participate—randomly and unknowingly underwent fake surgery, receiving small incisions in the knee but having no instruments inserted and no cartilage removed. During the following two years, the placebo-surgery subjects reported the same levels of pain relief and function improvement as those who received surgery. The results have doctors asking: Why operate on the knee if you can treat it in the mind? ([Join our forum](#) on mind over matter.)

PHOTO FAST FACTS

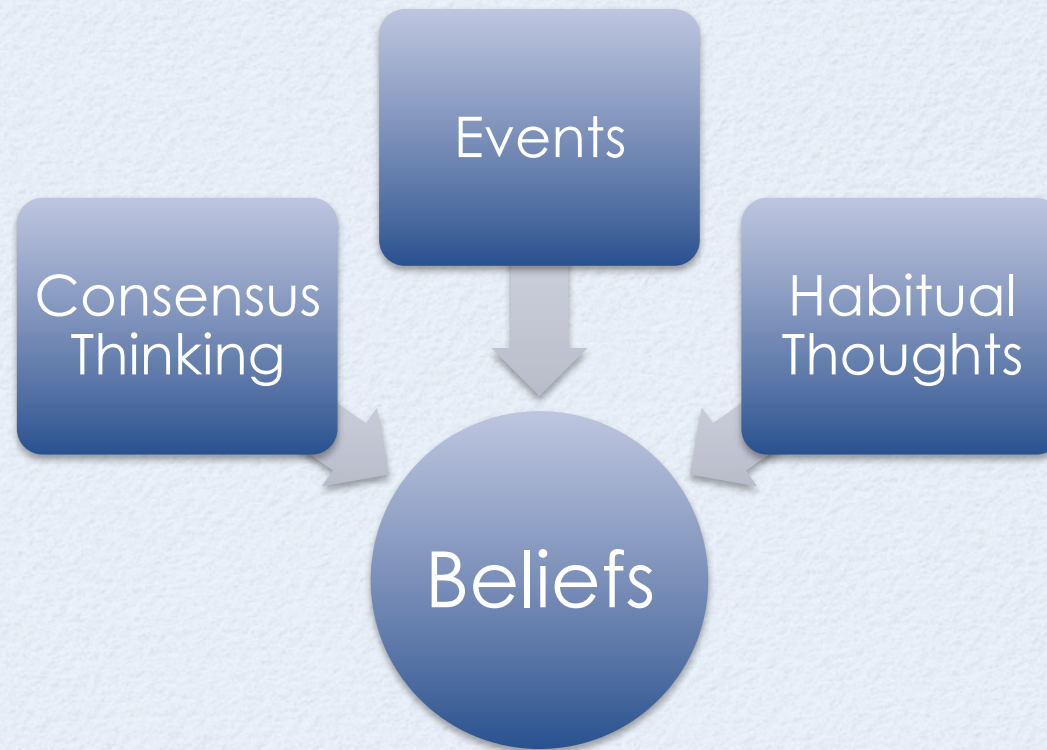
Camera: Nikon F100

Weather Conditions: Indoors

Thoughts, Beliefs, Assumptions

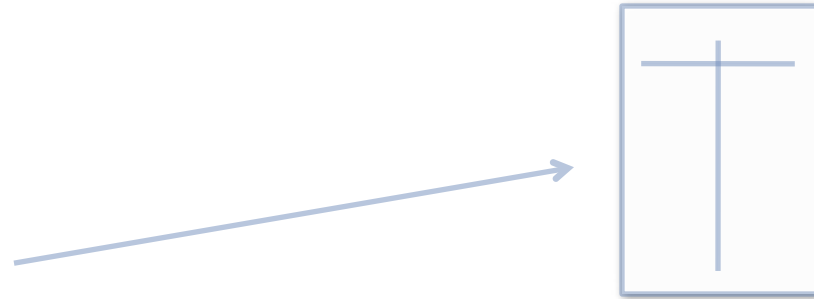


More on Beliefs



Exercise#8 : how are your beliefs Working for You?

