



How can we enhance the kind of  
*Engagement...*

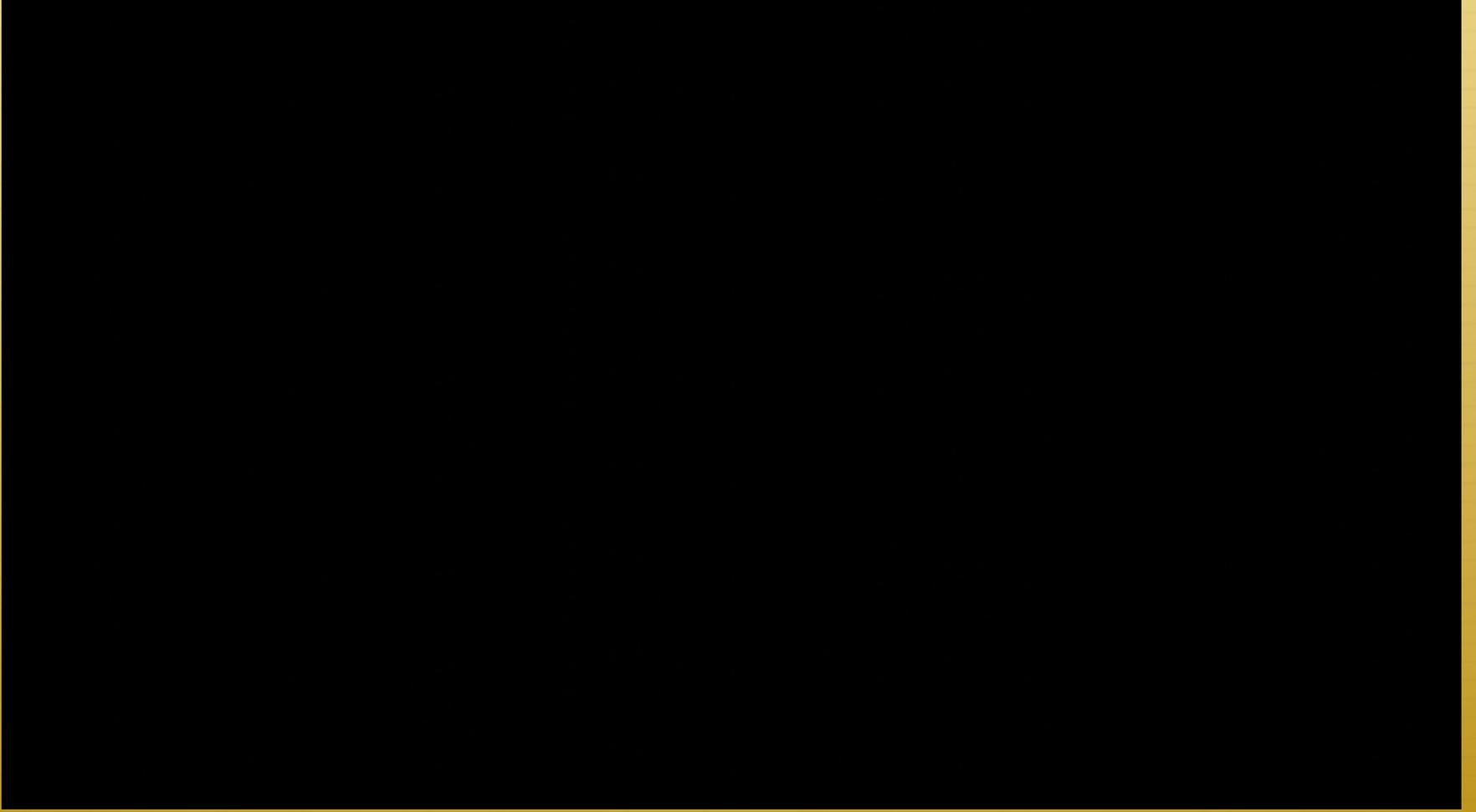
That leads to Commitment,  
Accountability, and Positive  
Change?



# Video



Mark Lundholm





# What can we learn here?

◆◆◆◆◆

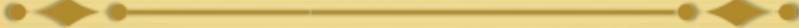
How can we stay emotionally and spiritually grounded, available, and effective with challenging patients?

# What did Mark do right?



- ✦ Fully present, aware, in the moment (Mindfulness)
- ✦ Had the courage to actively engage Damen rather than putting him “in his place” (Managed his Countertransference)
- ✦ Rolled with resistance while remaining emotionally available (Motivational Interviewing)
- ✦ Maintained his humility and sense of humor; relinquished his own ego needs in the service of the person in front of him (Servant Leadership)

# What did Mark do right?



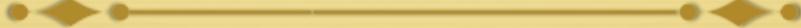
- ✦ Offered a collaboration/partnership rather than a hierarchical relationship (Client-Centered Therapy)
- ✦ Affirmed and piggy-backed on the young man's strengths – his sense of humor, intelligence, persistence, & confidence (Appreciative Inquiry)
- ✦ Was honest and authentic; showed up as a real person. Was willing to share his own vulnerability in the service of the young man's healing (Wounded Healer)
- ✦ Mark accepted that he was sufficient for the task (Radical Acceptance & Relationship with Higher Power)

# Our *Professional* Challenge with Problem Behaviors:



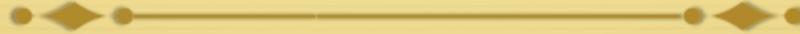
How do *we* generally respond internally when dealing with patients who have motivational, behavioral, or authority issues?

# Our *Professional* Challenge with Problem Behaviors:



- ✦ How do you feel when your patient:
  - ✦ Resists your feedback or recommendations?
  - ✦ Misses appointments?
  - ✦ Underperforms?
  - ✦ Breaks important programmatic rules?
  - ✦ Disrespects you?
  - ✦ Shows a lack of commitment?

# Uhhh... let's see:



✦ Anger

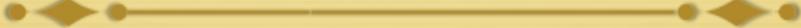
✦ Fear

✦ Embarrassment

✦ Anxiety

✦ Powerlessness

# Our *Professional* Challenge with Problem Behaviors:



- ✦ Ever been in the car with someone who is not driving the way you would like? What do you hunger for?
- ✦ You hunger for control. You either want that steering wheel or you want out of the car.

# Our *Professional* Challenge with Problem Behaviors:



- ✦ For many of us, control, threats, or drawing lines in the sand feel like our only real tools in the face of bad behavior
- ✦ Anxiety and powerlessness feel terrible!

# The Problem of Problem Behaviors



✦ Too often we put others into position where they only have two options:

✦ Comply

✦ Rebel

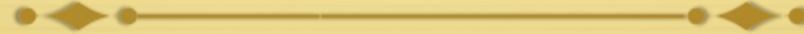
✦ Neither of which produces the internal changes we're after

# Our *Professional* Challenge with Problem Behaviors:



- ✦ Our first responsibility as a clinician is to take care of and manage our side of the sidewalk
- ✦ Our second responsibility is to set and enforce healthy limits

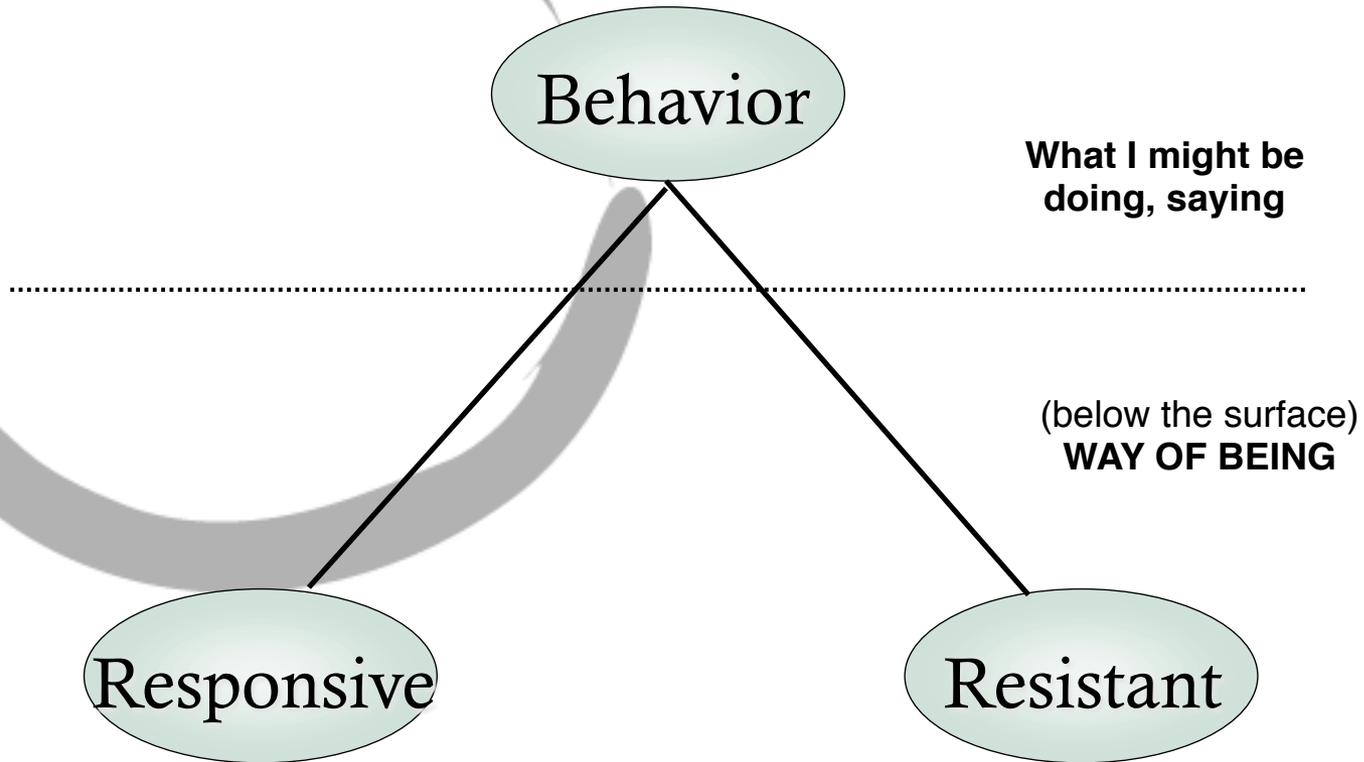
# Our *Professional* Challenge with Challenging Attitudes and Behaviors:



The Arbinger Foundations'  
“Way of Being” Diagram

(Books: “The Anatomy of Peace” &  
“Leadership and Self-Deception”)

# “Way of Being” Diagram



© *The Arbinger  
Institute 2003*

# “Way of Being”

How I respond to  
problem behavior

What I might be  
doing, saying

(below the surface)

**WAY OF BEING**

**Resistant Way:**

I want to strangle him.  
He is such a...  
I've got to straighten  
him out for the good of...

