

HOW MUCH CHANGE DO YOU HAVE IN YOUR POCKET?

PRESENTED AT

35TH ANNUAL ICADD CONFERENCE

EMBRACING A NEW DAWN IN BEHAVIORAL HEALTH

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Stuck on an Escalator
Find it on You Tube





Sometimes we overestimate the event,
and underestimate the Process!



LEARNING OBJECTIVES

By the end of the workshop participants will:

- Understand 3 types of change
- Understand definitions re: Leadership
- Explore implementation & transformation strategies
- Experience Mind Traps
- Learn the $E = Q \times A$ formula
- Experience 9 steps in the PLAN AHEAD process

3 TYPES OF CHANGE

ADDITIVE

Adding peer and community based recovery supports to the existing treatment.

SELECTIVE

Practice and Administrative alignment in selected parts of the organization – e.g. pilot “recovery projects”

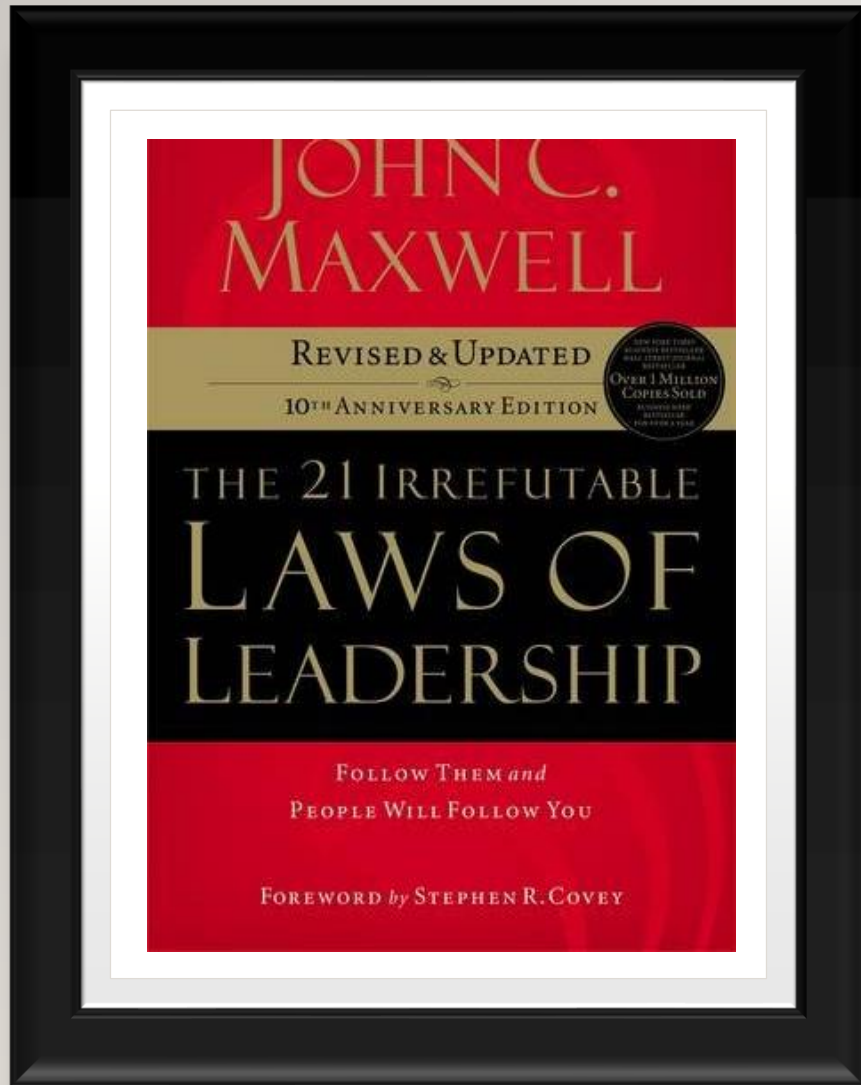
TRANSFORMATIONAL

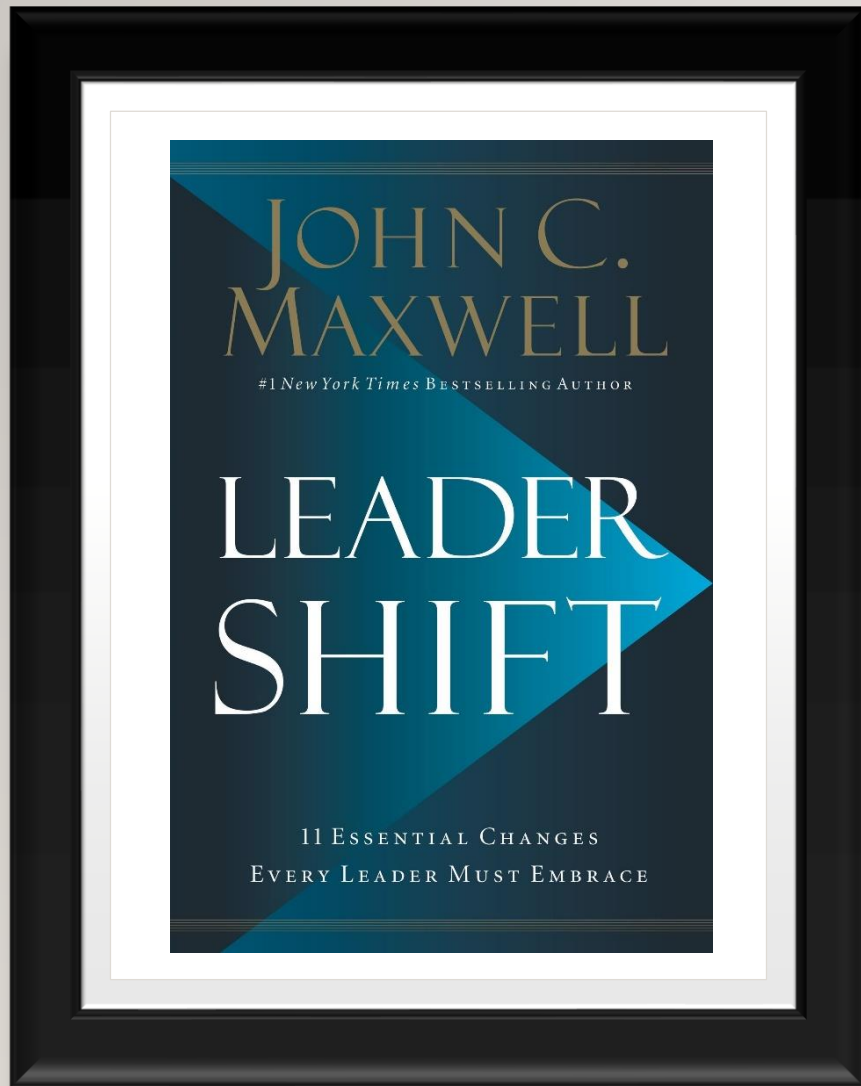
Cultural, values based change drives relationships, practice, policy and fiscal changes in all parts and levels of the organization. Everything is viewed through the lens of and aligned with recovery oriented care.

WHAT IS LEADERSHIP?

Managers do things right – **Leaders** do the right thing

“The true measure of Leadership is **INFLUENCE**; nothing more, nothing less”





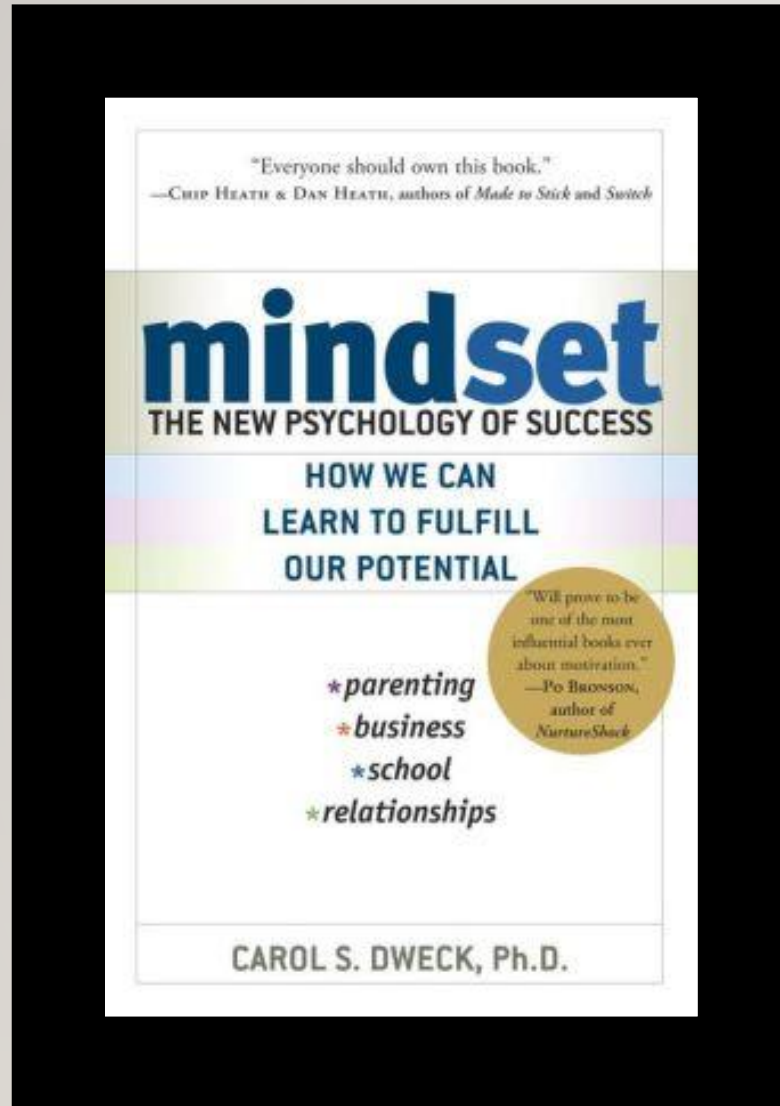
“You cannot be the same, think the same, and act the same if you hope to be successful in a world that does not remain the same”