1. Take a sheet of paper.
2. Draw a "T-Chart."
3. On the left side, write, "Things that are working well in my life," and on the right, "Things that I would like to work better."
4. List something from your life that fits into each column that you would like to work on.
5. Now list (underneath it) your beliefs, emotions, and attitude concerning this area of your life. Follow current thoughts "backward to discover beliefs."
6. If we have time, repeat.



"It is better to know nothing than to know what ain't so."

–Josh Billings

QUESTION THE BELIEFS THAT DON'T WORK FOR YOU...

Super Questions



Super Questions...

What are my beliefs around this situation person/
experience/object? Are they working for me?

Super Questions...

What are my habitual thoughts around this person/
experience/object? Are they working for me?

Super Questions...

What is it that I must continue to believe is true, in order for this experience to remain uncomfortable, disturbing, or emotionally negative in some way?

Is there a stress-free reason to hang onto this belief, or can I let it go, and replace it with another?

Super Question:

Why do I want to believe
what I believe?

Exercise #9: Losing Limiting Beliefs

1. Take a blank sheet of paper.
2. Take one of your wants that you are feeling “stuck” with, or choose another.
3. Ask the “What is it that I have to believe?” question.
4. Does your belief align with your wants/choices?
5. Is there any good reason to hang on to the belief?
6. Report out to the group (in the discussion phase) if you feel comfortable doing so.

Emotions



Exercise #10: The Role of Emotions

1. Pair up.
2. Discuss the role of emotion in everyday life.
3. Prepare to report the findings of your sub-group out to the class.

Happiness Lowers Crime Rates in Adolescents

Happiness Can Deter Crime, a New Study Finds

Science Daily (Aug. 22, 2011) — Happy adolescents report less involvement in crime and drug use than other youth, a new UC Davis study finds.

The paper, "Get Happy! Positive Emotion, Depression and Juvenile Crime," is co-authored by Bill McCarthy, a UC Davis sociology professor, and Teresa Casey, a postdoctoral researcher at UC Davis, and will be presented at 10:30 a.m. Aug. 22 at the American Sociological Association Annual Meeting in Las Vegas.

"Our results suggest that the emphasis placed on happiness and well-being by positive psychologists and others is warranted," McCarthy said. "In addition to their other benefits, programs and policies that increase childhood and adolescent happiness may have a notable effect on deterring nonviolent crime and drug use."

