Four Elements of Use of Self

AWARENESS

DEVELOPING AWARENESS
helps us work from multiple levels of insight about what's going on inside ourselves, with others, and in larger systems.

KEY QUESTIONS
• What's happening in the larger context of our work together?
• What's happening with other stakeholders, both cognitively and emotionally?
• How are my internal dynamics impacting others?

KEY OUTCOME
I am aware of what's happening at multiple levels of the system, from inside myself to the larger context, so I can choose where, when, and how to intervene.

PRACTICES
• Scanning at multiple levels
• System mapping/Interviews
• Soliciting feedback
• Meditation

BARRIERS
• Desensitization, lack of inquiry, lack of empathy
• Reactively deflecting a message, concern or feedback, to avoid having to engage
• Habitual internal biases and narratives that create blind spots

INTENTION

CLARIFYING INTENTION
helps us act with congruence and integrity toward the ultimate desired future state for ourselves and others.

KEY QUESTIONS
• What action or response will serve the greater good for moving our work forward?
• Given what I know about my role in this work, how can I make the biggest difference?
• What do I want?
• What do we need?

KEY OUTCOME
Based on my awareness, I am clear about how to connect my own analysis, interests, and priorities with the needs of others and the larger system.

PRACTICES
• Grounding & centering practices
• Connecting to the greater purpose of the work

BARRIERS
• Introjecting biases, beliefs, and assumptions from significant others without question
• Avoiding conflict or being confluent with others in order to "get along"

CHOICE

IDENTIFYING CHOICES
involves seeing "choice points" rather than reacting out of habit, bias, or fear to what's happening around us.

KEY QUESTIONS
• What implicit assumptions are we, and I, making about this situation?
• Where are the intervention points to shift the system?
• At which level of system should we intervene?
• What is the range of options?

KEY OUTCOME
In any given situation, I am "at choice" and able to create pathways and options to move forward, even through seemingly immovable barriers.

PRACTICES
• Noticing and interrupting habituated responses
• Identifying attribution of my choices to others

BARRIERS
• Projecting responsibility onto others
• Making the analysis and/or options overly complex
• Framing a decision in black-and-white or pass-fail terms

COURAGE

CULTIVATING COURAGE
helps us "take the leap" when we need to lead ourselves and others through uncertainty, which builds courage for all.

KEY QUESTIONS
• What's the worst possible outcome if I do nothing?
• What's the best possible outcome if I do act to change this situation?
• If I don't act to change this situation, who else will?
• What am I willing to risk?

KEY OUTCOME
I am willing and able to take risks with myself and in my relationships with others in service of the greater shared purpose of our work.

PRACTICES
• Practicing vulnerability
• Building a support system
• Working from the gut
• Grounding practices

BARRIERS
• Acting solely based on rationale analysis to the neglect of heart, soul, and gut
• A lack of willingness to take risks because I'm trying to appear perfect or in control, or because I fear rejection

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