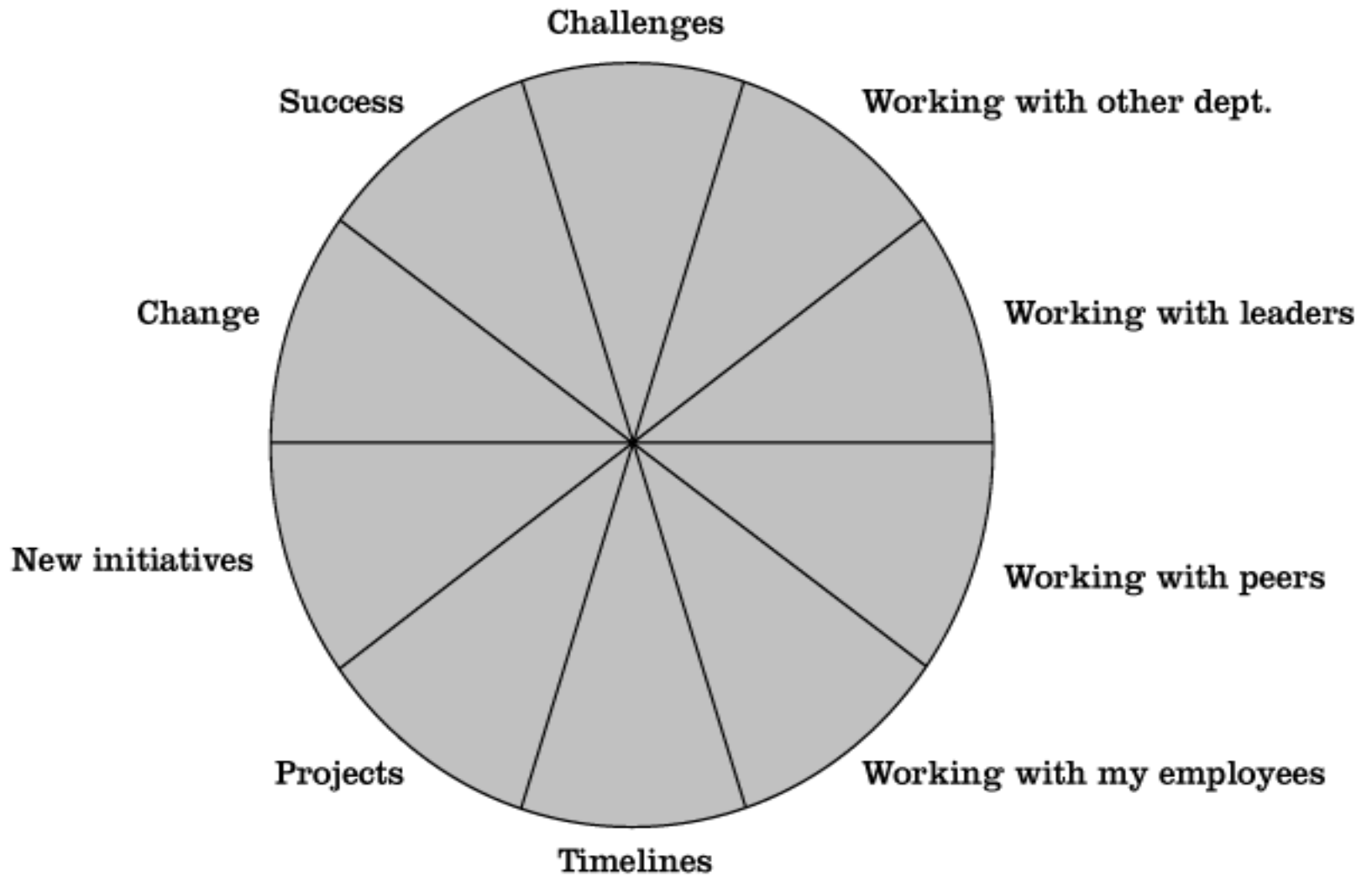


Activity Two Symbols



Activity Two Wheel



Activity Three

Benefit's List for Activity Three

They get people to think.

They empower people.

They help people see the big picture.

They make people feel fulfilled and valued.

They build positive attitudes.

They encourage change.

They open people up to the possibilities.

They nurture relationships.

They create trusting environments.

They facilitate decision-making.

They generate understanding.

They encourage people to take risks.

They develop strong teams.

They encourage people to express their wants.

They guide us toward where we want to go.

Seeing Red Cars

Video Activities Transcript

1) Look Around The Room

Look around the room and make a mental log of everything green. Everything!

I'll give you a minute to do this.

Now close your eyes. Keep them closed.

Identify everything in the room that is red.

With your eyes closed, name all of the red objects in the room. What is red? What is green?

Open your eyes and look around. What is red? What is green? What did you remember? What did you miss?

As a group, have a brief discussion of the green items you could recall vs. the red. Why? What happened?

The green was your focus. You remembered the green. But what if the red, the red cars, represent the thoughts, behaviors, activities, and actions that you want?

Could it be that by focusing on what we don't want, the green, we have actually missed countless possibilities of what we do want, the red?

Could it be that if we focused on what we do want, we would find more of it? We could give ourselves the opportunity to weave more of what we want into the fabric of our organization.

As a group, have a brief discussion of how this observation relates to your work and where you place your focus?

2) Ask People What They Want

A major part of learning how to focus on what you want is understanding what you can and cannot control.

For example, a lot of people like to give advice, yet most of us have a natural tendency to resist it.

Typically, people only support the ideas they come up with themselves.