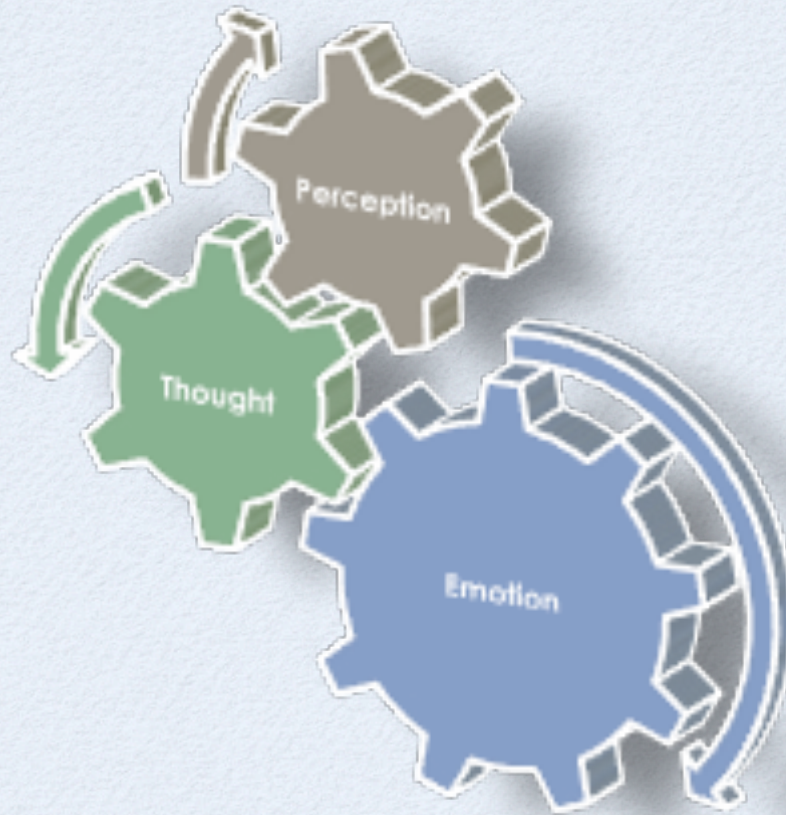
Our Emotional Compass



Emotions

- Emotions follow thoughts.
- We cannot switch off or stop emotions, but we can regulate or transmute them.
- Emotions are signals about where we are and where we are going, or if we can align our thinking with our current choice or direction.
- We can follow emotions to important information, like what our current beliefs are regarding something that is or isn't working in our lives.
- Emotions attract, divert, motivate and inspire.

What Causes Emotion?



Emotional Facts

Fill in the blank...

1. Emotions are triggered by _____, which is in turn triggered by _____.
2. Following our emotions can lead us to important information about our _____ & _____.
3. When my actions don't follow my beliefs, that creates _____.
4. It is not a good idea to try to switch off or stop emotions, but we can _____ them.

With these words...

1. Perception
2. Beliefs
3. Thought
4. Preferences
5. Emotional Stress
6. Regulate

Emotions and Choice

- There is *always* a *reason* to choose.
- In every chance to chose, there is one choice that *feels better than another*. (This is our emotional compass at work).
- We always make what we think/feel is the best choice in the moment, from whatever level of awareness we are at, for whatever reason or reasons we use to support that choice.
- We can never completely duplicate the conditions of any single choice—*ever* (It is therefore pointless to compare one life to another, and one person's choice to another person's choice).

Super Questions



Super Questions...

Which choice feels more appropriate to me?

Which choice feels heavier/lighter?

Which choice feels upstream/downstream?

Which choice feels more freeing?

(Hint: if you can't get to appropriate, lighter, downstream, freer, it's not a good time to make the choice.)

What's your 'tude?