**Responsive Way:**

I've been there  
He's really hurting  
I can help him  
I can learn from this

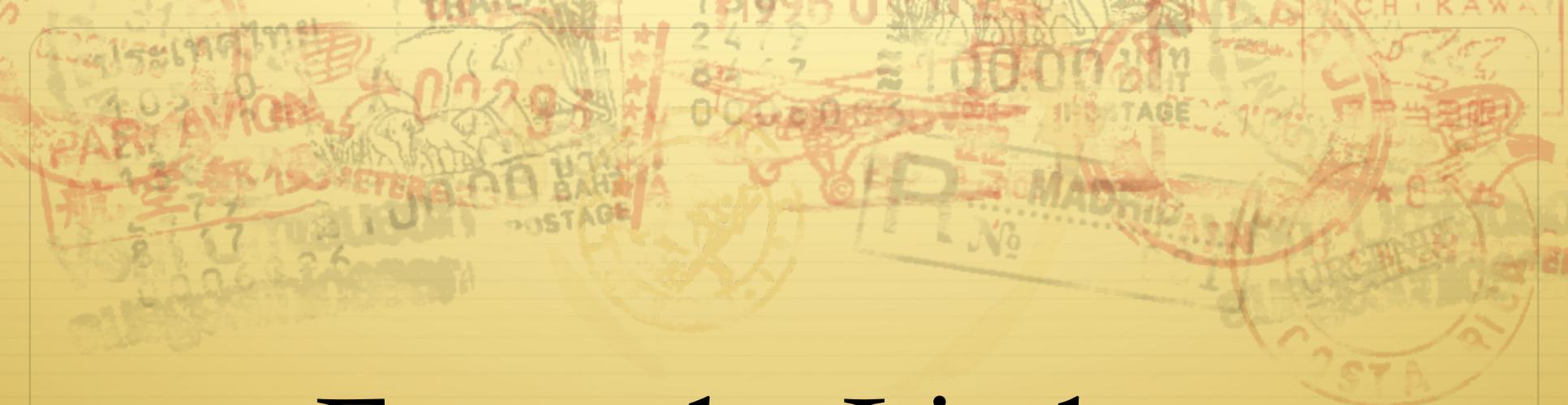
**Heart at war:**

- I see others as **objects**: They appear **less real and less important** to me than I do to myself.
- Their cares and concerns matter **less** than my own.
- I actively **reject** their humanity.
  - I provoke **their resistance**.

**Heart at peace:**

- I see others as **people**: They appear **just as real and equal to me as I do to myself**.
- Their cares and concerns matter as **much as my own**.
- I actively **respond to** their humanity.
  - I invite **their responsiveness**.

© *The Arbinger  
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# Example: Lindsey



# Way of Being

“The hardest state to be in is one in which you keep your heart open to the suffering that exists around you, and simultaneously keep your discriminative wisdom... Once you understand that true compassion is the blending of the open heart and quiet mind, it is still difficult to find the balance. Most often we start out doing these things sequentially. We open our hearts and get lost in the melodramas, then we meditate and regain our quiet center by pulling back in from so much openness. Then we once again open and get sucked back into the dance...”

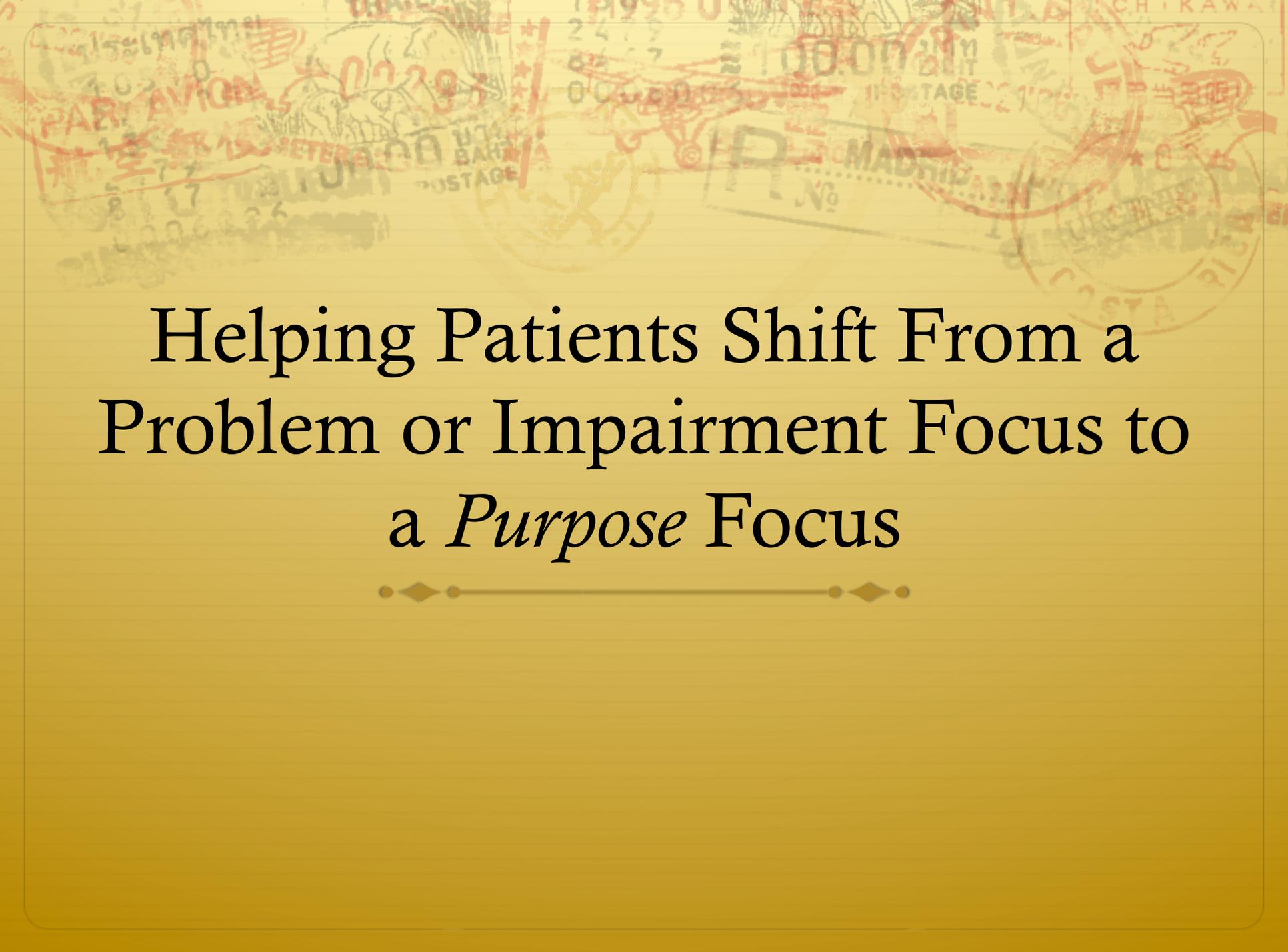
Ram Dass

# Way of Being

“So it goes cycle after cycle. It takes a good while to get the balance... You have to stay right on the edge of that balance. It seems impossible, but you can do it. At first, when you achieve this balance, it is self-consciously maintained. Ultimately, however, you merely become the statement of the amalgam of the open heart and the quiet mind.

Then there is no more struggle; it's just the way you are.”

Ram Dass



Helping Patients Shift From a  
Problem or Impairment Focus to  
a *Purpose* Focus

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# “Soul Joy” Experience

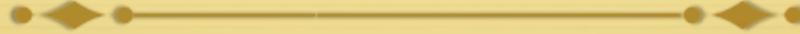


What's the pathway to this  
experience?

Is it reproducible?

Is it sustainable?

# Characteristics of “Soul Joy”



- Not under my control; elusive
- Requires that I accept a meaningful challenge, take a risk
- Feel I’m living on the edge of my competence and humanity
- Fully present, in the moment, with intention to offer all of myself - gifts and vulnerabilities - in the service of the person or group in front of me

# “Soul Joy”



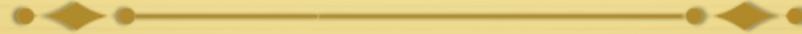
- Feeling unselfconscious; no spectating on my performance
- Sense that I’m doing the best work I’ve ever done, with the least ‘effort’
- Deep sense of gratitude for the experience

# Two Critical, Interwoven Themes



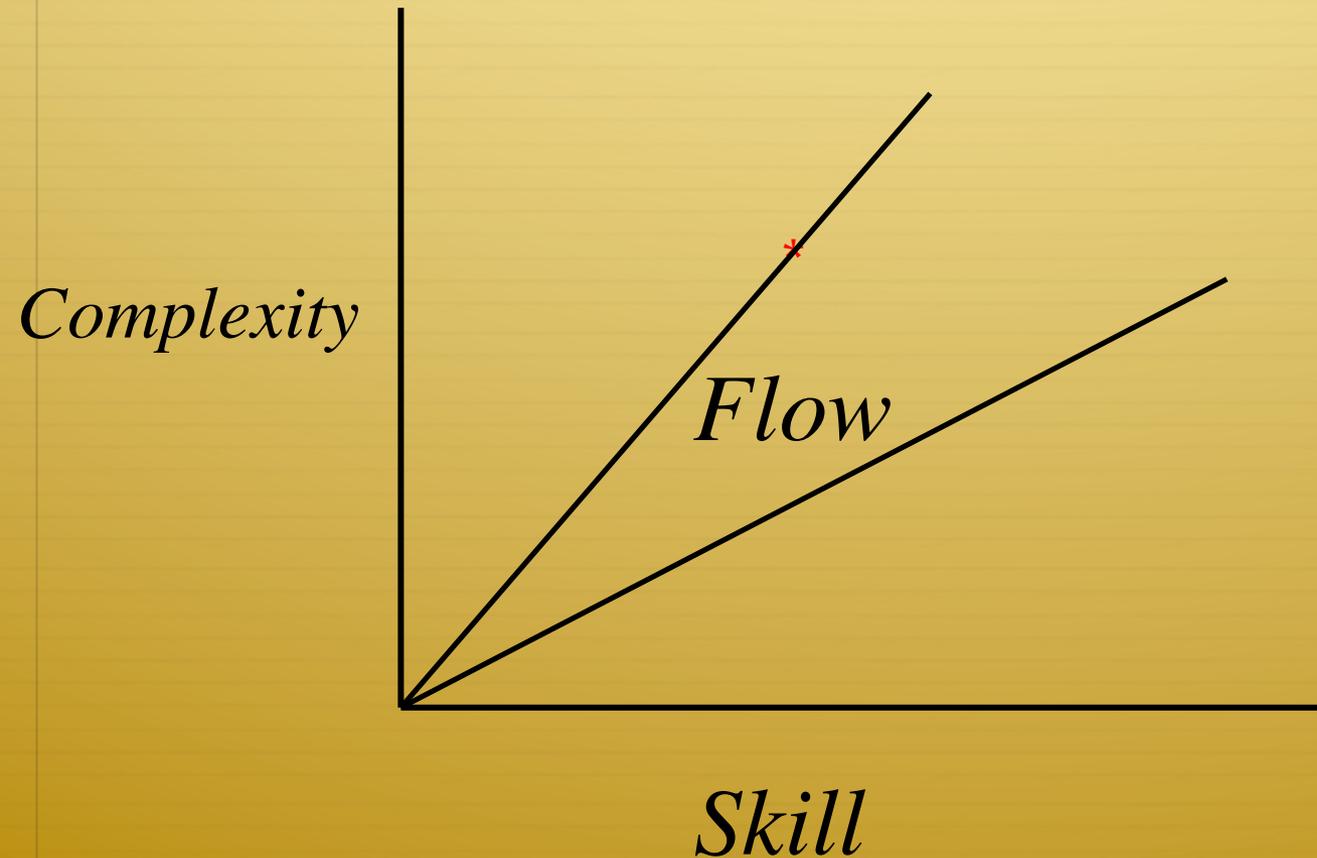
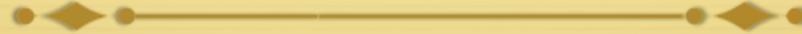
- The Nature of Flow
- The Nature of Callings

