

# The 5-4-3-2-1 Coping Technique

Ease your state of mind in stressful moments.

Acknowledge **5** things that you can see around you.



Acknowledge **4** things that you can touch around you.

Take 3 minutes to follow the prompts.



Acknowledge **3** things that you can hear around you.

Acknowledge **1** thing that you can taste around you.



Acknowledge **2** things that you can smell around you.



#DeStressMonday

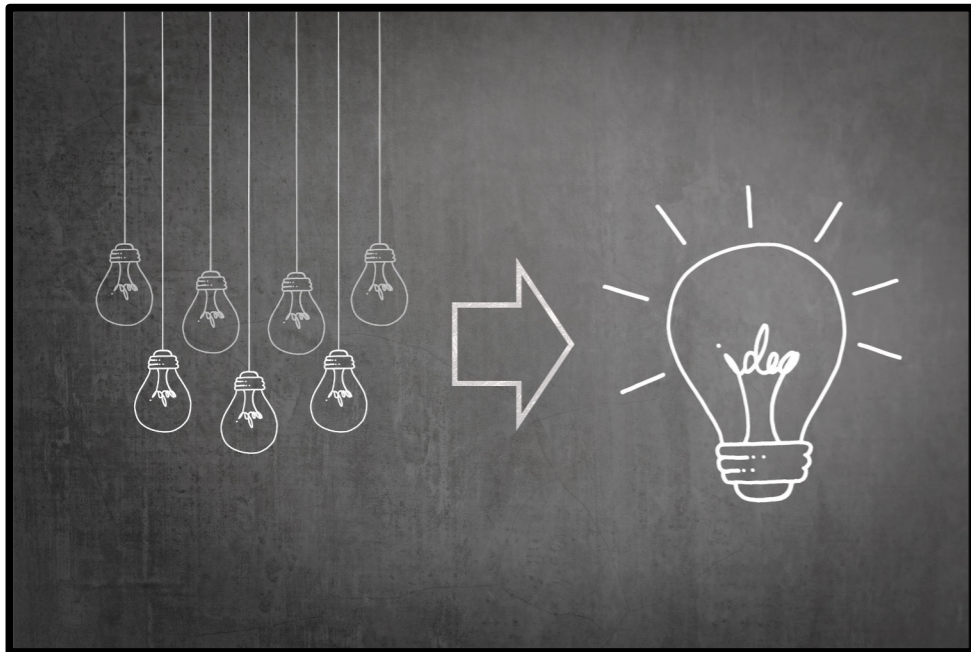
DeStressMonday.org

DESTRESS  
MONDAY

Sometimes the bravest  
thing we can do is show  
up.

-Brené Brown

# The Flow.



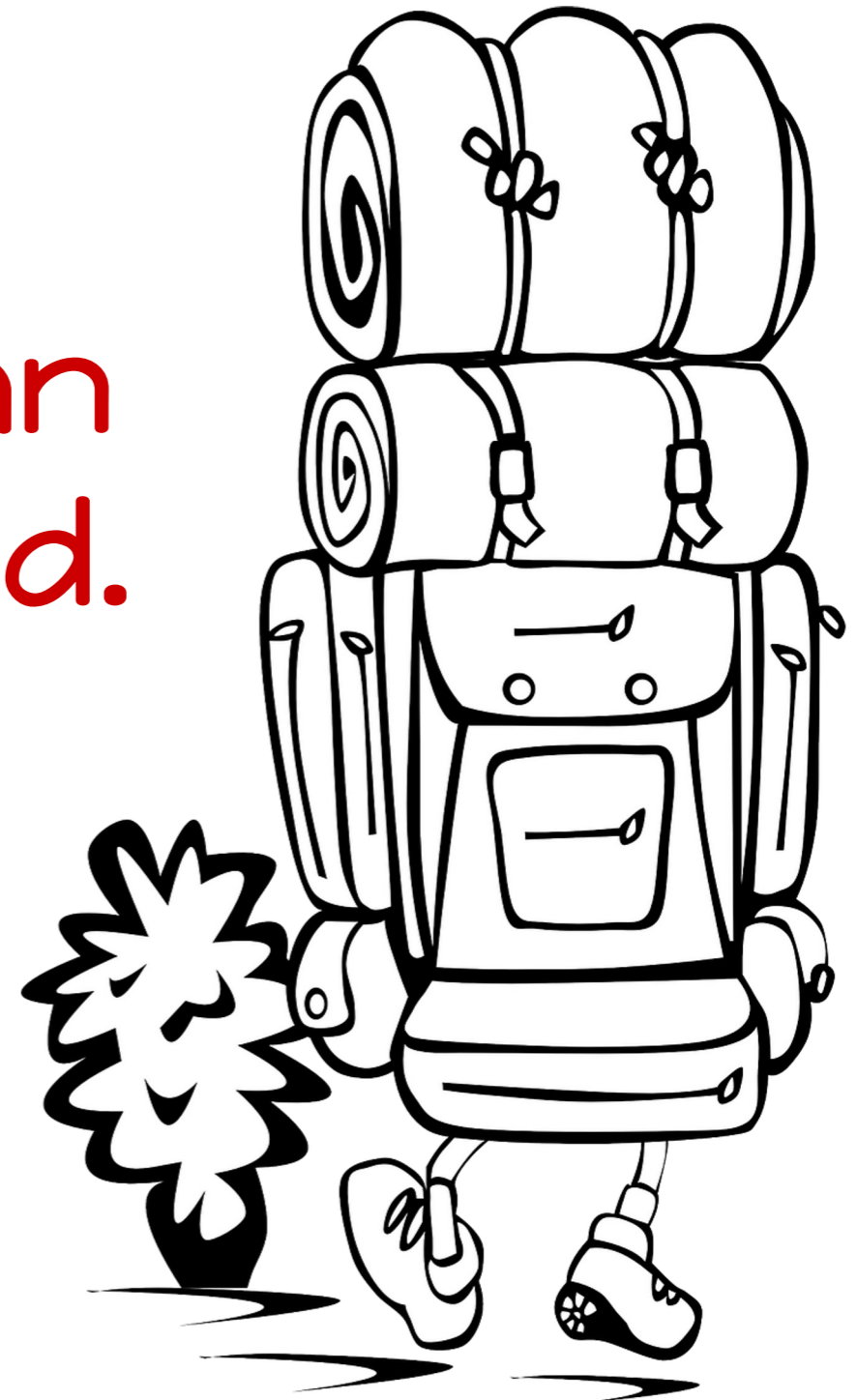
Friday | 4:30–7:00 p.m.