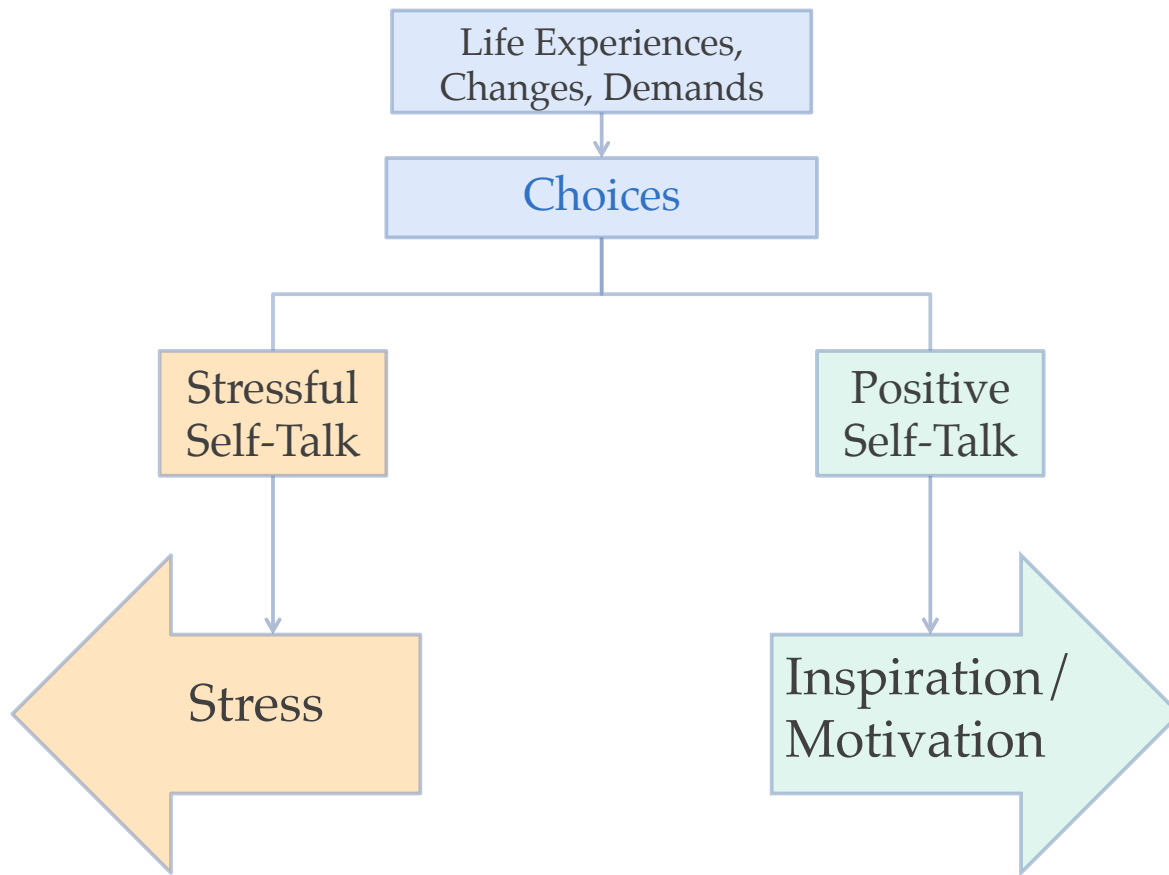


Stay your course with your...

Self-Talk

Change Fact:

Self talk can make or break our progress toward real change. In fact, research shows what we say to ourselves about our experience has more influence on our success than experience itself!



Exercise: Self-Talk

1. Begin where you are (Anger, Frustration, Optimism, and go from there).
2. Go from general to specific.
3. Take it in small steps
4. Test with emotions... does this next thought feel heavier or lighter.
5. Always move to what feels lighter!
6. Do not paste lofty affirmations over negative feelings!
7. Keep it up all day!

More Ammo Against Uncertainty

- Use meditation or attentional training regularly
- Form supportive hives.
- Use rituals.
- Get, and stay fit. Exercise has documented effects on brain health, plasticity, resilience, and attention!
- When uncertainty creeps in, pivot your attention to what you want, again and again, and again...
- Develop a wellbeing/growth mindset. See life's contrasts as ups and downs that are ultimately leading you to greater success and wellbeing.