# “Flow”



Mihaly Csikszentmihalyi: “Flow”  
occurs when engaged in complex and  
worthwhile tasks, with skills matched to  
those tasks

# Context in Which “Flow” Experience Occurs



# Callings



“The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.”

Frederich Buechner



# “God” and “Higher Power”



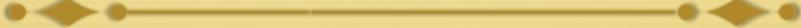
# Callings



Vocation is the soul's voice, not the ego's voice. Callings function through a dialogue we are able to have with our deepest selves, although the message of the calling has a power and impact that seems greater than we are. When you internalize a calling through reflection and "taking stock," you feel simultaneously "centered" and "extended." The dominant feeling is one of gratitude, of feeling blessed with a new, vital assignment for your life.

Frederic Hudson

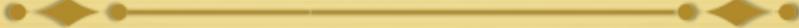
# Callings



“Vocation does not mean a goal that I pursue. It means a calling that I hear. Before I can tell my life what I want to do with it, I must listen to my life telling me who I am.”

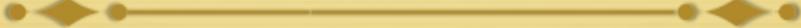
Parker Palmer

# Exercise



- Where does your deep gladness and the world's deep hunger meet?
- If vocation is the soul's voice, not the ego's voice, what has your soul told you about the nature of your true vocation, your authentic work in the world?

# Our Current Conversations



**Are satisfying and true, yet have no power and no accountability.**

The conversations we want to avoid or postpone are:

- ✦ Repeatedly telling the history of how you got here
- ✦ Giving explanations and opinions
- ✦ Blaming and complaining
- ✦ Carefully defining terms and conditions
- ✦ Talking about people not in the room

# The Shift We Seek



The shift we seek in conversations with patients is from their speaking about problems and impairments, and about *what others should do*, to speaking into the possibilities *they* have the capacity to create

*How do we do that?*

# The Six Conversations That Change Lives

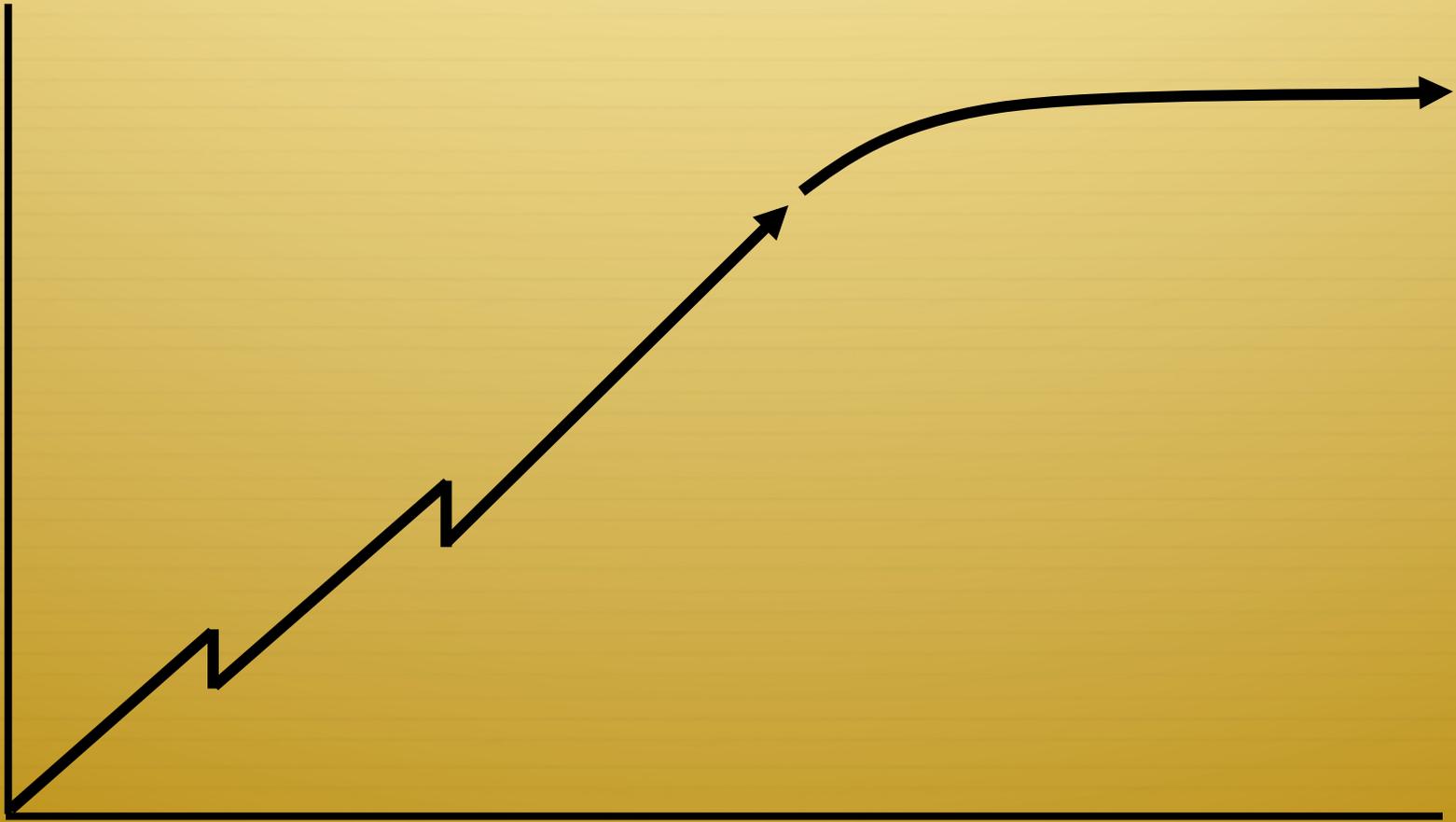


1. The GAP Conversation
2. The Invitation Conversation
3. The Accountability Conversation
4. The Commitment Conversation
5. The Action Conversation
6. The Structure and Sustainability Conversation

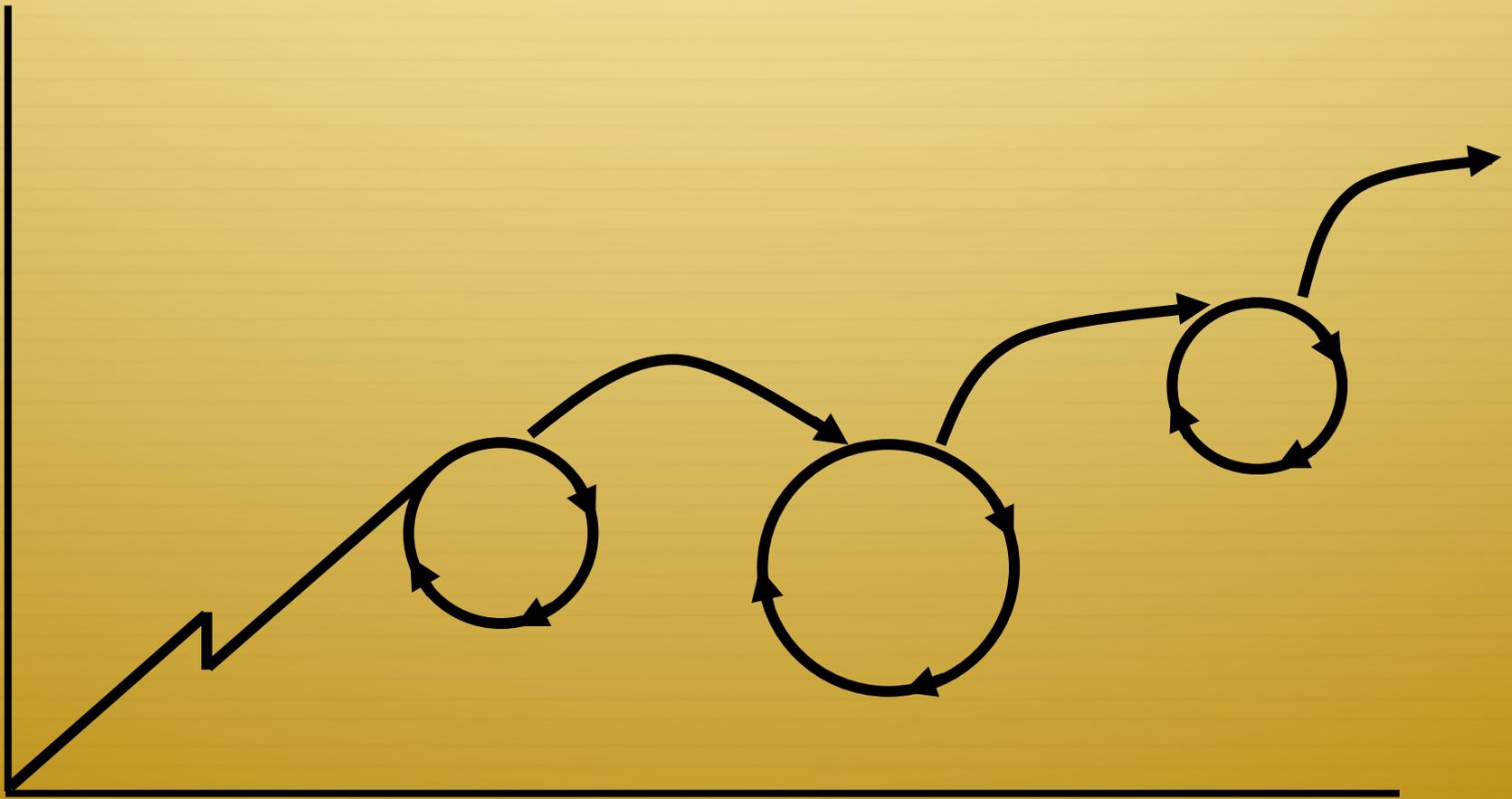
(With much thanks to Peter Block)