- **LEARN SOMETHING NEW:** When's the last time you learned something for the first time?
- **TRY SOMETHING DIFFERENT:** When's the last time you did something for the first time?
- **FIND SOMETHING BETTER:** When's the last time you found something better for the first time?
- **SEE SOMETHING BIGGER:** When's the last time you saw something bigger for the first time?

FRAMEWORK FOR LEADERSHIFTING FROM GOAL-ORIENTED TO GROWTH-ORIENTED

- Continually Learn, Unlearn and Relearn
- Value Yesterday but Live in Today
- Rely on Speed but Thrive on Timing
- See the Big Picture As the Picture Keeps Getting Bigger
- Live in Today but Think About Tomorrow
- Move Forward Courageously in the Midst of Uncertainty
- Realize Today's Best Will Not Meet Tomorrow's Challenges

“Everyone has
to learn to
think differently,
BIGGER,
to be open
to possibilities.”
– Oprah Winfrey



“One of the most basic beliefs we carry about ourselves has to do with how we view and inhabit what we consider to be our personality” ~ C. Dweck

**FIXED OR
GROWTH
MINDSET?**

2 MIND-SETS

FIXED mind-set:
intelligence is static.

This leads to a desire to look smart and therefore a tendency to...

CHALLENGES

...avoid challenges



OBSTACLES

...give up easily



EFFORT

...see effort as fruitless or worse



CRITICISM

...ignore useful negative feedback



SUCCESS OF OTHERS

...feel threatened by the success of others



As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

GROWTH mind-set:
intelligence can be developed.

This leads to a desire to learn and therefore a tendency to...

...embrace challenges



...persist in the face of setbacks



...see effort as the path to mastery



...learn from criticism



...find lessons and inspiration in the success of others



As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**

INNOVATION & DIFFUSION: A HUMAN PROCESS ~Dr. Michael Diamond



DISCOVERING
ORGANIZATIONAL IDENTITY
Dynamics of Relational Attachment

Michael A. Diamond

- Expert Authority
- Psychological Resistance
- Organizational Psychodynamics
- Organization's Culture
- Organizational Resilience

MIND TRAPS

BASED ON TCU
MAPPING-ENHANCED
COUNSELING MANUALS FOR
ADAPTIVE TREATMENT

Unhelpful and unproductive thinking patterns that we all get caught up in from time to time.

Explain the difference between what you are feeling and thinking, and how feeling-based distortions can get in the way of productive communication.

Self-awareness is the first step in changing things about ourselves that we want to change.

Because *mind traps* can lead to emotional roller coasters and breakdowns in communication (e.g., arguments, power plays, hurt feelings), learning to recognize how often we get caught up in them can help recovery.

Learning to recognize when we are blaming, playing helpless, catastrophizing, etc., we are better able to challenge those thoughts with more balanced and logical thinking.

Recovering people often are told by counselors, family members, and friends that they must learn to “deal” with their feelings in order to make progress. “Dealing” with our feelings means (1) accepting that feelings are normal; (2) understanding that thoughts or ideas may influence certain feelings; and (3) talking about our feelings productively (without blaming ourselves or others for what we feel).