Life Alignment through Change

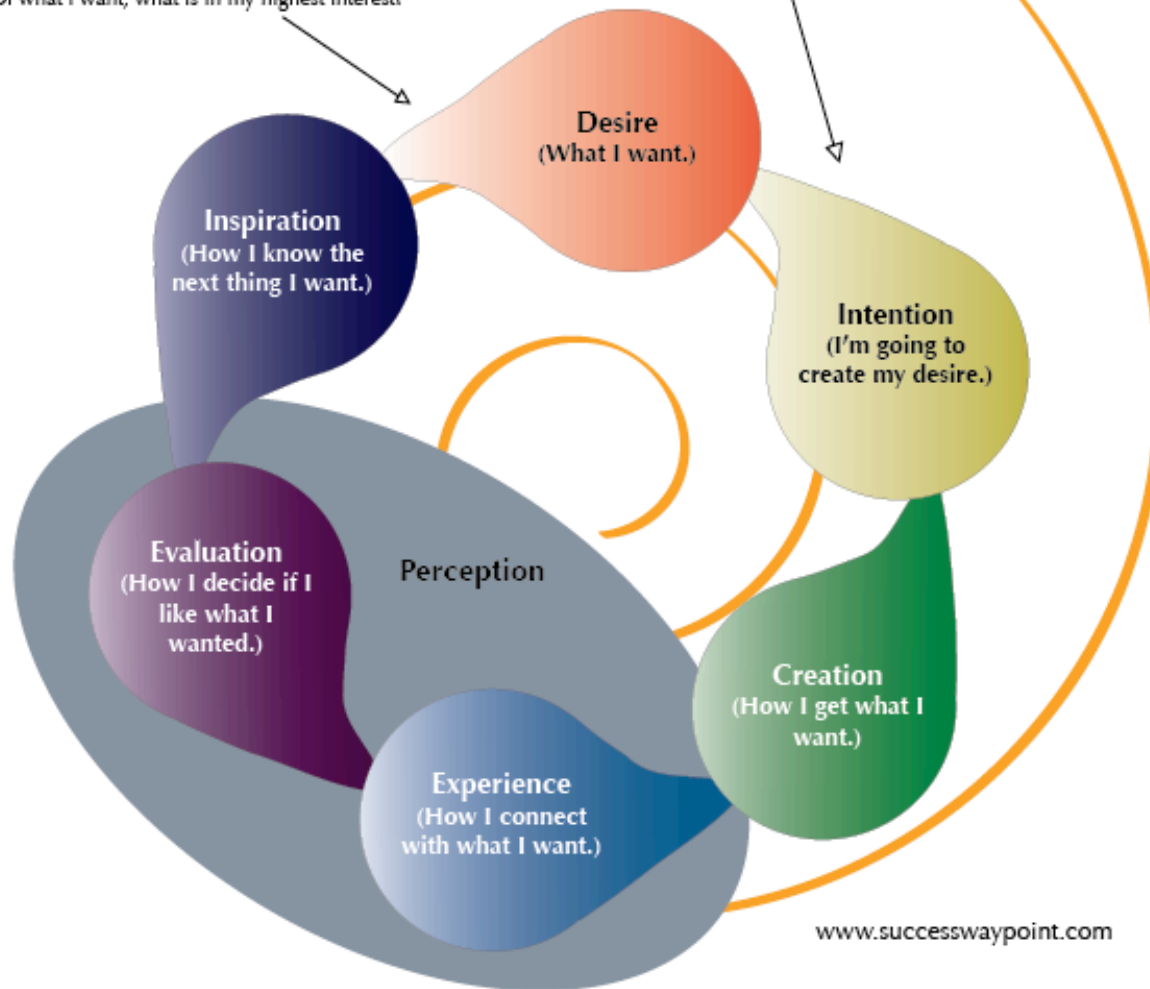


Power Questions:

- What inspires me?
- What do I want now?
- Of what I want, what is in my highest interest?

Power Questions:

- Why do I want this?
- What is the outcome I hope for?
- What are the short-term vs. long-term impacts of achieving this desire
- What is my intent moving forward?



“Power Evaluation”

Own your part in
how things turned
out, or how you want
them to turn out..

Frame your new
desire.
Use Emotional
Compass to Check
it for earnestness...

Move forward
with curiosity,
mindfulness,
empathy,
compassion...

Investigate,
explore, collect
data.
How can I move
foreword?
How can I...
improve?



Exercise #1 1: Evaluation

1. Take a blank sheet of paper.
2. Think of a recent event that has caught your attention enough to cause you to seek improvement in some way.
3. Use "Power Evaluation" to work through the steps of qualifying what you want next.
4. Ask questions if you need to clarify.
5. Report out to the group (in the discussion phase) if you feel comfortable doing so.

The S.W.I.M. Method for Using Your Emotional Compass

Before making a choice:

STOP!

Name Your Emotion/Intent



Why am I doing this?
What is my intent?
What is the long-term vs.
short-term outcome?
(Consider material impact and
impact on others)



**Make a Choice/
Seek Another Option**



Inform with emotion:
How does this choice feel now?
How will it feel in the future?
How do I want to feel?

Super Questions



Super Questions...

Will this next action/desire solve the underlying challenge/problem?