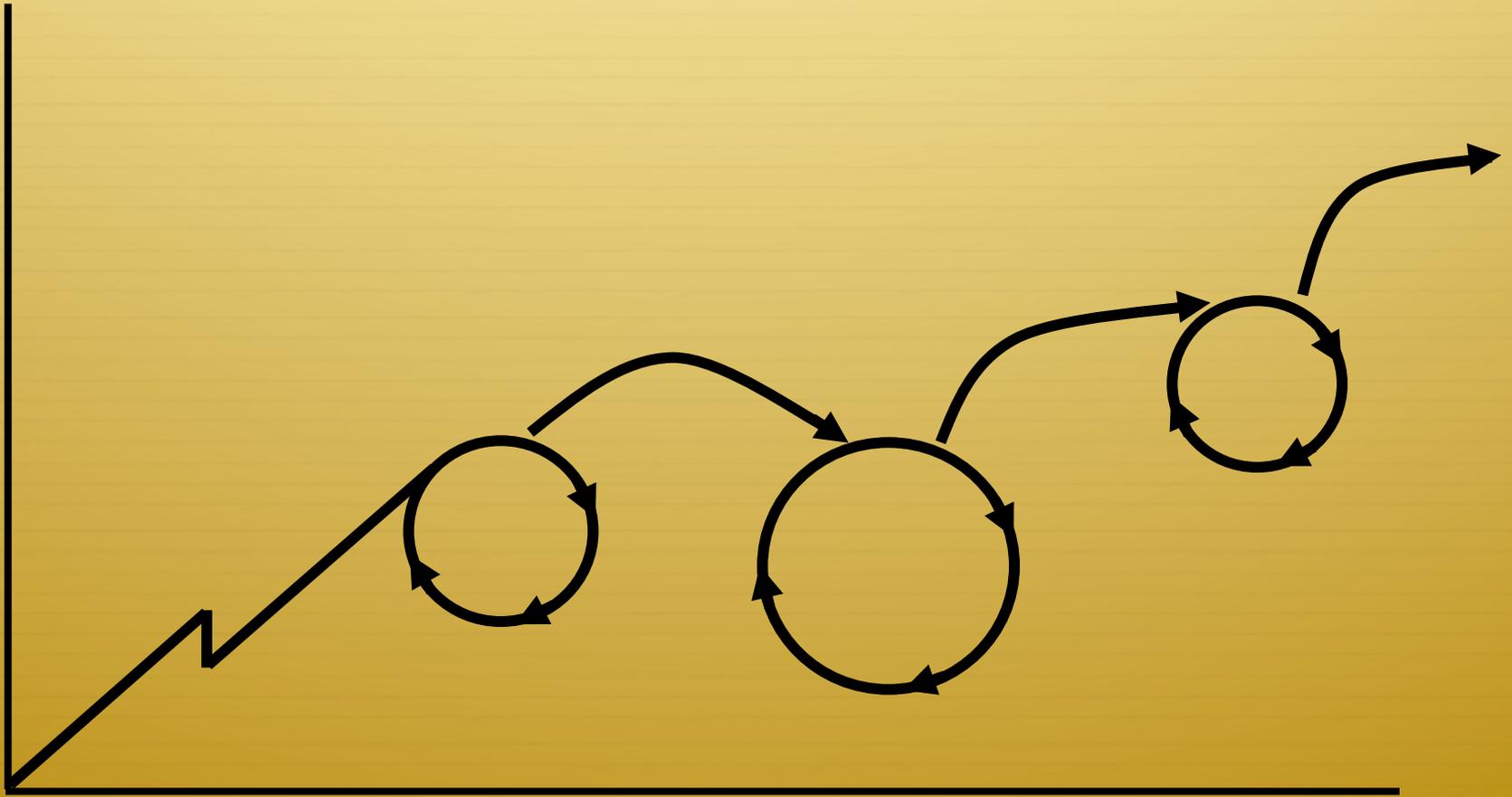
# Life's Greatest Illusion: The Myth of Human Perfectibility and/or Stability



# How Life Really Looks



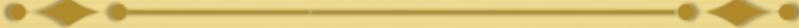
**The GAP Conversation:** “What is the crossroads that you find yourself at this stage in your life or work?”





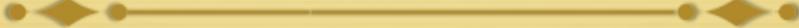
Are your old, preferred ways no longer working for you? Have conditions changed?

# The “In-Between”



- ✦ The person experiences some kind of crisis; they fall into a hole
- ✦ No longer who she was, the patient is not yet who she will become
- ✦ Can feel like a death; but also has the opportunity to be a time of openness and growing comfortableness with ‘not knowing’
- ✦ Falling into a hole is neither an automatic disaster nor an automatic springboard to a new level of integration; rather, it’s a critical opportunity where we can search for a more adaptive and successful human life

# The “In-Between”



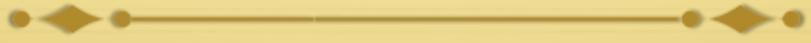
- ✦ To be “in-between”, or “up in the air” is endurable if it’s related to some larger and beneficial pattern, if it is part of a movement toward a desired end, if it *means something...*
- ✦ Otherwise it’s simply distressing.
- ✦ So a key part of our task is to give patients an image or metaphor for how life *really* works, so that they’re no longer “Shocked! Shocked!” or dismayed when life walks in the door. So that they can come to see change and transitions as a normal, inevitable, and tolerable part of adult life.



“In-Between” or “Depression”?



# The Truth About the “In-Between”



- ✦ Universal
- ✦ Inevitable
- ✦ Will occur periodically throughout our adult lives
- ✦ Doesn't necessarily mean you are sick, broken, or have made bad decisions.
- ✦ Can play a **developmental** role (is a wake-up call to changes that we've not yet acknowledged and integrated)

# The Difference Between The “In-Between” and Depression

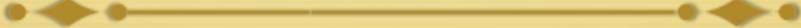
## ✦ “In-Between”

- ✦ Inevitable
- ✦ Universal
- ✦ Is a normal part of the adult life cycle

## ✦ Depression

- ✦ Occurs when internal or external stresses affect one’s brain chemistry
- ✦ Consists of depressed mood and/or anhedonia, plus neurovegetative symptoms:
  - ✦ Low energy
  - ✦ Increased or decreased appetite
  - ✦ Diminished concentration
  - ✦ Etc.

# The GAP Conversation



- ✦ Focuses on the changes we've sensed – internally or externally - but have not yet slowed down enough to own
- ✦ Begins to shift our focus away from problem solving what's *not* working to *what we want our future to look like*



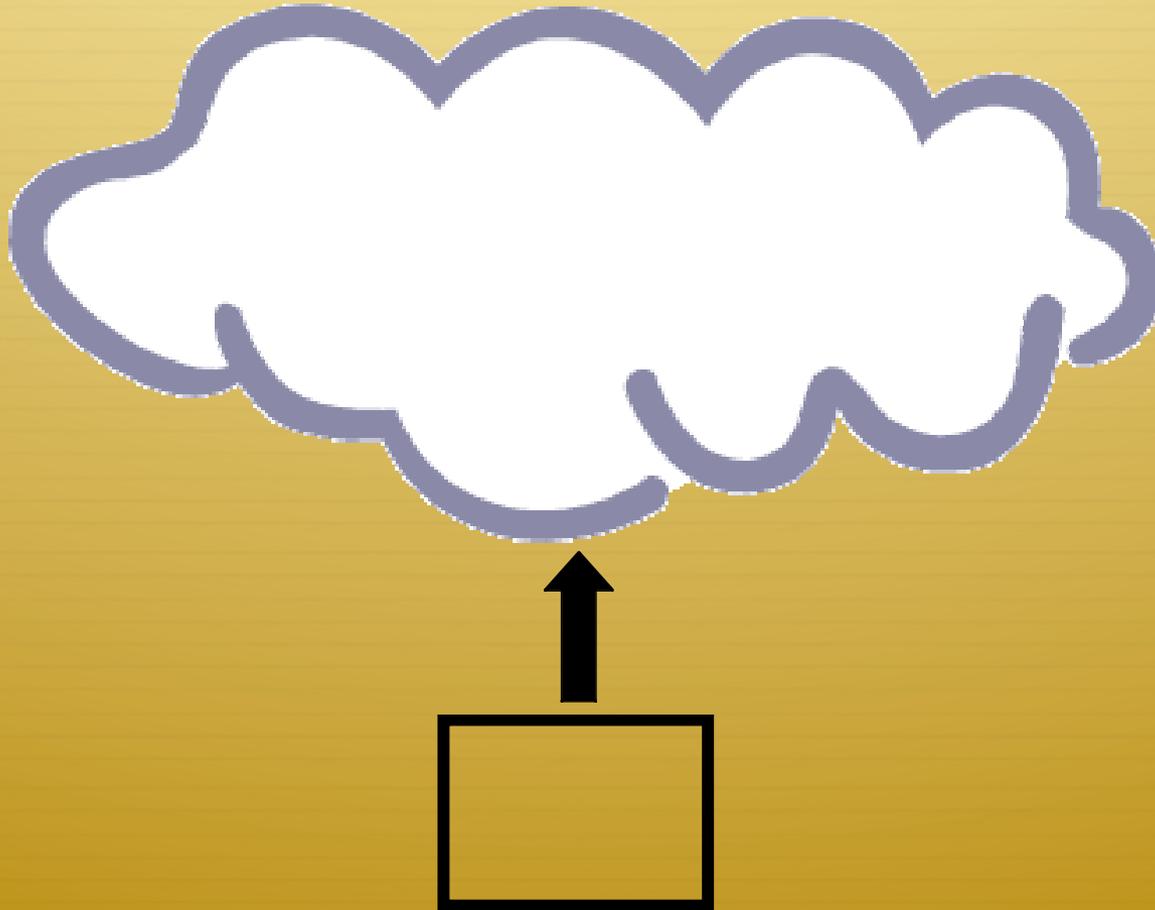
# Why Is Vision So Important?







# Gap Diagram





# Vision Trumps Vulnerabilities



# Shifting the Conversation



- ✦ How can we get people to embody the stance that they are the creator of their world as well as the product of it?
- ✦ To shift from thinking of themselves as *effect* to thinking of themselves as *cause*?
- ✦ To accept that free will can trump genetics, culture, and parental upbringing?



