L03: Making Shifts Happen: From Political Drama to Finding Common Ground

Trainer:
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www.bainbridgeleadership.com
Making Shifts Happen:  
From Political Drama to Finding Common Ground

Saturday, March 9, 2013, 1:30 to 5 PM  
Facilitated by Donna Zajonc MA, PCC

Desired Outcomes for the Session:

- Share a deeper and more personal understanding of what common ground means to each participant;
- Explore their unconscious assumptions about common ground;
- Understand their default perspectives and how to develop new ways of seeing and taking action that will support common ground;
- Review what situations trigger the need to be right and win at all costs;
- Learn the three key questions that fosters common ground;
- Support each participant to fashion their individual behavior change that will be incorporated in their leadership style upon returning home.

Agenda

1. What does Common Ground mean to you?
2. Learning to broaden your political perspective
3. Reactive Triggers exercise that spark the need to be right
4. The Three Vital Questions that support Common Ground
5. Creating your leadership commitments

What does Common Ground mean to you?
Three Vital Questions of Leadership

1. Where do you put your focus?

On problems or common outcomes?

**Problem Orientation**
- What we *don’t* want
- Get rid of or away from the problem/anxiety; take out of being
- Roller Coaster; episodic & short-term change
- Most often is blame, drama-filled & reactive

**Outcome Orientation**
- What we *do* want
- Move toward vision/outcome; bring into being
- New, better, breakthrough; sustainable change
- Shared interests, mutual gain and creative
Reactive Triggers and Strategies that Spark the Need to be Right

Think about the situations in which you find yourself in the Problem Orientation. What are the triggers or hooks that typically set you into the problem-based focus, regardless of the situation? **Reactive Triggers** may be part of the environment or physical space, such as a stuffy room or noisy background. They may be part of the situation, such as time constraints or difficult tasks. Or the triggers may derive from another person, such as aggressive attitudes or opinions vastly different than yours.

Each of us has strategies for responding to these Reactive Triggers. These are personal and purposeful, at times varying from one situation to the next. Some examples of **Reactive Strategies** can range from switching to a more aggressive approach to going silent and withdrawing from others. A Reactive Strategy can also be a change in pace. Some people will speed up their efforts when faced with a Reactive Trigger; others will stall and/or procrastinate.

**ACTIVITY -** List 5 of your Reactive Triggers that set you into a Problem Orientation. In the second column list the Reactive Strategies that you use when reacting to the triggers. No right or wrong answers or judging yourself. Just notice.

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2. How are you relating?

Do you relate in a way that produces or perpetuates more drama or that creates common ground?

Karpman Drama Triangle

The Empowerment Dynamic* (*TED)

Based on David Emerald’s Book
The Power of TED*

Rescuer   Persecutor   Creator

Victim

Challenger   Coach

Listening to be right or listening for Common Ground

Level One Listening---To be Right
- Attention is on you: “How does this affect me?”
- Thinking about what you want to say and winning your point
- Listening for who agrees with you
- Lacks respect and often distracted. Collaboration impossible

Level Two Listening for Possibility
- Attention is on the other person
- Attachments or judgments are reduced, listening for possibility, and open to new perspectives
- Prospect of collaboration begins at this level

Level Three Listening for Innovation and Creativity (Common Ground!)
- Focus is on other person within a larger context
- Uses your intuition to access what is not being said
- Common vision, inspiration, and collaboration are born in this level
3. What actions are you taking?

Are your actions merely reacting to problems or are your actions getting you closer to and clearer about the outcomes you want?

5 Action Steps that Promote Common Ground

1. What do we want? Clarify the common ground.
2. If we had what we want, how would we know it? (Describe characteristics and qualities so everyone is on the same page.)
3. What is going on in the current reality that supports the vision?
4. What is inhibiting it? (Here are the problems that must be addressed.)
5. What is the next step? 1-3 Baby Steps in the next 90 days or less.
Leadership Commitments

1. What new awareness have you learned about building common ground?

2. What new attitudes or behaviors are you willing to shift in YOUR leadership style to further common ground in your community?

3. What immediate “baby steps” will you take to put these new attitudes, behaviors or strategies to work in the next 30 days or less?

Donna Zajonc is Co-Founder of the Bainbridge Leadership Center, an author, leadership coach, keynote speaker, and seminar leader. She combines her business acumen with her experience as a three-term Oregon Legislator and her party’s nomination for Secretary of State. Donna specializes in coaching public leaders, mayors, city councilors, city and county managers as well as facilitates council retreats and planning. She is the author of The Politics of Hope: Reviving the Dream of Democracy.

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