Super Questions...

Is this choice I'm considering in my highest interest?

Super Questions...

Does what other people think matter more than my own internal voice when doing what is in my best interest?



Exploring self-value

Contrasting Self-Value with Self-Esteem

- Self-esteem is what you think of your “package,” and is influenced by social norms and what we know how to do; who we know; what we own, etc.
- Self-value is independent of all that. Self-value is our natural state of being, which is felt most completely in the absence of thoughts that separate us from our the awareness of our wholeness, and goodness.

Self-Value Practices

Value yourself enough to *treat yourself with kindness...*





Self-Value in the Real World

Value yourself enough to *pursue the desires that are meaningful to you...*

Self-Value Practices

Value yourself enough *to keep your inner life alive...*





Self-Value Practices

Value yourself enough to relax, and take care of your physical body...

Self-Value in the Real World

Value yourself enough to *heed your internal compass...*



A scenic landscape featuring a winding asphalt road with double yellow lines, curving through a vast field of purple flowers. In the background, there are rolling hills and several tall utility poles under a cloudy, overcast sky.

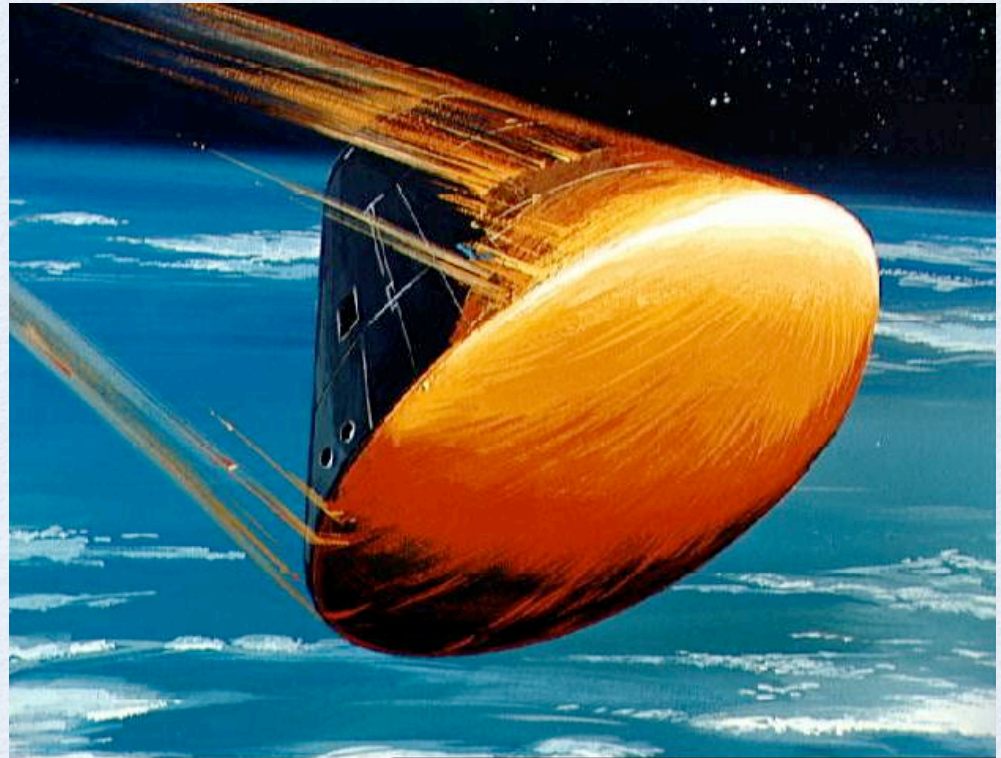
Self-Value Practices

- Value yourself enough to *see every experience as part of your journey to greater wellness*

Re-entry...

“Conventional thinking is the ruin of our souls.”

~Rumi



THANK YOU!
Make it fun!



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- www.successwaypoint.com
- <http://twitter.com/#!/LifeAligned>