MIND TRAPS, CONTINUED

THE BLAME TRAP: We get caught in the *Blame Trap* when we refuse to take responsibility for our decisions and our actions. Instead we try to make others responsible. The thoughts sound like: *“He’s making me mad.” “She made me do it.” “It’s not my fault I slipped up, he’s the one who brought the dope home.” “It’s your fault things are not working out.”*

CHALLENGE WITH: I am responsible for my feelings and my actions. Blaming others keeps me from having to look at my part. I may have an emotional reaction to someone’s behavior, but I am responsible for how I respond. Others may ask me to do things, or offer me opportunities, but no one is responsible for my decisions except me.

Based on TCU Mapping-Enhanced Counseling Manuals for Adaptive Treatment

MIND TRAPS, CONTINUED

- **THE CATASTROPHE TRAP:** We get caught in the *Catastrophe Trap* when we exaggerate even our smallest troubles, turning them into major crises. In another version of this trap, we convince ourselves that everything we attempt will be doomed to failure or catastrophe. The thoughts sound like: *“I can’t cope with this, it’s just too awful!”* *“I’ll never get over this.”* and *“There’s no way I can change, so why bother.”* *“Even if I apply for the job, I probably won’t get it.”* *“I don’t see why I should stay in treatment, I’ll probably not make it.”*
- **CHALLENGE WITH:** What has happened is unfortunate (or annoying, irritating, unpleasant, frustrating), but it is not the end of the world.. I don’t like it, but I can handle it. I know this will pass with time. On a scale of 1 to 10, how large is this problem, really? What are my options for handling this problem? Just because I’ve been disappointed in the past doesn’t mean I can never succeed. If I don’t at least try, I’ll never know what could have been.

MIND TRAPS, CONTINUED

- **THE HELPLESS TRAP:** We get caught in the *Helpless Trap* when we think and act like we are victims of circumstance and there's nothing we can do to solve our problems. The thoughts sound like: *"I can't handle this hassle."* *"There's nothing I can do about all my problems."* *"I'll never be able to get out of this mess."*
- **CHALLENGE WITH:** I am capable. I can handle this. I can figure out what will work. There is no good reason why I can't manage this situation, even if it is frightening and difficult. The solution will take time, effort, patience, and hard work, and I'm up to it.

MIND TRAPS, CONTINUED

THE GUILT TRAP: We get caught in the *Guilt Trap* when we have thoughts that are unfairly harsh and critical about ourselves. We may think we are responsible for external events or for other people's feelings and actions. Or we may think anything we do that is short of perfection makes us a bad person. The thoughts sound like: *"I should have done a better job."* *"If I were a better person I'd call my mother more often."* *"It's my fault my husband is so unhappy."* *"I'm so stupid! I should have remembered my appointment."*

CHALLENGE WITH: I am a human being. ***Human beings make mistakes and are not perfect.*** I am not obligated to be perfect, only to do the best I can. I will not call myself harsh, critical names, instead I will say *"I'm imperfect and I make mistakes, just like everyone else. I am not responsible for every thing that goes wrong."*

MIND TRAPS, CONTINUED

THE ALL OR NOTHING TRAP: We get caught in the *All or Nothing Trap* when we overreact to people or events by assuming they are totally one way or totally the other. We label things as good-bad, black-white, yes-no, success-failure, either-or, and ignore the full range of possibilities in between. The thoughts sound like: *“He’s always late.” “She never can get it right.” “I’m always in a hurry.” “The whole dinner is ruined because I burned the rolls!”*

CHALLENGE WITH: Am I being honest? Am I being fair? Am I overreacting? I know he often is late, but that’s different than always. I know she sometimes makes mistakes, but that’s different than never getting it right. Am I really always in a hurry? Just because one thing is not quite right, that doesn’t mean the whole thing is wrong.

FEELINGS, THOUGHTS, AND MIND TRAPS AN ACTIVITY

- In the boxes labeled FEELINGS, list a few feelings you have experienced as a result of each *mind trap* discussed
- In the boxes labeled IMPACT ON RECOVERY, describe how these feelings might impact your recovery, including relationships with supportive people, attendance at self-help meetings, coming to counseling, staying clean, etc.
- In the space under the boxes labeled CHALLENGE, describe how you would challenge the kind of thinking described for each *mind trap*.



JOHN C.
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Pop Quiz

$$E = Q \times A$$

If you multiply an idea with a Quality Value of 10 x a zero acceptance rate, what's the result?



PLAN AHEAD PROCESS: 9 STEPS

- Predetermine the change needed
- Lay out your steps
- Adjust your priorities
- Notify key people
- Allow time for Acceptance
- Head into Action
- Expect problems
- Always point to the successes
- Review progress daily

Thank
you



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