

15 Commitments, by Jim Dethmer, et al Practices and Activities

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Appreciation Activity 1

- 1) look around room to note in your mind what is yellow.
- 2) write down on a sheet a paper all that is green.
- 3) Debrief: *You notice what you look for. What you seek you will find.* What you “appreciate” grows

Word cloud Appreciation Activity 2

- 1) Have everyone write down 3 qualities they appreciate about each colleague
- 2) Collect and put into word cloud
- 3) Post around room, and have people guess who they are for.

Zone of Genius Exercise (alternative to ideal day activity)

- 1) Write down hours of day
- 2) Fill in tasks performed at each hour
- 3) Rate how performing the task/s affected your energy (up, neutral, down)
- 4) If your energy went down, define an action step to allow you to generate more energy (delegate, dump or do it differently)

How do you react from threat?

- 1) Define the issue
- 2) Answer these questions
 - From Villain: Who is/are to blame?
 - From Hero: How do you temporarily fix/solve it?
 - From Victim: List the ways in which you are powerless?
- 3) What is your current commitment/role based on your answers?
 - How to change this into challenger, coach, creator

Fact vs. Story

- 1) Define a recurring issue that you are willing to shift
- 2) Make a 2- column grid
 - a. Write down all of the facts related to the issue (What a video camera records)
 - b. Write down all of the stories you have about the facts (What you make up about the facts)
- 3) Look for examples of how the opposite (or alternative) of each of your stories is at least as true

Best Stuff Exercise 1

- 1) Take a sheet of paper and create 8 spaces/boxes
 - a. In each box, write down eight specific accomplishments/experiences anytime/anywhere in your life that you: enjoyed doing and believe you did well.
- 2) Go back to each box/accomplishment and briefly describe:
 - a. What was particularly enjoyable, fulfilling or satisfying for you
 - b. What skills, abilities or talents you used
- 3) Review for any common threads of personality, skills, gifts across the boxes (e.g., with people, used creativity)?
- 4) What commonalities do these gifts/talents suggest (e.g., leadership, serving others)?
- 5) Partner, ask what themes they hear.

Best Stuff Exercise 2

After Best Stuff Exercise 1, complete the following purpose statement with the words you circled above: I'm on purpose when I'm using my gifts of _____ while _____ with the intention to result in _____.

Genius Campaign

- 1) Create an email list of 30-50 people (past and present)
- 2) Send email:
Dear community,
I am working with a leadership coach to discover my unique zone of genius. I am asking for your support by briefly answer a few questions to reflect back to me what you see. I want to gather feedback by next Friday, so if you are willing to offer your input, I appreciate that you respond by then. Briefly answer the following questions:
 - a. *What am I doing or talking about when you experience me most energized and happy?*
 - b. *When you experience me at my best, the exact thing I am doing is _____.*
(Fill in the blank)
 - c. *What do you see as a special skill I am gifted with?*
 - d. *What are your three favorite qualities you see in me? (Do your best to use one word per quality)*
 - e. *What reliably shows up in the room when I do?*
 - f. *How have I most contributed to your life?*
 - g. *What would you miss most about my presence if I passed on?*
- 3) Gather/combine all of the results by question.
- 4) Email your coach the results to discuss.

The Work (Byron Katie) and the Turnaround

- 1) Identify a thought/statement where you want to investigate the truth: e.g., "Paul should understand me"
- 2) Ask yourself
 - a. **Is it true?** Is it true that he should understand you? Be still. Wait for the heart's response.
 - b. **Can you absolutely know that it's true?** Ultimately, can you really know what he should or shouldn't understand? Can you absolutely know what is in his best interest to understand?
 - c. **What happens when you believe that thought?** What happens when you believe "Paul should understand me" and he doesn't? Do you experience anger, stress, frustration? How do you treat Paul? Do you give him "the look"? Do you try to change him in any way? How do these reactions feel? How do you treat yourself? Does that thought bring stress or peace into your life? Be still as you listen.
 - d. **Who would you be without the thought?** Close your eyes. Picture yourself in the presence of Paul. Now imagine looking at Paul, just for a moment, without the thought "I want him to..."
- 3) Next, turn your statement around. The turnarounds are an opportunity to experience the opposite of what you believe to be true. You may find several turnarounds.
 - a. For example, "Paul should understand me" turns around to:
 - i. I should understand me.
 - ii. I should understand Paul.
 - iii. Paul shouldn't understand me.
 - b. Let yourself fully experience the turnarounds. For each one, find at least three genuine, specific examples in your life where the turnaround is true. This is not about blaming yourself or feeling guilty. It's about discovering alternatives that can bring you peace.

