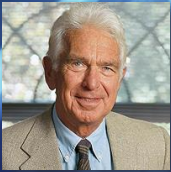


Growing @ the Speed of Change

"I can't recall a period of time that was as volatile, complex, ambiguous and tumultuous. As one successful executive puts it, 'if you're not confused, you don't know what's going on'."



Warren Bennis, leadership author and Professor of Business Administration at the University of Southern California

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*Navigating
Change and
Adversity*



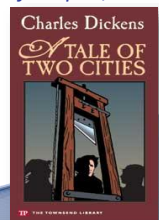
Change or Be Changed

If the rate of **external change** exceeds
our rate of **internal change**,
we are eventually going to **be
changed**.

**How could we end up being
changed?**

Choosing Our Perspective

*"It was the best of times, it was the worst of times,
it was the age of wisdom, it was the age of foolishness...
it was the season of Light, it was the season of Darkness,
it was the spring of hope, it was the winter of despair,
we had everything before us,
we had nothing before us,
we were all going direct to Heaven,
we were all going direct the other way..."*



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- *The Best Changes Affecting us*
- *The Worst Changes Challenging Us*



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Life is an Optical Illusion



Wearing C.R.A.P Glasses Ruins Our I-sight
Can't **R**eadily **A**bsorb **P**ositivty

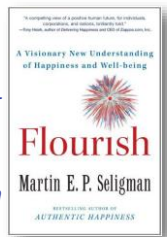


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"...positive psychology is rooted in scientific evidence that it works.

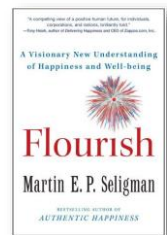
It uses tried-and-true methods of measurement, of experiments, of longitudinal research, and of random-assignment, placebo-controlled outcome studies to evaluate which interventions actually work and which ones are bogus.

It discards those that do not pass this gold standard as ineffective, and it hones those that pass."



*Being in a state of mental health is not merely being disorder free; rather it is **the presence of flourishing.**"*

- **P**ositive emotion
- **E**ngagement
- **R**elationships
- **M**eaning
- **A**ccomplishment.



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Pessimism

1. A tendency to stress the negative or unfavorable or to take the gloomiest possible view.
2. The doctrine or belief that this is the worst of all possible worlds and that all things ultimately tend toward evil.
3. The doctrine or belief that the evil in the world outweighs the good.

American Heritage Dictionary

Optimism

1. A tendency to expect the best possible outcome or dwell on the most hopeful aspects of a situation.
2. The doctrine that this world is the best of all possible worlds.
3. The belief that the universe is improving and that good will ultimately triumph over evil.



Range of Reality

Pessimism

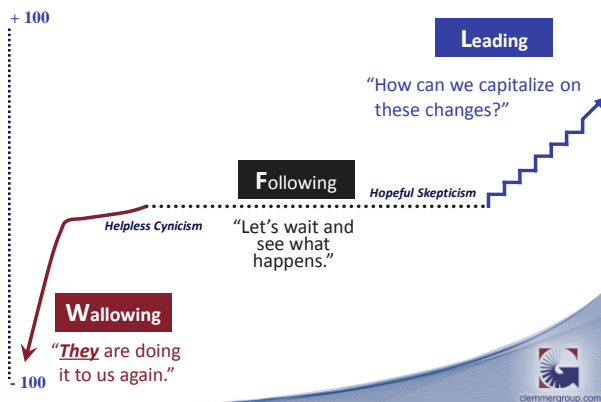
- Fearful
- Negative energy
- Tuned into bad vibrations
- Hopeless
- Impossibility thinking
- See the worst in people
- Unlucky
- Problem focused
- Unhappy

Optimism

- Courageous
- Positive energy
- Tuned into good vibrations
- Hopeful
- Possibility thinking
- Find the best in people
- Lucky
- Solution focused
- Happy

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WFL Model – Which Framing Level?



"They couldn't hit an elephant from this dist..."

Last words of General J. Sedgwick, Battle of Spotsylvania, 1864



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To Wallow

1. To roll one's self about, as in mire; to tumble and roll about; to move lazily or heavily in a medium; to flounder; as swine wallow in mire.

"With Smithers out of the picture I was free to wallow in my own crapulence."

2. To roll; especially to roll in anything defiling or unclean.
3. To live in filth or gross vice; to deport one's self in a beastly and unworthy manner.

Wiktionary.org

Our Hardiness Choices

"Hardiness" of people who had suffered serious adversity like cancer patients, prisoners of war, accident victims, etc. fell into three groups:

1. *Used the experience as a defining event that made them stronger (Lead).*
2. *Got their life back to "normal" (Follow).*
3. *Permanently dispirited by the event (Wallow).*

International Committee for the Study of Victimization



Pain is inevitable.

Suffering is optional.

"Most people are about as happy as they make up their minds to be."

Abraham Lincoln



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What are we feeling, talking, about and doing when we are:

- *Leading?*
- *Following?*
- *Wallowing?*



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"The person who waits for a roast duck to fly into his or her mouth must wait a very long time."

Chinese Proverb



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- *How do/could you keep yourself in Leading mode?*
- *How do/could you help your team members/colleagues spend more time in Leading mode?*



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"There is No Such Word as Can't"

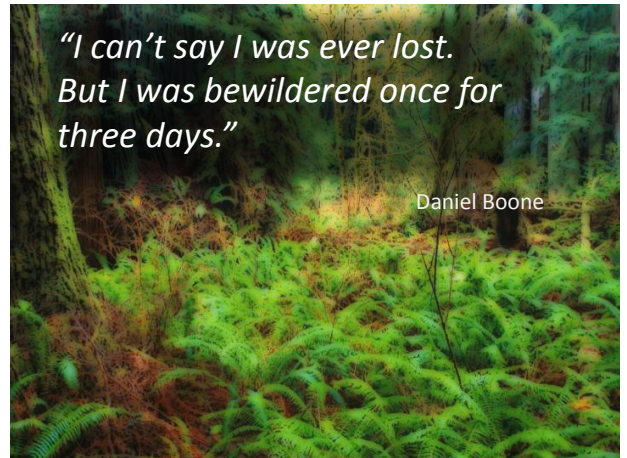
Alvin "Toes" Law
Award winning musician and the
second youngest to ever receive the
George Vanier Award for Outstanding
Young Canadian.
The other was Wayne Gretzky.



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*"I can't say I was ever lost.
But I was bewildered once for
three days."*

Daniel Boone



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Give me your card/e-mail address or e-mail me at Jim.Clemmer@Clemmer.net for a follow up e-mail with links to:



- *Lost Generation* video, articles and blogs related to this keynote
- Links to webinars and other resources
- *The Leader Letter* e-newsletter



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"People who want milk should not seat themselves on a stool in the middle of a field in hope that a cow will back up to them"

Elbert Hubbard, American writer and publisher



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