

The Centre for Human Relations and Community Studies presents  
***Being Your Best Self Webinar Series***

WEBINAR 2

# 4 Keys for Teamwork and Collaboration

Thursday, 20 January 2022



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# OVERVIEW

## 4 Conscious Actions for Higher Performance and Inclusion.

1. Sharing concepts
2. Self assessments
3. Learning from each other

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# CONNECTING BREAKOUTS (6 MINS)

1. Name
2. Organization
3. One thing that is important to you when you interact with others.

Be prepared to share your answers from question #3 in the chat.

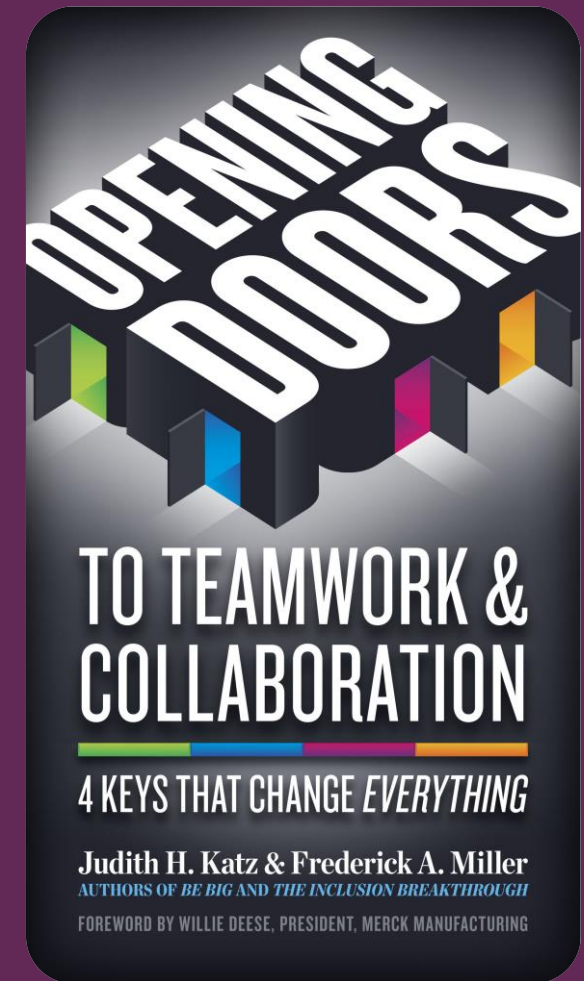
# HEADLINES

**SHARE RESPONSES TO QUESTION 3 IN CHAT:**

**One thing that is important to you when you interact with others.**



# CONSCIOUS ACTIONS FOR INCLUSION: THE 4 KEYS



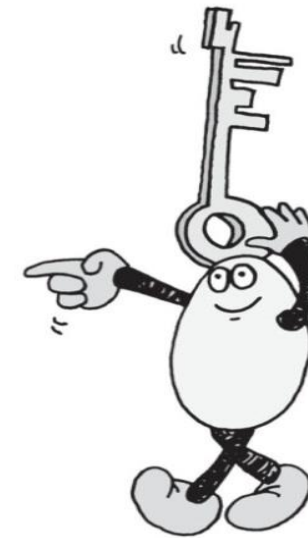
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# 4 KEYS THAT CHANGE *EVERYTHING*

- 1. Lean into discomfort**—Be willing to challenge self and others. Have the critical conversations; be willing to make mistakes. Take responsibility and learn from them.

