

A PLOT VOCABULARY

In our workshops, we use a vocabulary that captures the essence of an empowering philosophy. The following represents a viewpoint guaranteed to better your life. At work and at home.

Being 100% Responsible – The only way to be a hero to yourself is to be 100% responsible. Not 99%, not 98%, but 100%. When you are 100% responsible you do not have to drop “below the line” and play the blame or justification game. The beauty of becoming 100% responsible is that you can “let go” of the outcomes you encounter. You can’t always control outcomes. But you can *always* control your emotions and actions before and after they arrive. Once you have made a responsible decision there is not much more you can do other than to observe and take in any lessons that may come your way.

The “Death Of Control” – This is a fundamental factor affecting the new millennium. Today’s paradox is *the less you control the more you can do*. In order to manage that paradox you must have a trustworthy organization where there are the skills and character available to delegate effectively. Then you can focus on empowering, as opposed to controlling, people within your circle of influence.

The “Birth Of Feeling” – We have stepped into the New Age of the workplace. Just look at the books people are buying and you’ll see what I mean. Workers are asking on a mass scale for the first time, “How does this job make me feel?” Addressing the feeling need will be the greatest challenge for management in the future.

Culture – This is an organization’s collective consciousness. Others might say it’s how we collectively cope with our dramas. A company’s culture will be the primary factor in its ability to profit and survive in today’s economy.

Management By Agreement – Up until this point, management has been anything but “by agreement.” Management has been steeped in command and control thinking for over 100 years. When we no longer try to control, but act as leaders who empower, we will find that management by agreement is the only way to play.

Dialogue – The most powerful form of communication. As David Bohm once said, “*The truth does not emerge from opinions.*” When communicating through dialogue we create a “*safe place*” for the other person. In our workshops, that safe place is often represented by an empty the 40/40 space.

Wow, That Sure Was Interesting! – Memorize this phrase and use it as a mantra. It is essential for survival to detach from unexpected or unwelcomed information. The first reaction will always be the emotional one, and seldom the one we want to have guiding our decision making. In order to detach from the emotional response we have to scramble our programming. By saying to yourself “Wow, that sure was interesting!” you will immediately detach from the knee jerk emotional response. You will then be able to think through a situation and react to it in an empowering manner.

Drama – The drama is our emotional classroom. Do whatever you can to keep unnecessary and destructive dramas out of your work and home life. If you want or need some drama, go jump out of a plane, ride down some rapids, try a new instrument, or go to the theater. Make it a positive dramatic experience!

The Plot – The ultimate drama! It is the story of *Goodness Triumphs Over Evil*. There are only three roles you can play in The Plot – *victim, villain* or *hero*.

Victims – If you get hit by a Mack truck you are definitely a victim. What we are referring to in our workshop is the choice we have when dealing with circumstances. Will we decide to adopt a victim mentality? People who play the victim role will focus on blaming others for their circumstances. Because of their need for drama, they will seldom focus on being 100% responsible for anything- especially themselves.

Victims have what we refer to as a 20% emotional energy. If we want to help victims we have to do it by *coaxing, encouraging* and *inspiring* them. We can't do it by entering into their emotional space. Since there are far more victims on this planet, their only salvation is to eventually become their own hero.

Villains – All of us start out in the victim role. From an emotional standpoint we are dependent on others. We look for someone to come into our life that acknowledges us, encourages and inspires us. When that person doesn't arrive, we will often grow tired of the victim role and instead adopt the more emotionally powerful role of the villain. Villains play with an 80% energy and throw their pain out onto others. They have detached from their hearts and justify any damage caused.

As an individual, the greatest challenge is to find the villain within. The villain that drives self-destructive behaviors. The villain that vomits on people. Dealing with villains is not a job for amateurs. Get professional help when dealing with villains in the workplace, on the home front, or within.

Negative Heroes – Sometime we want to be a hero sooo bad! We are wired to help. We are willing to have all the answers, manage all the problems, and run like mad. Negative heroes run so hard that they very often find themselves running into other people's emotional spaces. When a hero does this, they eventually find themselves being cast as a villain, and either overthrown or abandoned.

The challenge for the negative hero is to move off of their 80% energy level to a 40% one, becoming more "inclusive" in the process. In doing so they will have to get over the fear of letting go of control. They will be challenged to understand their feelings and of those of people around them that much better.

Heroes – Being a true hero to yourself and the people around you is the most rewarding role available. (Note: I didn't say "easiest role" available.) A true hero keeps destructive dramas out of his/her life at work and at home. A hero empowers and inspires others but does so without

entering into their emotional space. A hero plays at the 40% level. The only time they cross the line is in a real emergency.

When we play with a 40% energy level, life's abundant rewards are attracted with a magnetic force.

Crossing The Line – Most conflict is the result of miscommunication with associated emotional overrides. The quickest way to destroy communication is by using the word “you.” It is the fastest way to move into someone else's emotional space. This immediately readies the emotional soldier for either a fight or flight response. Speak in “I” words and you will stay on your side of the line. We help all workshop participants practice using “I” phrases. I feel, I think, etc. *Say I... and then be quiet.* You'll be amazed at how people respond.

More Than/Less Than Thinking – More than/less than thinking has many of its roots in Darwin, Malthus and Marx. Collectively they convinced us that we have to compete for an ever-diminishing supply of resources. In our lives and in our organizations it is a destructive force. It creates far more losers than it does winners. Is your organization playing a win/win game?

The “Culture Of Silence” – Those who like playing the role of the victim will often not speak up in the face of harassment, discrimination, fear or ridicule. Leaders have to realize that we have to *coax, encourage and inspire* these people to come forward and often time force them into speaking up. The “Culture of Silence” prevents people from filing employee grievances when they should, contributing innovative suggestions and working with a passion for their jobs.

FEAR – This stand for *False Expectations Appearing Real*. Most fear is future focused. In the workplace we won't try something because we may fail. The fear of failure is related to the judgment of an 80% 'r somewhere in your story. Who is that person in your story?

Ignore, Bury, Deny – None of us likes getting hit with bad news. The human nature tendency is to ignore, bury or deny it. Mary finds out from the school that her son Johnny was caught smoking pot in the parking lot. Mary either ignores it completely, denies that her son would do such a thing, or informs her son that she will not tell his father. It is this tendency to ignore, bury or deny that results in the enormous employment law verdicts awarded against employers on a year in and year out basis.