# How Do We Facilitate That Shift?





# Questions That Have Power:



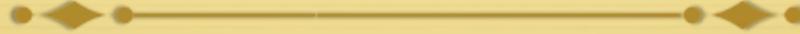
- ✦ Engage people with themselves and others
- ✦ Confront them with their freedom
- ✦ Invite them to co-create a future possibility
- ✦ Example: Claire

# Elements of Great Questions



- ✦ They are **open-ended**. They can't be answered with a "Yes" or "No"
- ✦ They are **personal**. All passion, commitment, and connection grow out of what is most personal
- ✦ They **evoke anxiety**. All that matters to us makes us anxious. If there is no edge to the question, there is no power

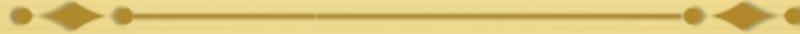
# The True Nature of Anxiety



*“Anxiety is natural and normal. It is the actual feeling of growing. Anxiety denied leads to symptoms. Anxiety embraced leads to growth. Anxiety suppressed weakens you. Anxiety integrated gives you power.”*

Peter Koestenbaum

# The True Nature of Anxiety



- *Anxiety generates knowledge*
- *Anxiety leads to action*
- *Anxiety makes you a grown-up*

*Soren Kierkegaard*

# The True Nature of Anxiety



*“Anxiety is not a disease, but **the normal feeling of transitions.**”*

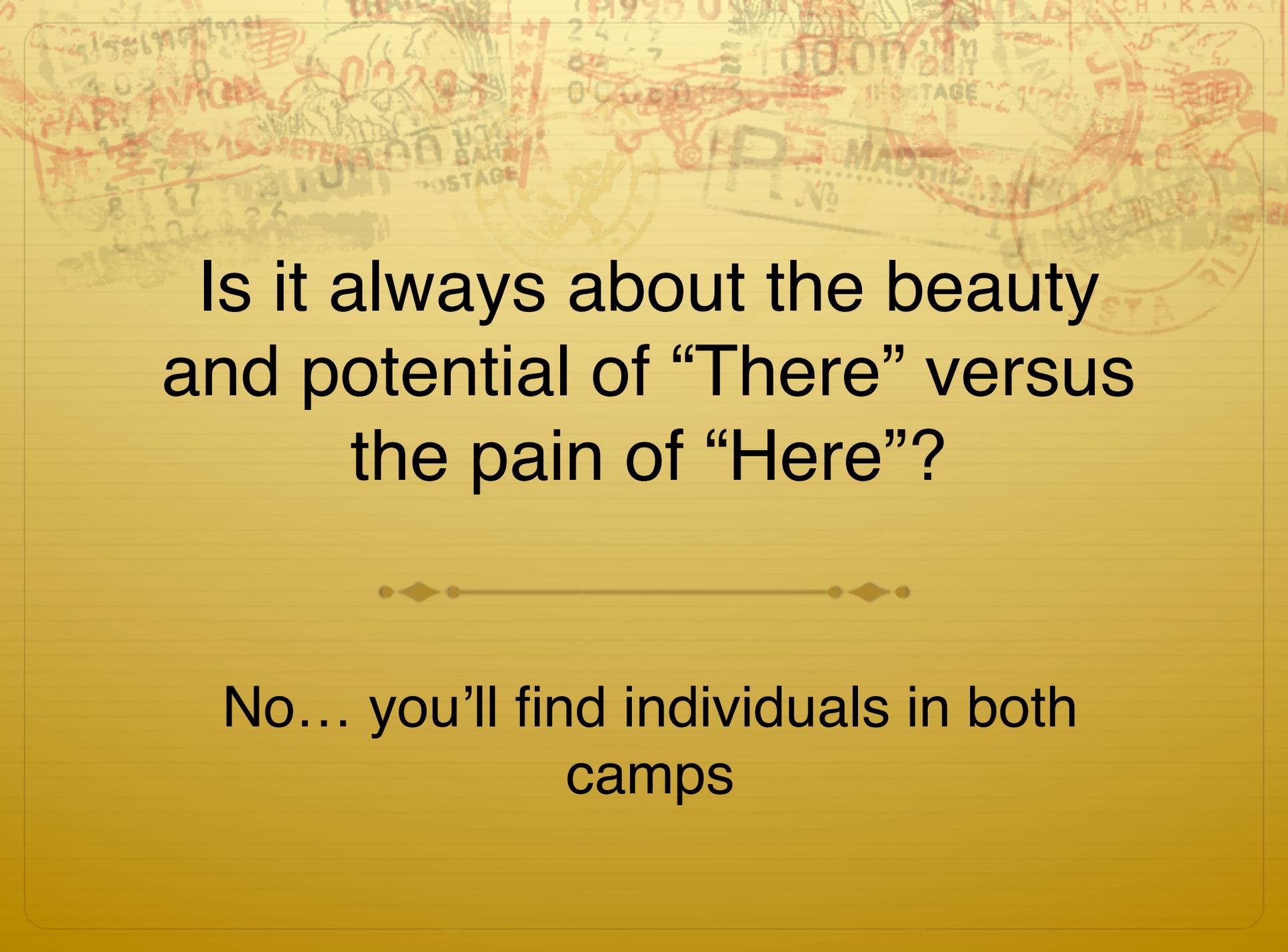
William Bridges

# The GAP Conversation



## **GAP Questions:**

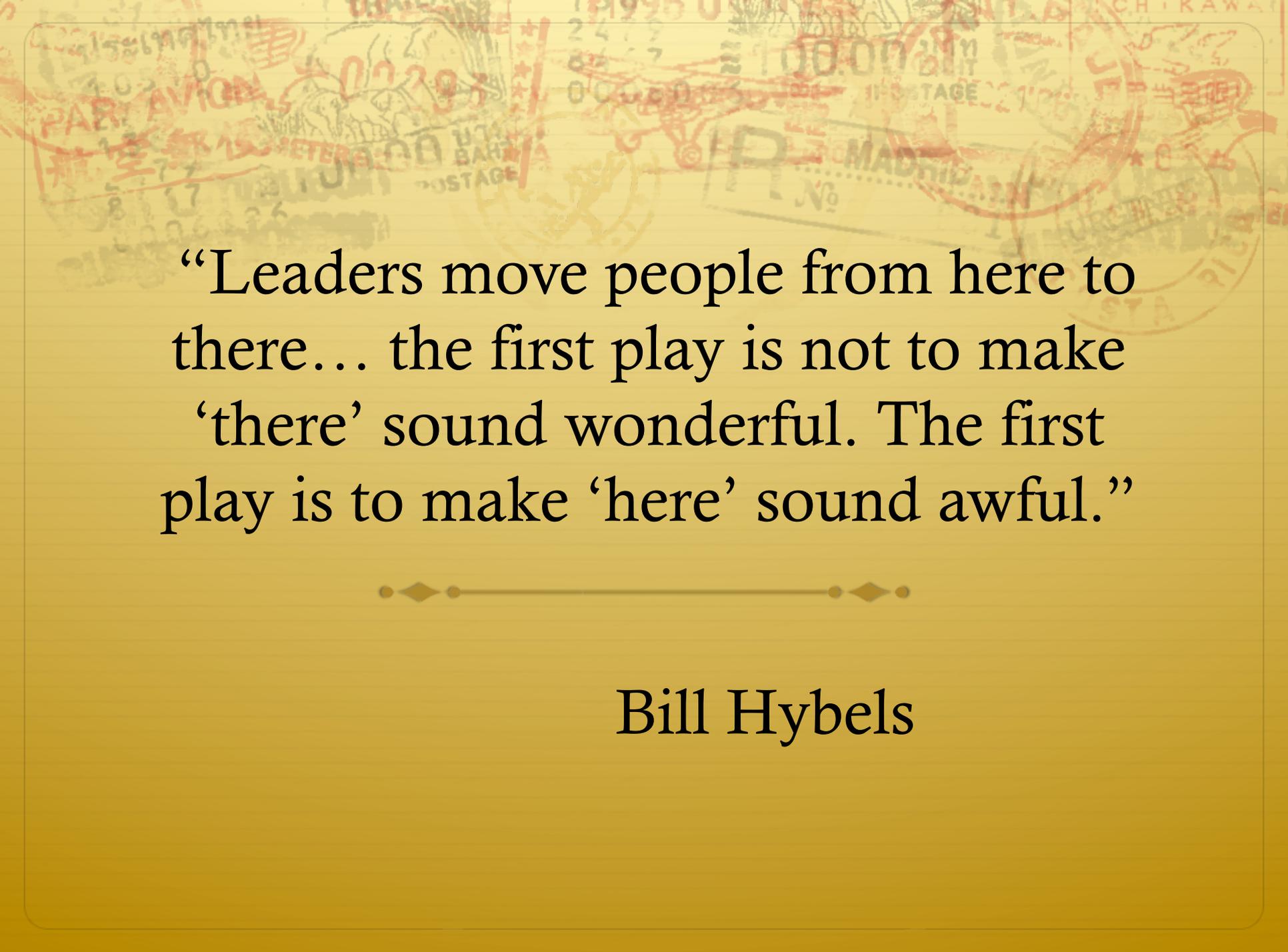
- ✦ “Are you at a transition point in your life?”
- ✦ “If so, what are the nature of the changes, either in you or around you, that have put you in transition?”
- ✦ “Given those changes, who are you, now?”
- ✦ Who aren’t you anymore?
- ✦ “What is most important to you, here?”
- ✦ “What are the changes you’re motivated to make to align your life with the answers to those questions?”



Is it always about the beauty  
and potential of “There” versus  
the pain of “Here”?



No... you'll find individuals in both  
camps



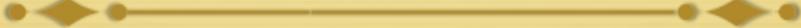
“Leaders move people from here to there... the first play is not to make ‘there’ sound wonderful. The first play is to make ‘here’ sound awful.”



Bill Hybels



# The Six Conversations That Change Lives



1. The GAP Conversation
- 2. The Invitation Conversation**

# It's Not Enough To Say "No"



It's not enough to simply stop a bad habit or stabilize an illness; health is not only the ability to say "No" to all the options and voices that are contrary to one's values...

It is also the ability to say "Yes" to something so completely that all other voices and values are silenced.



“What Will You Say ‘Yes’  
To?”



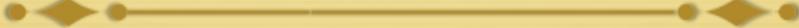
# Shifting The Conversation



“All the greatest and most important problems of life are fundamentally insoluble... They can never be solved, but only outgrown. This “outgrowth” proved on further investigation to require a new level of consciousness. Some higher or wider interest appeared on the patient’s horizon, and through this broadening of his or her outlook the insoluble problem lost its urgency. It was not solved logically in its own terms but faded when confronted with a new and stronger life urge.”