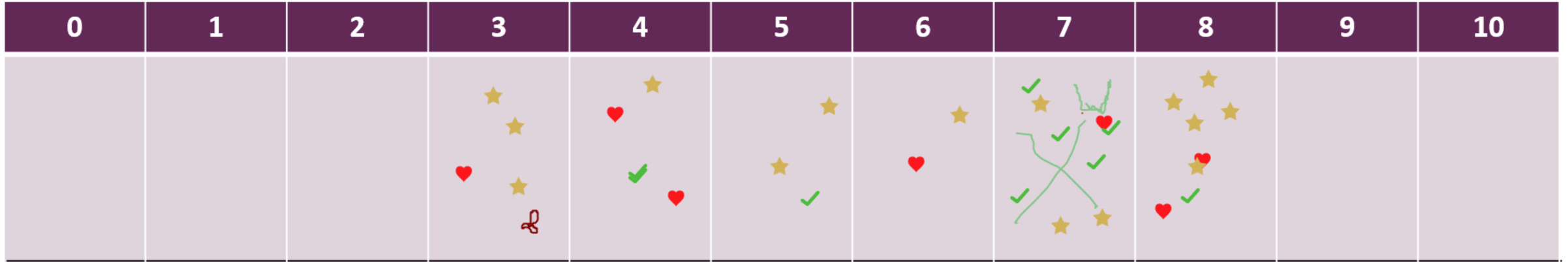
Everything new feels uncomfortable at first, which is why discomfort is a prerequisite for learning, growth, and change.

For most people, trusting others—and truly joining them—is challenging, and that can be uncomfortable.



# LEAN INTO DISCOMFORT—SELF ASSESSMENT

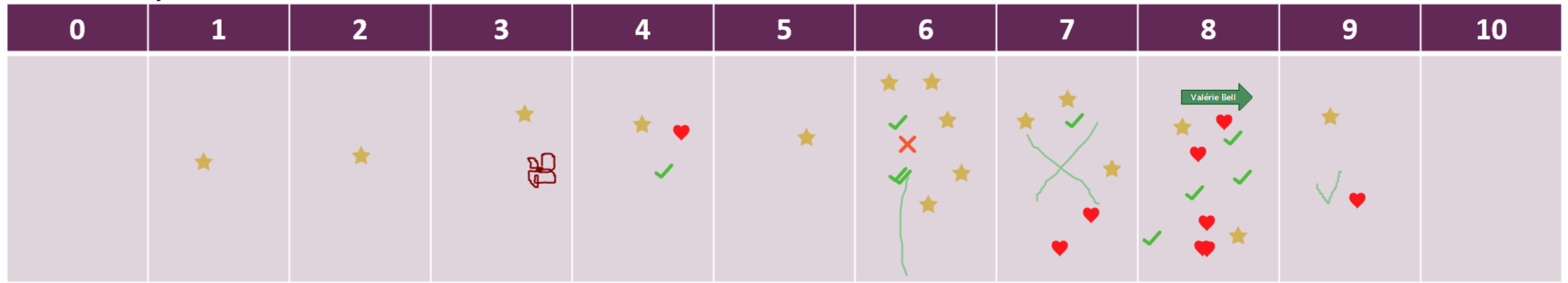
A. To what degree do you Lean into Discomfort. (challenging others, challenging self, appropriately adding your voice)



Not at all

To a great extent

B. I respond well when others Lean into Discomfort with me.



Not at all

To a great extent

# LEAN INTO DISCOMFORT—SELF ASSESSMENT

C. I lean into discomfort of addressing conflict to its resolution.





# 4 KEYS THAT CHANGE *EVERYTHING*

- 2. Listen as an ally**—Listen, listen, listen...and engage. Be a partner. Engage in a way that demonstrates you have truly listened rather than having evaluated others' responses, checked out, or waited to talk.

Allies are willing to work a little harder to hear, understand, appreciate, and build on others' ideas.

Are you willing to Listen as an Ally?





