

# "TGroups for Everyday Leaders"

Personal and Professional Interpersonal Skill Development

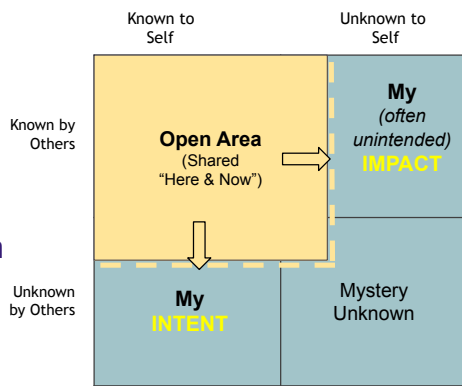
Jana Basili, MCC and Briana Evans  
February 23-25, 2024

# Sunday

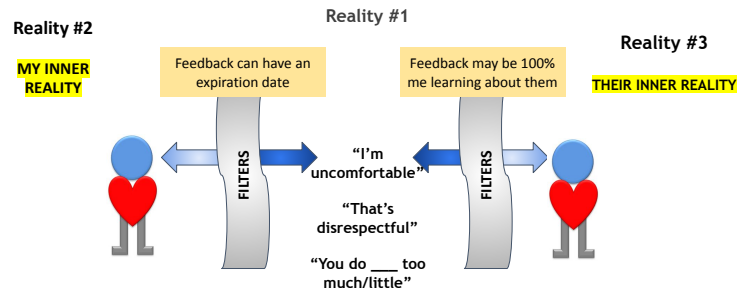
2 Full T-Group sessions (1/3 of workshop)  
Triggers  
Self-Compassion  
Application  
Close

## Johari Window

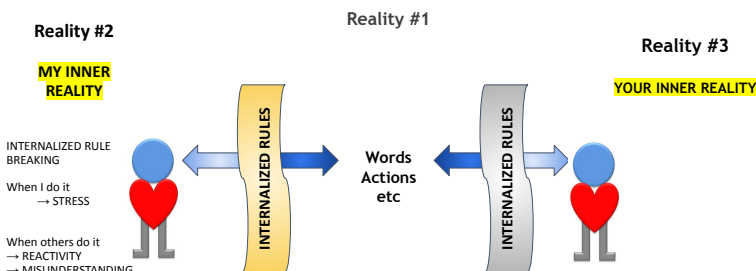
## Authenticity and Experimentation



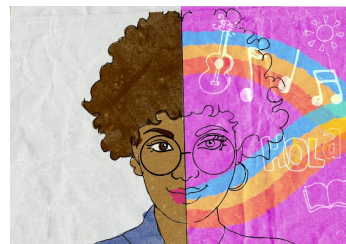
## The 3 Realities: Receiving Feedback



## The 3 Realities: Breaking Rules

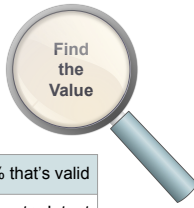


## ADDRESSING Who We Are



- Age & Generation
- Developmental Disability
- Disability (Acquired)
- Religion
- Ethnicity & Race
- Socioeconomic Status
- Sexual Orientation
- National Origin & Language
- Gender

## Listening Triggers: IRT



Triggers	Risks as listener:	Tips:
Truth	Debate	Find the 2% that's valid
Identity	Defensiveness	Listen for (or describe) Impact > Intent Think "situational behavior", Instead of "They'll think I am"
Relationship Health	Fear, Contempt, or Dismissal of message	If a valued friend/mentor had said it? "What's mentioned can be managed"

To prevent: - Net Model - Clarify Intent  
- Relationship focus



## MAKING & RECEIVING BIDS

The Gottman Institute

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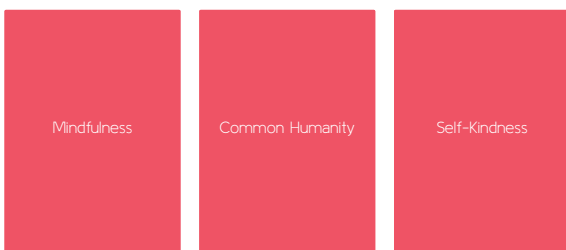
## Self-Compassion

Self-compassion is **acceptance** that we are imperfect and growing and **choosing** to treat ourselves with kindness and **caring** ...rather than self-criticism... as a means of tolerating a **wider range and intensity of emotions**.

From the work of Ed Batista



## Self-Compassion



From the work of Ed Batista



## Self-Compassion

- Is not "letting ourselves off the hook"
- Allows us to meaningfully:
  - reflect on our actions or circumstances
  - expand self-awareness
  - notice options available to us

From the work of Ed Batista



## Application Tips

- Me**
  - What am I feeling? thinking? assuming? projecting?
  - Do I need a break or self-soothing first?
  - Self-compassion and Curiosity
- Them**
  - Pick your audience (not the most difficult/risky to begin)
  - Ask for permission
- Content**
  - Start small
  - Match language, intensity and level (1-5) to the situation
  - Notice response, and Inquire/Recalibrate as you go

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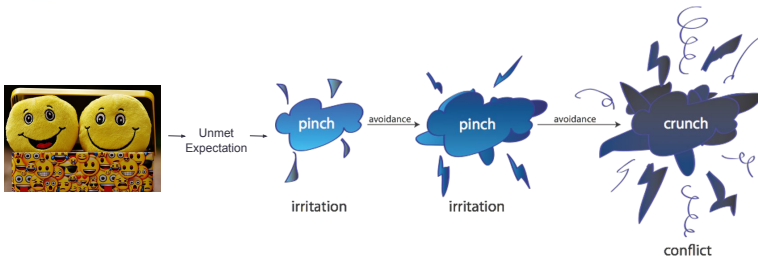
## Application: Feedback Model variations

- Observable data:** "When \_\_\_\_\_ happened" ... "When you said/did \_\_\_\_\_" ...
- Impact on**
  - **me** (feelings, ability to do my job, ability to advocate for you/us, ...)
  - **the team** (morale, credibility, clarity, efficiency, ...)
  - **our stakeholders** (clients, upper management, other departments, ...)
  - **the project** (accuracy, timeliness, ...)
  - **your own interests** (eligibility for bonus/promotion/perks, reputation, ...)

was or may be \_\_\_\_\_
- Inquiry:** "What was your experience? What happened?"  
(Expectations, obstacles, understanding, intentions, ...)

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## The "Pinch" Model of Communication (Jack Sherwood, NTL)



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## Application: Psychological Safety



<https://www.weforum.org/agenda/2016/04/team-psychological-danger-work-performance>

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## Transitioning After the Weekend

- Drive carefully
- Take care of yourself
- Appreciate those who supported from behind
- Share 1-2 key takeaways
- Celebrate progress and ... be patient
- May feel a "dip" (don't worry)
- Reach out for support

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**"Life is very short. What we have to do must be done in the now."**

Audre Lorde  
*The Transformation of Silence into Language and Action*

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