Carl Jung

# Shifting the Conversation



“When people truly discover some aspect of their vision and have the opportunity to dedicate themselves to working on it, when they can tell the truth and focus on aspirations instead of on being less bad”, when they can be themselves, then something changes. An inner alignment starts to develop that can release extraordinary energy and creativity... People can start to bring all of themselves to their endeavor.”

Peter Senge

# The Invitation Conversation



- ✦ *How we invite people* is critical to how far they own and commit to the ultimate success of that mission.
- ✦ *Transformation* is the goal, not simply behavioral change - and transformation occurs through choice, not mandate.
- ✦ People need to “**self-enroll**” in order to experience their freedom of choice and commitment.

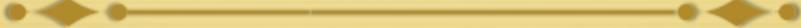
# The GAP Conversation



“Possibility occurs as a declaration, and declaring a possibility wholeheartedly can, in fact, be the transformation. The leadership task is to postpone problem solving and stay focused on possibility until it is spoken with resonance and passion. The good news is that once we have fully declared a possibility, it works on us – we do not have to work on it.”

Peter Block, in *Community: The Structure of Belonging*

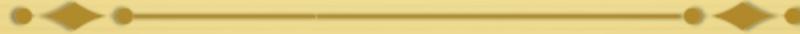
# The Invitation Conversation



## Questions:

- ✦ “If you were not worried about consequences, how would you shake up your life?”
- ✦ “What chaos would you introduce in order to grow?”

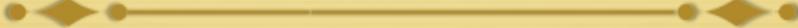
# The Invitation Conversation



The invitation must contain a hurdle or demand if accepted

Why?

# Neuroplasticity



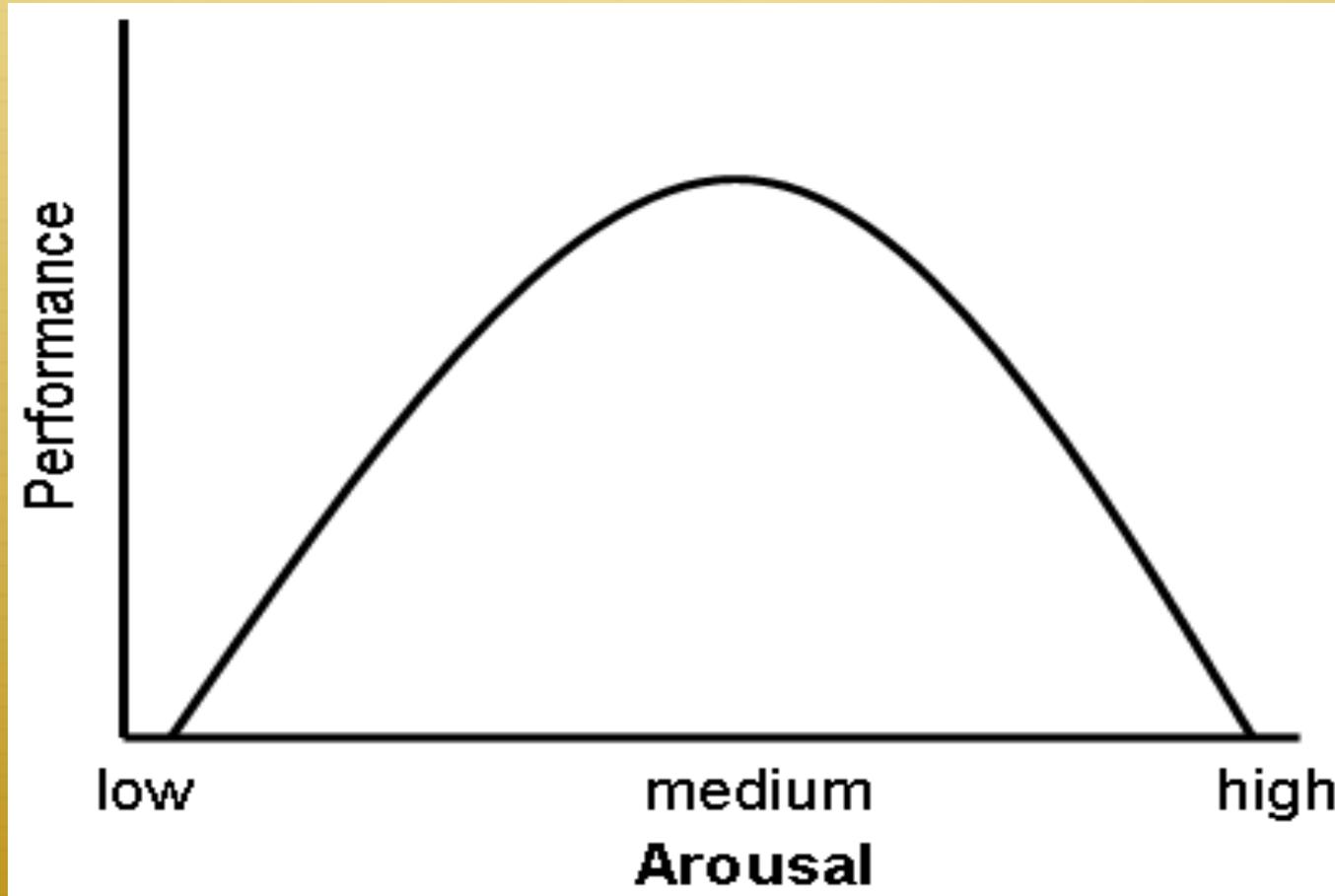
- ✦ In order for change to occur, something about the brain has to change
- ✦ Neuroplasticity as used currently applies to all the ways in which the brain is flexible and can process information and experiences in different ways – in positive and negative ways.
- ✦ **Goal:** to stimulate the development of new neurons and to help existing neural systems grow, branch out, and connect with each other in new and creative ways that support mental health
- ✦ Therapy and coaching is successful to the degree that therapists are able to create an experience that results in healthy neuroplastic change

# How Do You Trigger Those Mechanisms?



- ✦ The brain's optimal range (sweet spot) of plasticity is at **moderate** ranges of arousal
  - ✦ At low levels of arousal, interest, or motivation the brain shuts down
  - ✦ **Effect of stress response on learning:** at very high levels of arousal (e.g., when frightened), people stop learning because cortisol stops protein synthesis → inhibits brain growth and immunological functioning

# Yerkes-Dodson Law: New Learning is Very Fragile



# Neuroplasticity and Learning

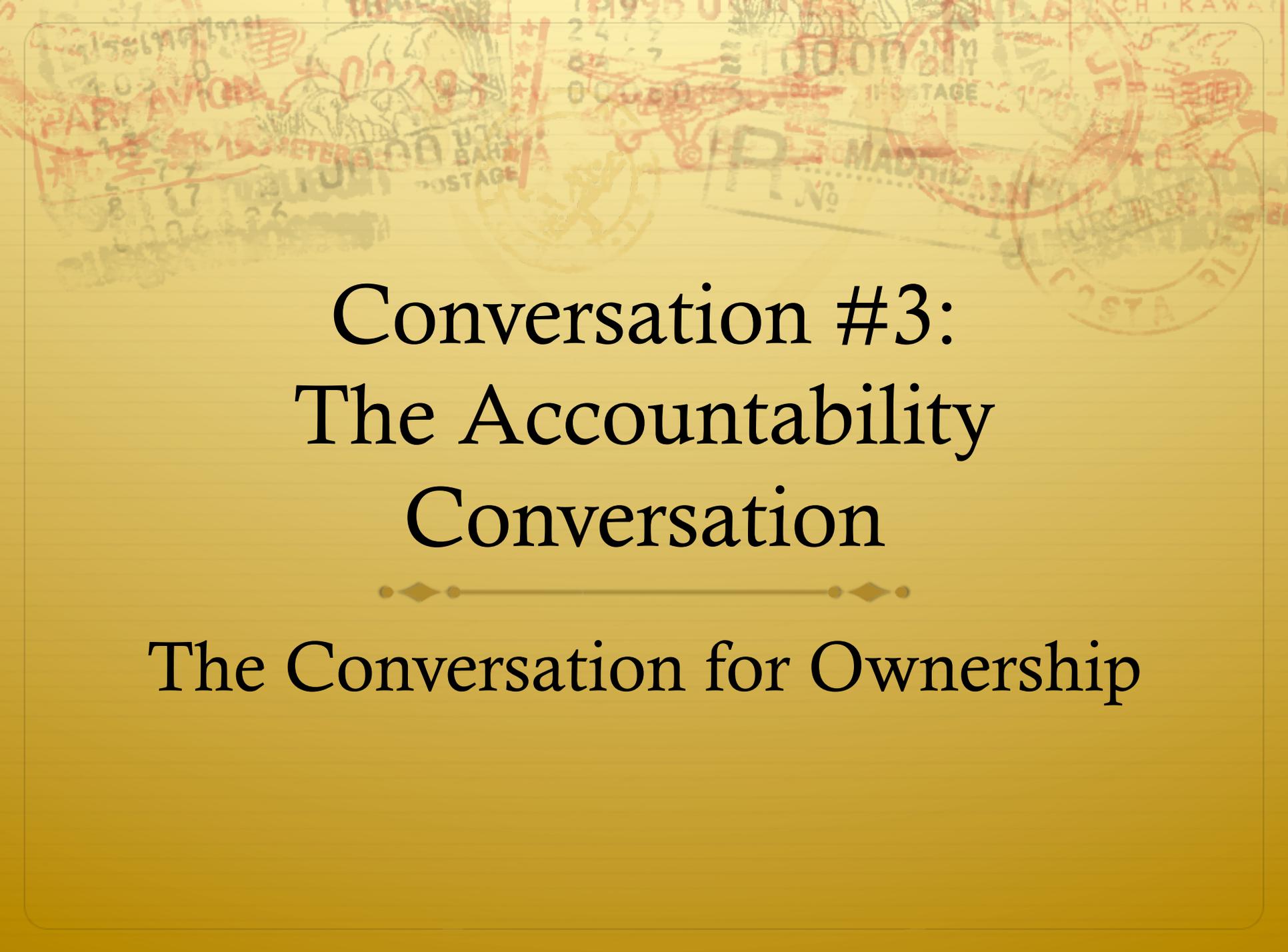


## ✦ **Dosing is important:**

“We see that the neuronal growth hormones and a lot of the processes that stimulate plasticity turn off at low levels, turn on at moderate levels, and turn off again at high levels.”

Louis Cozolino, PhD

The challenge is how to keep patients in that sweet spot...  
helping to manage the experience or environment for the patient, making sure it's not too stimulating, but that it's not so safe that learning isn't taking place

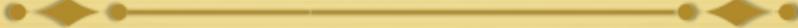


Conversation #3:  
The Accountability  
Conversation



The Conversation for Ownership

# The Accountability Conversation



- ✦ Focuses on **“Whose life is this?”**
- ✦ Begins with the question, “How have I contributed to creating my current reality? What is my contribution to the problem I’m concerned with?”