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# CONNECTING BREAKOUTS (6 MINS)

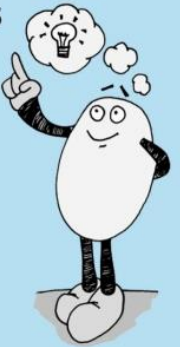

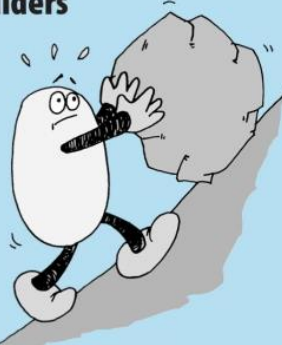

1. Would your interactions at work and in life be better if you move closer to a 10?... Lean Into Discomfort?... Listen as an Ally?
2. What are some actions you can take to enhance your practice of these behaviors?



# HEADLINES



# 3. State Your Intent and intensity

Initiator has:	Intent	Intensity of Commitment	Desired Response
<b>Notions</b> 	Discussion Possible	<ul style="list-style-type: none"> <li>• Low investment</li> <li>• Testing if idea makes sense to others and/or hoping others will build upon the idea</li> <li>• Individual is willing to let go of the idea</li> <li>• Totally open to influence</li> </ul>	Discuss if interested/willing to explore; Action optional
<b>Stakes</b> 	Discussion Initiation	<ul style="list-style-type: none"> <li>• Some investment</li> <li>• State a position</li> <li>• Wants to hear others' Street Corners</li> <li>• Willing to be influenced</li> </ul>	Discuss, to be considered or explored in depth; Acted upon if parties agree after discussion
<b>Boulders</b> 	Discussion for Understanding	<ul style="list-style-type: none"> <li>• Strong investment</li> <li>• Firmly entrenched in position</li> <li>• Wants it to happen</li> <li>• Difficult to influence</li> </ul> <p>This level of acting on an idea or making a decision should not be used frequently.</p>	Action expected; Substantive objections somewhat OK
<b>Tombstones</b> 	Discussion, if any, under Duress	<ul style="list-style-type: none"> <li>• Total investment</li> <li>• Worth quitting over</li> <li>• No ability to influence</li> </ul> <p>This level should not be used more than twice a year, if that frequently.</p>	Act now, or else



# 4 KEYS THAT CHANGE *EVERYTHING*

4. **Share street corners**—Accept their perspective and experiences as true for them. Hear others' differences as additive.

Without the full range of perspectives, we cannot be sure we have the complete picture.







# BREAKOUT IN PAIRS (10 MINS)

1. Would your interactions at work and in life be better if you move closer to a 10? Regarding, Stating Your Intent and Intensity?... Sharing Your Street Corner?
2. If so, what are some actions you can take to enhance your practice of these behaviors?
3. How will you hold yourself accountable for demonstrating one or more of the 4 Keys/Behaviors?
4. How will you get feedback from others on how they experience you practicing one or more 4 Keys/Behaviors?

## Conscious Actions for Inclusion

### 4 Keys that Change *EVERYTHING*

1. **Lean into Discomfort**  
Be willing to challenge self and others. Speak up—bring your voice and street corner.
2. **Listen as an Ally**  
Listen, listen, listen and engage. Be a partner. Challenge as an Ally.
3. **State Your Intent and Intensity**  
Clarify intent: State Notions, Stakes, Boulders, and Tombstones. Say what you mean and how much you mean it.
4. **Share Street Corners**  
Accept others' thoughts and experiences as true for them. Hear others' differences as additive.

CHANGE THE INTERACTION · CHANGE THE EXPERIENCE · CHANGE THE RESULT



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# Two Transformational Workshops in Fall 2022

## Concordia University, Montreal, Quebec

1



### Human Interaction Laboratory Fall 2022

A **foundational** workshop designed to enhance your understanding of how you show up and interact in order to improve your personal and professional effectiveness

2



### Developing the Organizational and Personal Self Fall 2022

An **advanced** workshop designed to build greater self-knowledge and fluency in using boundaries and choice to be more of the person you want to be at work, at home, and in the world

[concordia.ca/chrcs](https://concordia.ca/chrcs)