Approval meditation practice

- 1) Bring to mind an issue that you would like to shift in your life.
- 2) Allow yourself to welcome the pictures, sensations and sounds that arise in or as the issue. Welcome as well the labels, stories, judgments, and conclusions—concepts that arise.
- 3) Allow yourself to welcome any desire to do anything with this issue, including wanting to get rid of it or change it or wanting to hold onto it or make it real, as well as any attachment or aversion to the issue. You may even recognize that wanting to do something is simply part of this issue.
- 4) Allow yourself to welcome any sense that this issue is personal – is about you or who you are – any sense of me or mine, they or theirs.

Scarcity Inventory

- 1) Identify an area where you believe that you do not have enough (e.g., appreciation, clarity, control, ease, fun, money, peace, possessions, support, time)
- 2) Insert into this statement: I don't have enough _____ right now.
- 3) Now insert into: I do have enough _____ right now.
- 4) Bring your full attention (mind, heart and body) to the **present moment**. If you drift to the past or future, simply come back to **now**.
- 5) From this now moment, experience how the statement about having enough is more true than the statement that equals lack.

Learning from Allies

- 1) Define your upset about a person or circumstance in your life.
- 2) Use the following questions to support your learning and growth.
 - a. What is this person or circumstance here to teach me?
 - b. What can I only learn from this person/circumstance being in my life?
 - c. How is the person/circumstance showing me that I am still attached to getting approval, control from the outside?
 - d. How is this person/circumstance showing me that I am still living from scarcity?
 - e. How is this person/circumstance showing me where I am still attached to being right about my story?
 - f. How is this person/circumstance inviting me to accept and love a part of myself that I am currently projecting on to them?
 - g. What is this person/circumstance inviting me to face the I am not currently facing?
 - h. What unfelt feeling is this person/circumstance inviting me to feel?

Being the Resolution

- 1) Place your attention on your world at work or at home. Allow something that is “missing” to come to your attention. What could be more efficient, more aligned, more productive, more beautiful, or more connected?
- 2) Is there an invitation in what is “missing”?
- 3) Do you have a “whole body YES” to accept the invitation?
 - a. If not, move on from this invitation
 - b. If yes...take some deep breaths and drop into your center. With curiosity ask, “What is the universe inviting me to be or become in this moment related to what I perceive as missing?” Listen.
- 4) Embody the invitation.
 - a. What does it physically and energetically feel like?
 - b. How does your breath change?
 - c. How do you think differently?
 - d. What behaviors do you change?
 - e. If an action is required, what action do you take?
- 5) If there is a “doing” that is to come forth, when will you do this?

Win for all

- 1) Define what is the core need of each of the parties involved
 - What is your core need/want
 - Why is this need/want so important to you?
 - What is his/her/their core need/want
 - Why is the others need/want so important to him/her/them?
- 2) Express yourself fully
 - What feelings are you having about your needs/wants and/or their needs/wants? (anger/frustration, sadness, fear, joy, sexual feelings)
 - Notice any sensations related to these emotions and breath, move or sound them all the way through to completion.
 - What stories or judgements do you have about your needs/wants and/or their needs/wants?
 - Fully reveal anything you are withholding from fear to the others involved.
- 3) Look for how the opposite of your story is at least as true related to your needs/wants and the other's needs/wants.
- 4) What can you appreciate about the other parties' need?
- 5) From curiosity, how can you get your need/want met in a different way than the current action you are wanting to take? (If nothing comes, sit in silence and focus on your breath for 5 minutes and look again for another option) How could the other party get their need/want met in a different way?
- 6) From 100% responsibility, how can you support the other person/s in getting what they most need/want?