# The Accountability Conversation



- ✦ These questions get us out of the audience and onto the stage
- ✦ Paradoxically it is an antidote to our helplessness: it affirms that we have had a role in creating the world we live in
- ✦ Shifts the nature of accountability: what keeps us stuck is the belief that *someone or something else needs to change* before we can move forward

# The Accountability Conversation



Fosters the belief that *I am Cause*, not  
Effect



# Conversation #4: The Commitment Conversation

◆ —◆

## The Conversation for Promise

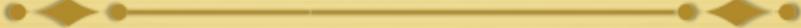
# The Commitment Conversation



**The declaration of a promise is the form that commitment takes, and is the action that initiates change.**

The word promise brings a sacred element into the conversation, and this is what generates power and new energy. Promises are the means by which we choose accountability.

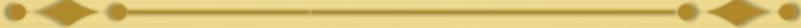
# The Commitment Conversation



## Questions in the Commitment Conversation:

- ✦ What's the promise you are willing to make that constitutes a risk or major shift for you?
- ✦ What price are you willing to pay?
- ✦ What is the cost to others for you to keep your commitments, or fail in your commitments?

# The Commitment Conversation

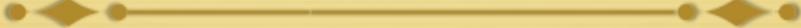


## Assignment:

- ✦ Write the promises by hand; sign and date them. Then collect and publish the whole set.
- ✦ Every once in a while, meet and ask, “How’s it going?”

Contracting *is* the work

# The Commitment Conversation



“I am willing to make no promises at this moment” is a fine and acceptable stance.

Saying, “I pass” – is an act of refusal which does not cost someone their membership in the circle.

- ✦ If we cannot say “No”, then our “Yes” has no meaning
- ✦ Refusal is the foundation for commitment.

# Summary of Commitment



- ✦ To be committed means we are willing to make a promise void of barter and not conditioned on another's action, to no longer be in the position of reacting to the choices of others
- ✦ Commitment is a choice made in the absence of reciprocity. The distinction is between:
  - ✦ **Dissent** vs. lip service, rebellion, and resignation



# The Action Conversation



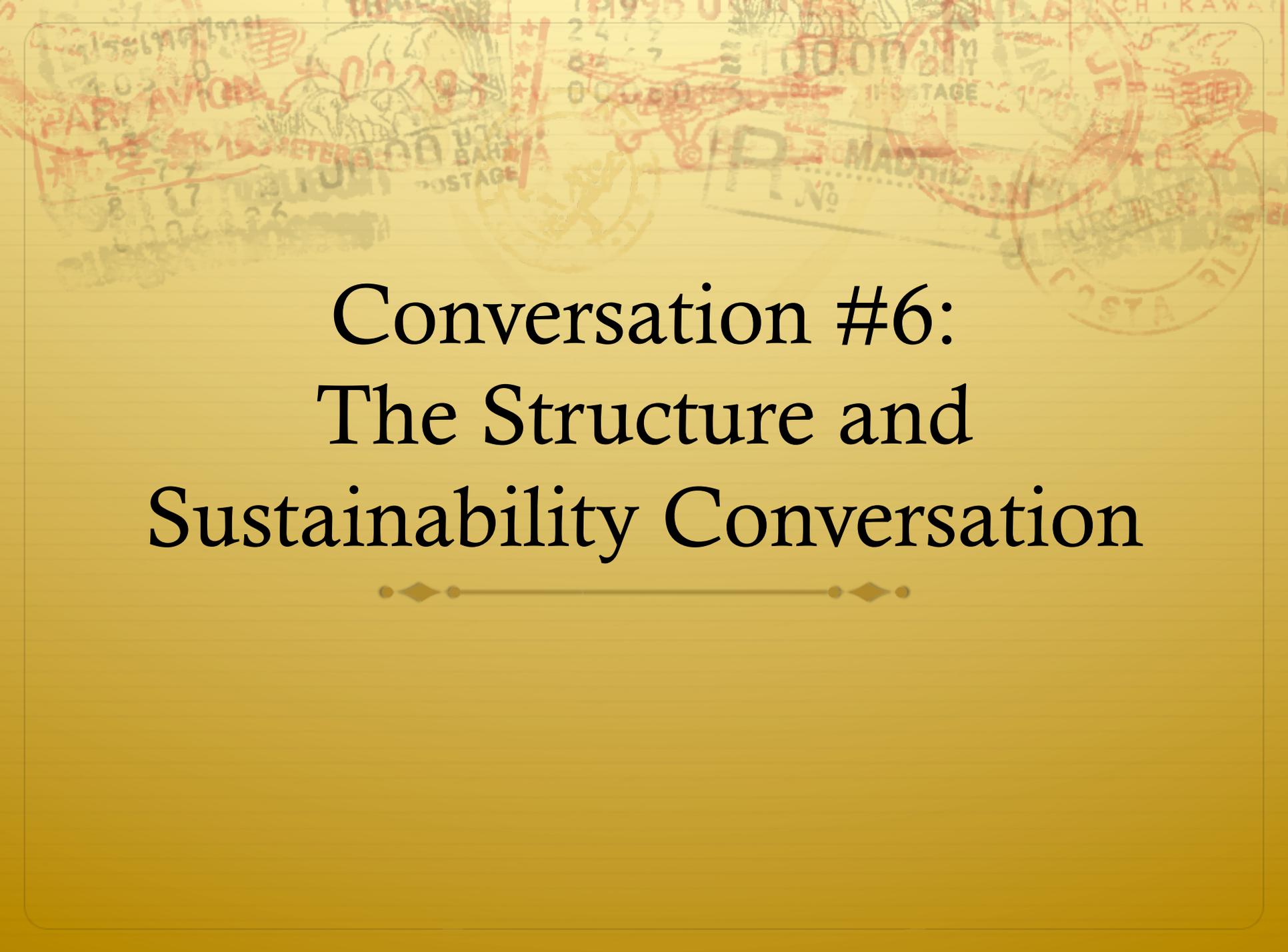
Questions:

- ✦ What are the gifts you bring to this commitment?
- ✦ What gift do you hold in exile that no one knows about?
- ✦ What are you grateful for that has gone unspoken?

# The Action Conversation



- ✦ Principle: what we focus on, we strengthen. (Hebb's Rule, "*Cells that fire together, wire together*")
- ✦ Initially, keep a complete ban on discussing weaknesses and what is missing, even if people want this feedback



Conversation #6:  
The Structure and  
Sustainability Conversation

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# The Structure and Sustainability Conversation



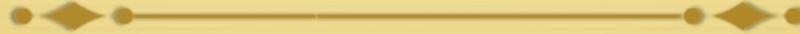
- ✦ Willpower alone is insufficient; strength is not about willpower. If you depend only on willpower, you're likely to cave in whenever you feel pressured, tired, or unhappy.
- ✦ Balance is the result of a **structure** that operationalizes what's most important for you to spend time on
- ✦ Structure is the network of relationships, habits, and beliefs that create behavior.
- ✦ “It's not enough to say ‘No’...”

# The Role of an Imperfect, Incomplete, and Messy Spirituality



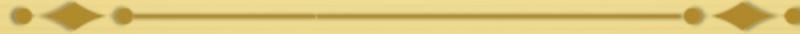
- ✦ I find that to effectively sustain my ability to do what I'm "for", my primary focus has to be on staying spiritually anchored.
- Why don't teachers or leaders talk about this? Who taught *you* this truth?
- What are we taught instead? *Self-sufficiency. Discipline. Willpower.*

# An Imperfect, Messy Spirituality



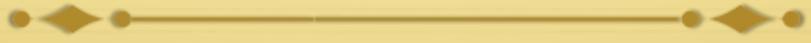
- People don't talk about the central role of spirituality in health, sobriety, and accomplishment, because they don't know how to demystify it, to make it practical
- The Truth: to be a peak performer, to sustain high-level, *authentic* achievement, we must practice spiritual disciplines and sustain like-minded, supportive relationships
- This starts with doing authentic **1st, 2nd, and 3rd steps... which leads to a 12th step life**

# An Imperfect, Messy Spirituality



- Problem: many of us come to issues of religion and spirituality with old baggage...
- A.A. has had to struggle with this issue from it's very first day

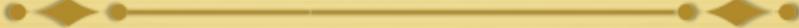
# An Imperfect, Messy Spirituality



Trying to get A.A. started in a new city, Bill began by explaining why he chose to emphasize “the spiritual angle” :

“...I want you to be successful... we used to pussyfoot around this spiritual business a great deal more here in New York City, and the result was bad. Our record was only *half as good*, most of it being directly attributable to temporizing over what it really takes to fix the drunks, i.e., the spiritual.”

# Exercise



- Share an example of how “religious baggage” has impeded an authentic relationship with your Higher Power
  - (Religion = any system in which you feel pressure to earn God’s love instead of living out of God’s love)
  - For example:
    - Having to look or act a certain way to be ‘acceptable’ to religious community
    - Perfectionism can be a “religious” spirit

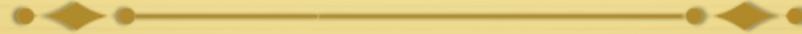
# An Imperfect, Messy Spirituality



“Religion is for people who are afraid of going to hell: spirituality is for those who have been there.”

*Ross V., Member of Alcoholics  
Anonymous*

# An Imperfect, Messy Spirituality



- Spirituality is lot like health. We all have health; we have good health or poor health but it is something we can't avoid having. The same is true of spirituality: Every human being is a spiritual being.
- The question is not whether we “have spirituality” but whether the spirituality we have is a negative one that leads to isolation and self-destruction, or one that is more positive and life-giving.



What's been feeding your  
spirit?



# An Imperfect, Messy Spirituality



“The spiritual life begins with the acceptance of our wounded self.”

*Brennan Manning*

# An Imperfect, Messy Spirituality



- The truth is, we are a mess. None of us is who we appear to be. We all have secrets. We all have issues. We all struggle from time to time. No one is perfect.
- The essence of an authentic spirituality is the refusal to pretend, to lie, or to allow others to believe we are something we are not.
- Coupled with the recognition that we can't repair ourselves.

# Charlie Brown



“Life is like a deck chair”, Charlie, Lucy says.

“On the cruise ship of life, some people place their deck chairs at the rear of the ship so they can see where they’ve been. Others place their deck chair at the front of the ship so they can see where they’ re going.”

# Charlie Brown (cont.)



“The good ‘doctor’ looks at her puzzled client and asks, ‘Which way is your deck chair facing?’

Without hesitating, Charlie replies glumly, “I can’t even get my deck chair unfolded.”

