

“TGroups for Everyday Leaders”

Personal and Professional Interpersonal Skill Development

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February 23-25, 2024



Good morning!

Post 1-3 goals you're open to sharing with the group
Include actionable experiments

Read others' goals when finished

Slides at 9:15



Saturday

Feelings and Emotions

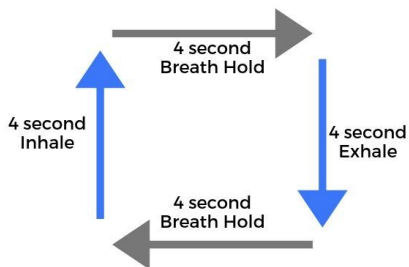
Giving and Receiving Feedback



How do you feel?



Review: Box Breathing



	Happy	Caring	Confident	High/Low Energy	Vulnerable	Apathetic	Fearful	Sad	Angry	Confused
Mild "A little bit" "slightly" "mildly"	Glad Grateful Pleased Content Satisfied	Appreciative Friendly Interested in Intrigued by Tender Understanding Warmly toward	Committed Competent Dedicated Determined Focused	Calm Chill Laid back Open Serene	Bashful Chagrined Embarrassed Hesitant Reluctant Sheepish Startled Surprised	Disinterested Dull Flat	Cautious On edge Shy Tense Tentative Timid Uncomfortable Uneasy	Disappointed Down Gloom In a funk Lonely Low Miffed Raw Sullen	Annoyed Bugged Frustrated Grouchy Impatient Irritated Miffed Raw Sullen	Bothered Distracted Frustrated Uncertain Undecided Unsettled Unsure
Medium	Cheerful Optimistic Playful	Admiring Loving Trusting Warm-hearted	Brave	Awake	Apologetic	Aloof	Afraid	Dejected	Aggravated	Bewildered Frustrated Understood Puzzled Stuck
Strong "extremely" "really" "very" "super"	Amazed Ecstatic Elated Euphoric Exhilarated Overjoyed Thrilled	Adoring Crazy about Devoted Enamored Engrossed Fascinated Passionate Protective of Wild about Zealous	Inspired Darling Brash Bold	Energetic Enthusiastic Exhausted Fatigued Pumped up Weary	Ashamed Delinquent Disgraced Horrible Humiliated Inept Mortified Useless Worthless	Distressed Horrificed Intimidated Panicked Paralyzed Petrified Shocked Terrified	Awful Crushed Depressed Desolate Furious Frustrated Grieved Hopeless Miserable	Bitter Disgusted Enraged Frustrated Irate Outraged Vengeful Vindictive	Baffled Confounded Overwhelmed Powerless Rattled Shocked Stumped Stunned Taken-aback	



FEELINGS

Why don't we share them?

Primary Feeling Families

- Mad
- Sad
- Bad
- Glad
- Afraid (Egad!)

Closer /
More distant



Thought, Opinion or Judgment

"I feel **that** you _____"
"I feel **like** this _____"



Feeling Expression

and I feel (feeling word) about that"
sad mad bad glad scared

Metaphor

Weather, Nature, Animals, ...

Physical Sensations

Tense, Hot/Cold, Sick to my stomach, ...



5 Levels of Communication by Richard Francisco, PhD

1/ Ritual

"Hi"

2/ Extended Ritual

"Hi"—"Hi"—"How about that weather/ Halftime Show?"

3/ Content-Info-Task—"Surface"

"The is on. Where should we take the car?"

4/ Feelings re: Content-Task

"I'm worried about which shop to trust"

5/ Feelings re: Other or Feelings re: Relationship

"I feel _____ towards you for the way you handled that"
grateful / frustrated



Sharing Feelings: Hypotheses to test here

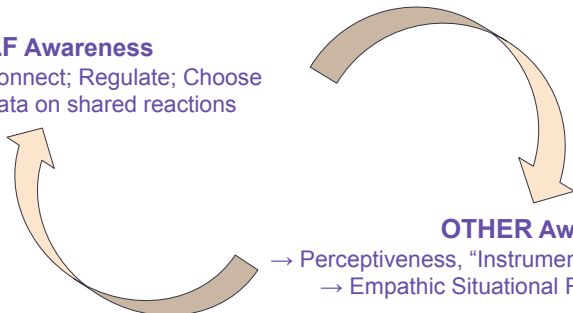
- Deepens conversation, relationship
- Awareness/Early warning system:
How important is the content to me?
- Form of "being known", getting needs met
- More "truth", less debate
- Congruence > "leakiness"
- Conflicting feelings can all be valid / shared
- Fewer misunderstandings met
- Regulation tool
- (+5) and (-5) = (+5) and (-5)



Sharing Feelings here → Builds skill for us all

SELF Awareness

- Connect; Regulate; Choose
- Data on shared reactions

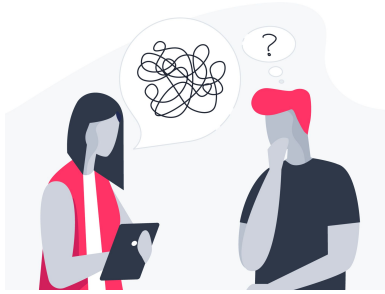


OTHER Awareness

- Perceptiveness, "Instrument Tuning"
- Empathic Situational Response

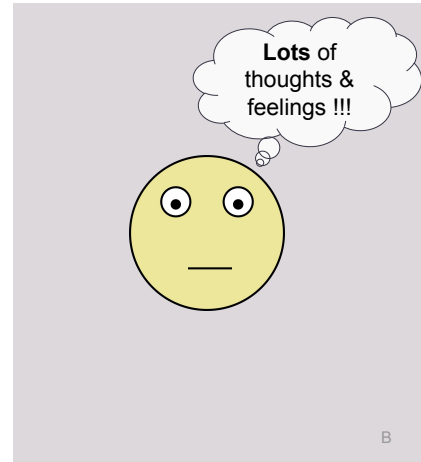
"I feel like it's time
for us to practice"





GIVING affirming or constructive FEEDBACK

Why do we hesitate?