So how can you move away from giving advice while at the same time, helping others and your organization?

It begins by simply asking "what do you want?"

Asking people what they want encourages open mindedness, creativity, and buy in.

Remember, the real experts in your organization are the people. Your challenge lies in tapping into the power of focus.

To keep people focused on the future, ask open ended questions that start with what and how? These types of questions encourage openness and lower resistance.

Avoid questions that begin with "why?" They tend to cause resistance and defensiveness.

Now, let's apply this to ourselves and our organization. Spend some time with these questions and write down your answers.

What would it mean to you, if there was a committed organizational effort to focus on what you want.

People tell me they focus on what they don't want in some things more than others.

Of this list, identify which of these you have a tendency to focus on what you don't want.

What do you want?

continued...

Clearly define it.

Write it down.

And monitor yourself.

Find a trusted partner. Someone who will support you.

And be sure to practice: When I work with people, it often takes a month or two to get “on track” with consistently focusing on what you want.

2b) Now that you have defined what you want...

Moving in the desired direction is going to take some action and it's going to involve people.

How do you get more of what you want?

Often times in organizations, people spend their best energy focusing on why they cannot get what they want.

Take a moment to think about yourself and your organization.

What was the most significant change?

- either a threat or opportunity for you, your team, or organization.

How did you focus on what you “didn't” want?

How did this impact your energy, the energy of your team, and the projects in which you are involved?

Break up into small groups and spend a few minutes reviewing this list.

As you review the list, identify the three most important benefits to you, your team, or your organization in the coming year. Be sure to take the past year's changes into consideration.

Discuss this as a small group. Be sure to take notes.

Now have a large group discussion about your thoughts.

4) People and Change

When people view Seeing Red Cars they often say to themselves, yes I definitely do that.

Once they return to work, they realize how often they do it and the people they work with do it too.

Helping people move in the direction of focusing on what they want is going to involve change.

In most circumstances, 20 percent of a group is open to change and wants to be a part of it — we'll call that group Change by Design.

50 percent of a group is neutral to the change process— we'll call that group Change by Default.

30 percent is defiant to the change process. They outwardly object and they tend to be very verbal — we'll call that group Change by Defiance.

Typically, organizations put a lot of effort toward the defiant employees because they're the most resistant.

Ultimately, if you are in the Change by Design group and you are talking to those in the defiant group, it is likely you are talking “at” each other instead of “to” each other. You're simply too divided at this point.

Your greatest strength lies in empowering your Change by Design group to engage in dialogue with the Change by Default group.

continued...

At your table, identify the three most important people to begin your efforts.

Have a discussion about your observations.

5) Preparing for a Meeting

When the stakes are high and the outcome is unknown, how do you prepare for a meeting? How do you determine what you want?

Coach your partner through the process of preparing..

...for what they want in an upcoming meeting.

Use the questions that follow as a guide.

What outcome do you want from the meeting?

What topics need to be covered?

What is the next step?

Now, let's imagine the meeting was very successful.

Remember: Being clear about the outcome you want will serve as a guide during the meeting.

Once again, let's imagine the meeting was very successful. As you leave the meeting:

What are you thinking?

Are you thinking?

I effectively managed the objections that came up...or I am so glad we covered all the topics.

What are you feeling?

Are you feeling?

...confident that I set the stage for the next meeting or I'm proud of my straight forward presentation.

What is the other person/group thinking?

What is the other person/group feeling?

Again, being clear about what you want will serve as a guide for your important meetings.

6) The Wheel

Before your organization is able to get people "on board" with Seeing Red Cars it's important to be aware of where you, the team and the organization stand right now.

Break up into small groups and plot on the wheel where you...

the team and the organization has a tendency to focus on each topic.

Plotting towards the outside of the wheel represents focusing on what you do want while plotting towards the inside represents focusing on what you don't want.

As a group, discuss where you place your focus.

How can these areas of focus help or hinder?

How can you focus on what you do want instead of what you don't?

continued...

7) Facing Challenges

There are often challenges in work. Focusing on what we don't want is very common as we face them.

Unfortunately, doing so doesn't help us resolve these challenges.

Focusing on what you don't want has a negative effect on an already problematic situation.

Identify a small challenge that you have right now in your work, or current project.

Get a partner and share your responses to the following questions.

(Black Screen)

What is the challenge?

How long has it been a problematic?

What have you done to correct it?

What makes it impossible to fully correct this challenge?

Now that you have answered these questions, are you feeling motivated to take action?

Probably not!

It's likely you're even more discouraged.

Let's look at the same problem you discussed with your partner only this time focus on what you want.

First off, state what you want and what you can control with this challenge.

What is your timeline?

How will you know when you've achieved it.

Now imagine that you have achieved it, how do you feel?

How do others feel?

Let's take this one step further...

What makes this important? Answering the question: WIIFM, for the team and for the organization serves as a powerful motivator as we face challenges.

Get back together with your partner and discuss these questions.

What will it mean to you and others when you accomplish it?

What will the impact be on your ability to focus on what matters most?

How do the benefits outweigh the effort required?

How are you feeling now that we've looked at this challenge from the perspective of what do you want?

How did it affect your energy, motivation and willingness to take action?

The End

Seeing Red Cars Transcript

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Address all inquiries to:

Star Thrower Distribution Corporation | 26 East Exchange Street, Suite 600, St. Paul, MN 55101

Toll-Free: 800.242.3220 Phone: 651.602.9630 Fax: 651.602.0037 Web: www.starthrower.com