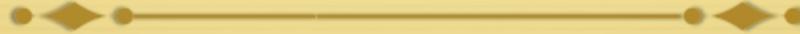
# An Imperfect, Messy Spirituality



“Accepting the reality of our broken, flawed lives is the beginning of spirituality not because the spiritual life will remove our flaws but because we let go of seeking perfection and, instead, seek God, the one who is present in the tangledness of our lives. Spirituality is not about being fixed; it is about God’s being present in the mess of our unfixeness.”

Michael Yaconelli, “Messy Spirituality”

# How Our Wounding Turns Into Religion



- When we experienced fear, pain, or loss, to hide our vulnerability we developed a chameleon-like presentation to the world... a “false” or adaptive self that seeks safety in the approval of others, frequently through performance and achievement
- In the process we ended up rejecting that wounded part of ourselves → that rejection sowed the seeds of a corrosive but subtle sense of shame and self-loathing
- We then projected that shame and self-loathing onto God.

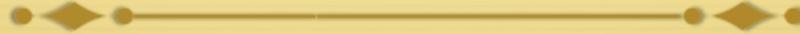
# Spirituality and Addiction



**“Addiction keeps a person in touch with God... at the very point of the vulnerability is where the surrender takes place—that is where God enters. God comes through the wound.”**

Marion Woodman

# Step 1



Getting stuck is the prerequisite to developing a spiritual life. That is the “Blessing” of an addiction.

# Eric Clapton



“What am I? I’m an alcoholic, actually...

My identity shifted when I got into recovery. That’s who I am now, and it actually gives me greater pleasure to have that identity than to be a musician or anything else, because it keeps me in a manageable size. When I’m down on the ground with my disease – which I’m happy to have – it gets me in tune. It gives me a spiritual anchor.

Don’t ask me to explain.”

# Spirituality and Addiction: Then What is “Weakness”?



“Your ministry will be where your misery has been”

T.D. Jakes

# What is “Weakness”?

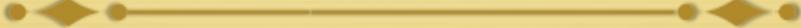


When Dr. Larry Stephenson arrived in Somalia to work among lepers there, he was instantly welcome.

Several years earlier in a farming accident, Larry lost all but the first knuckle of the four fingers of his left hand. It sometimes was a handicap for his work in the U.S. but it was his greatest asset in Somalia. The lepers spotted his crippled hand and concluded, "**He's one of us.**"

He was able to achieve things among them that someone with a stronger left hand could not have.

# What is “Weakness”?



“Never trust a man who doesn’t walk with  
a limp”

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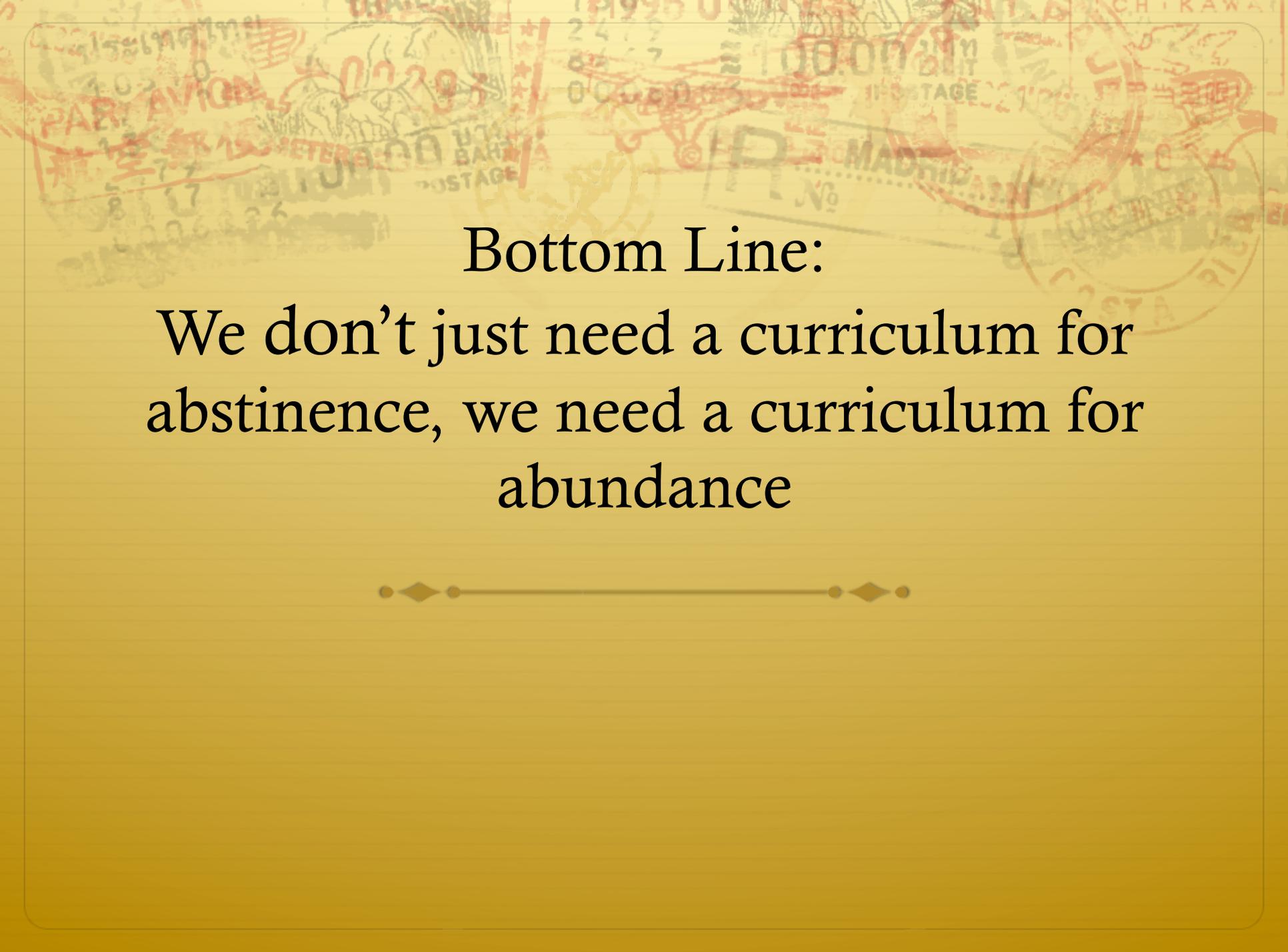
What is the limp that God was gracious  
enough to give you, that could serve *your*  
authentic work in the world?

# Spirituality and Addiction: What is “Weakness”?



## **My message to patients:**

“Whether you recognize it yet or not, the experiences that led you here, and the work you do here, are equipping you for your authentic work in the world.”



Bottom Line:

We don't just need a curriculum for  
abstinence, we need a curriculum for  
abundance

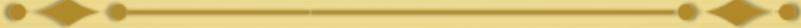


# Questions



- Are you in transition in your own life?
- What changes - inside or around you - have led you to this transition?
- Who are you, in this season of your life? Who *aren't* you?
- What matters most to you, now? What are you **for**?
- What are the changes you're willing to make to align your life around the answers to those questions?

# Questions



What would a creative, purpose-focused, spirit-informed life look like for ***you*** in this next chapter of your life?



# Summary of Questions for the Six Conversations



## 1. The GAP Conversation

- ✦ “What is the crossroads that you find yourself at this stage in your life or work?”
- ✦ Are your old, preferred ways no longer working for you? Have conditions changed?
- ✦ “Are you at a transition point in your life?”
- ✦ “If so, what are the nature of the changes, either in you or around you, that have put you in transition?”

# Summary of Questions for the Six Conversations



## 1. The GAP Conversation

- ✦ “Given those changes, who are you, now?”
- ✦ “What is most important to you, here?”
- ✦ It’s not enough to say ‘No’; what will you say “Yes” to?
- ✦ “What are the changes you’re motivated to make to align your life with the answers to those questions?”

# Summary of Questions for the Six Conversations

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## 2. The Invitation Conversation

- ✦ “How long have you been stuck on the right side of this (shifting the burden) equation?”
- ✦ “What would life look like living on the left side of this equation?”
- ✦ “If you were not worried about consequences, how would you shake up your life? What chaos would you introduce in order to grow?”
- ✦ What is the painting you want to paint?

# Summary of Questions for the Six Conversations



## 3. The Accountability Conversation

- ✦ “Whose life is this?”
- ✦ “How have I contributed to creating my current reality?”
- ✦ “What is my contribution to the problem I’m concerned with?”

# Summary of Questions for the Six Conversations

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## 4. The Commitment Conversation

- ✦ What's the promise you are willing to make that constitutes a risk or major shift for you?
- ✦ What price are you willing to pay?
- ✦ What is the cost to others for you to keep your commitments, or fail in your commitments?
- ✦ What is the promise you've been postponing?

# Summary of Questions for the Six Conversations



## 4. The Commitment Conversation

Rate on a seven-point scale, from low to high:

- How valuable an experience do you plan this to be?
- How much risk are you willing to take?
- How participative do you plan to be?
- To what extent are you willing to invest in your well-being (or in the well-being of the whole)?

# Summary of Questions for the Six Conversations

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## 4. The Commitment Conversation

- ✦ What doubts and reservations do you have?
- ✦ What's the “No” you've been postponing – putting off until the timing is right?
- ✦ What is a commitment or decision that you have changed your mind about?
- ✦ What have you said “Yes” to you that you no longer mean? (lip service)
- ✦ “What *is* it time for you to let go of?”

# Summary of Questions for the Six Conversations



## 4. The Commitment Conversation

- ✦ What's the betrayal that you've been denying?
- ✦ What's the one forgiveness you've been postponing?  
What's the one forgiveness you've been unwilling to offer?
- ✦ What's the one resentment you hold that no one knows about?

# Summary of Questions for the Six Conversations



## 5. The Action Conversation

- ✦ What are the gifts you bring to this commitment?
- ✦ What gift do you hold that no one knows about?
- ✦ What is the gift you continue to hold in exile?
- ✦ What are you grateful for that has gone unspoken?

# Summary of Questions for the Six Conversations

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## 6. The Structure and Accountability Conversation

- ✦ “What is the structure – the network of relationships, daily habits, and values – you need to build in order to sustain and grow your recovery?”
- ✦ “What are the internal and external supports you will need to achieve your emerging vision?”
- ✦ “What feedback loops do you need to build in to serve your purposes?”
- ✦ “What will your ‘fulfilling way’ look like?”

# Summary of Questions for the Six Conversations

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## 6. The Structure and Accountability Conversation

- ✦ Have you built your life around superficial pleasures, or around behaviors and relationships that provide a deeper level of gratification and fulfillment? If the former, what changes are you motivated to make a deeper level of sustainable meaning?
- ✦ Do you currently have an active spirituality? If not, what would an 'active, messy, and imperfect' spirituality look like in your life?