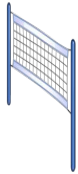


Giving Feedback: Try the “Net” Model

Speaking from your expertise (your side of the net), you can:

Maximize

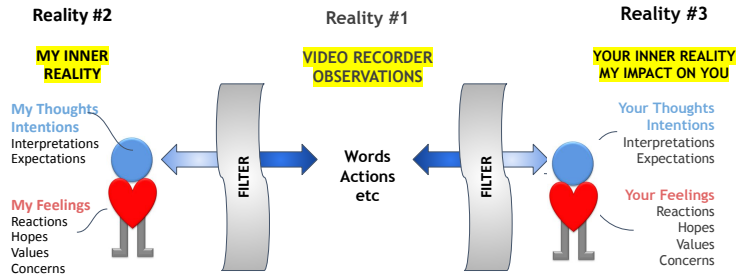
- Accuracy
- Being heard
- Being understood
- Mutual Learning



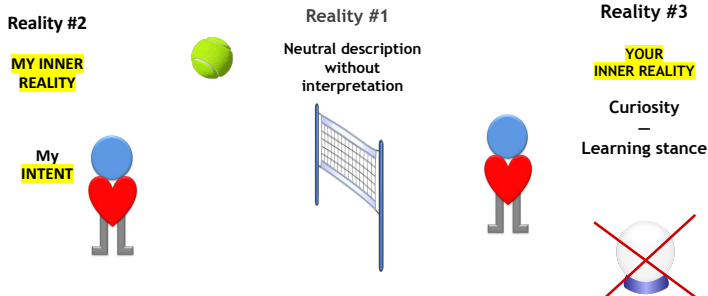
Minimize

- Inaccuracy
- Defensiveness in others
- Misinterpretation
- Debate

The 3 Realities



Giving Feedback: the 3 Realities



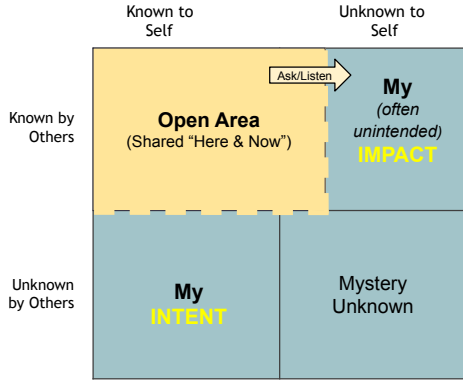
Giving Feedback Best Practice:

Ask for permission



Johari Window

Receiving Feedback



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Receiving Feedback



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3 Feedback Triggers

- 1 **Truth Triggers**
"That feedback is wrong"
- 2 **Relationship Triggers**
"Who are you to say that"
- 3 **Identity Triggers**
"That's not who I am"

Thanks For The Feedback: The Science and Art of Receiving Feedback Well.

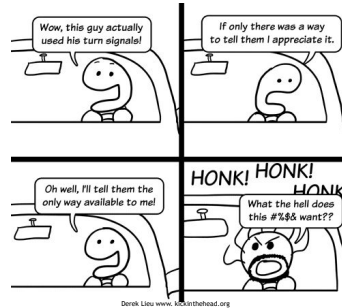
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Feedback: Intent vs. Impact



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Which trigger is at play?
Truth
Identity
Relationship

Triggers, Flooding & Self-Soothing

Flooding: Automatic Physiological Reaction

Self-soothing:

Social Ask for a break

Mental Compassionate self-talk
Focus on Impact > Intent

Physiological Box Breathing Hum
Closed nostril breathing Sigh
2x exhale Feel feet

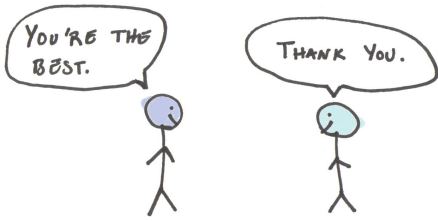
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2019 T-Groups for Women

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Giving and Receiving Feedback:

Yes: Building muscle
Learning to have “learning conversations”
Adding awareness & options

Not: Universal
Discovering “the absolute truth about me”
An obligation to change

T-Group Learning: Review

- **Share feedback, feelings, reactions, observations**
- **Ask for feedback** (e.g., gather lots of data)
- **Focus on “Here and Now”** - offers rich learning
- **Attend to your (and others’) safety & comfort**
 - Monitor (and share?) your own risk-taking
 - Ask for what you need
 - Trust others to know their own comfort/risk/stretch zones
 - Practice humility and openness - it won’t always go as we expect

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Learning Goals: Coaching Partners

Review, revise & recommit to learning goals
Consider the Types of Support that are helpful to you
Receive & offer support around learning goals

**Important: Offer coaching & support*
**Save all reactions and feelings-based feedback for T-Group **

TGroup



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