**Registration is open**

## Upcoming in the *Being Your Best Self* Webinar Series:

### WEBINAR 3

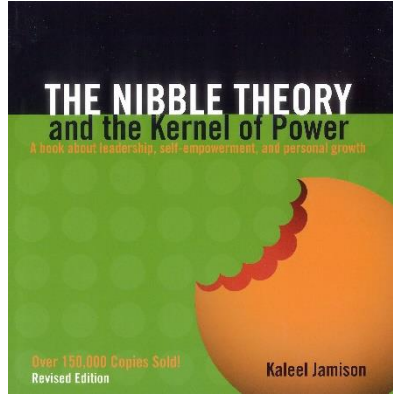
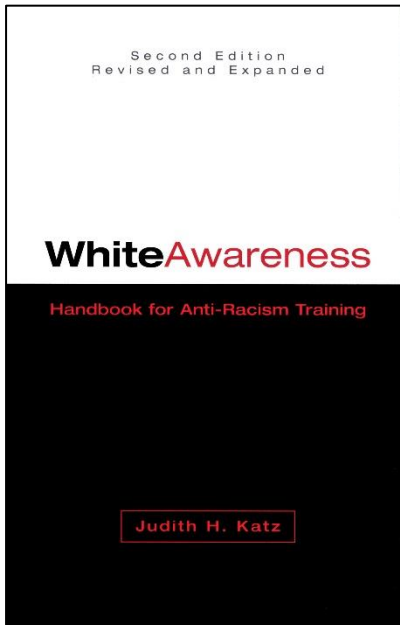
#### **Creating Interaction Safety**

28 February 2022

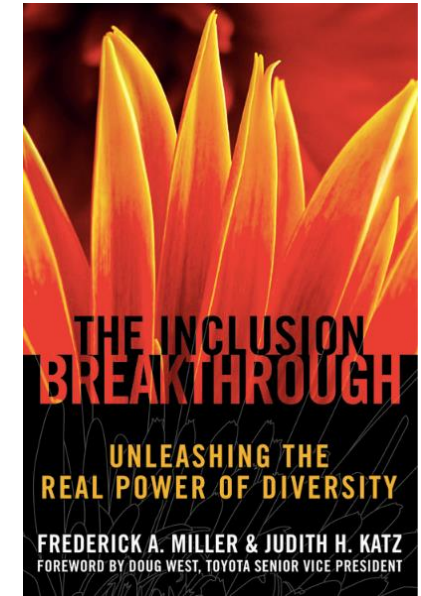
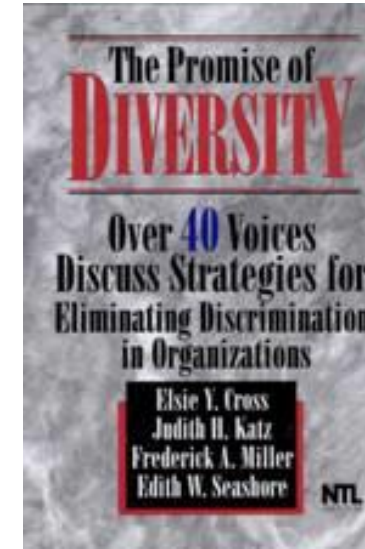
5:30 pm – 7:00 pm EST

With Fred Miller and Judith Katz

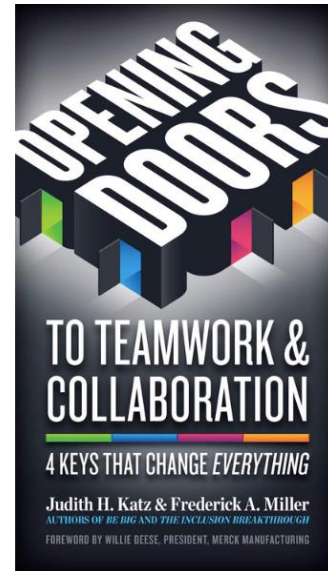
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