- “The Backpack”
- Community Agreements
- 6 Circle Model

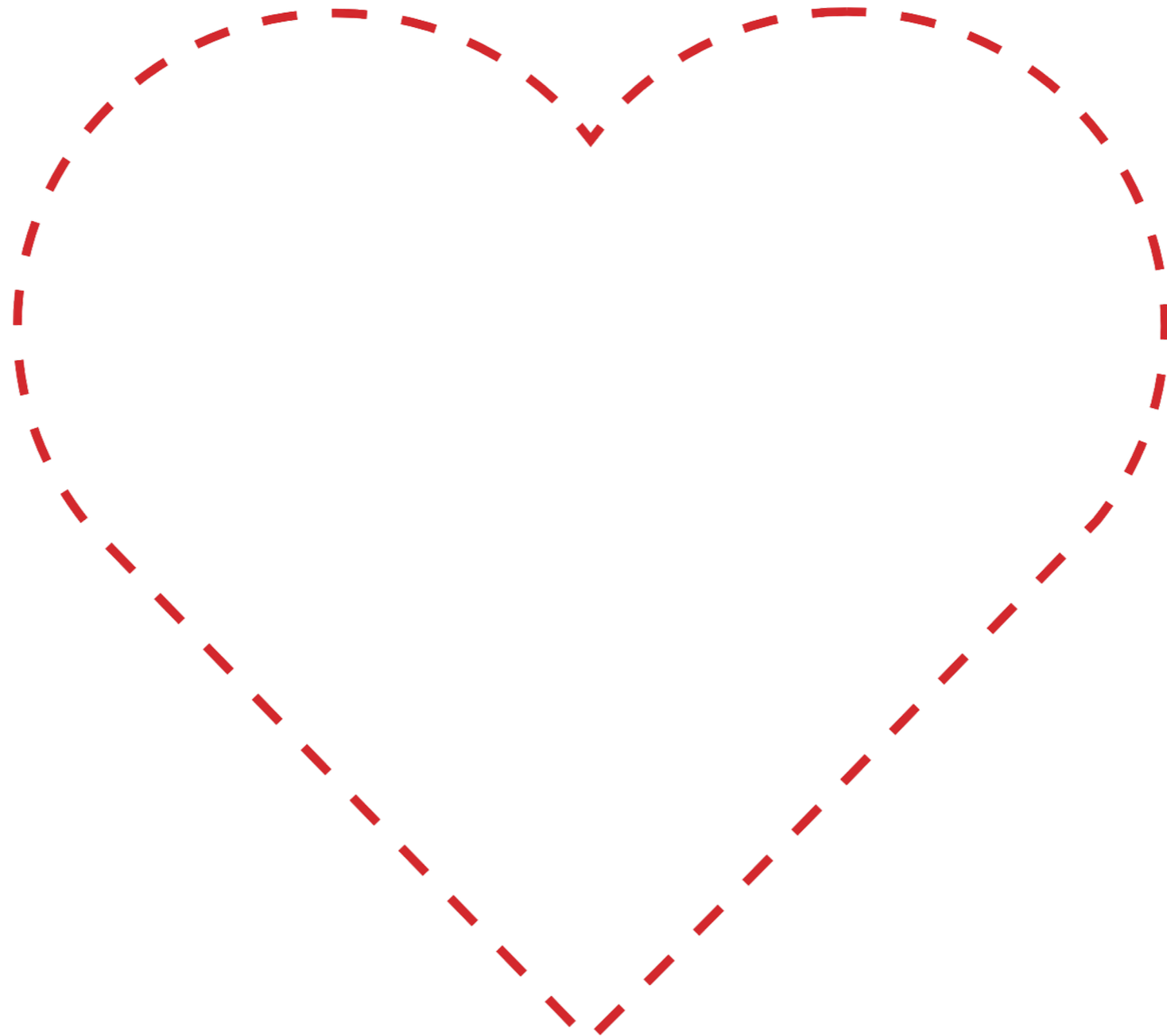
Saturday | 9:00 a.m.–12:30 p.m.

- Openness to Discovery: Drama Triangle
- Listening As Leadership
- Center for Educational Leadership

Accumulated stress can  
create an allostatic load.



# Compassion Fatigue



# Listening as a Leadership Strategy

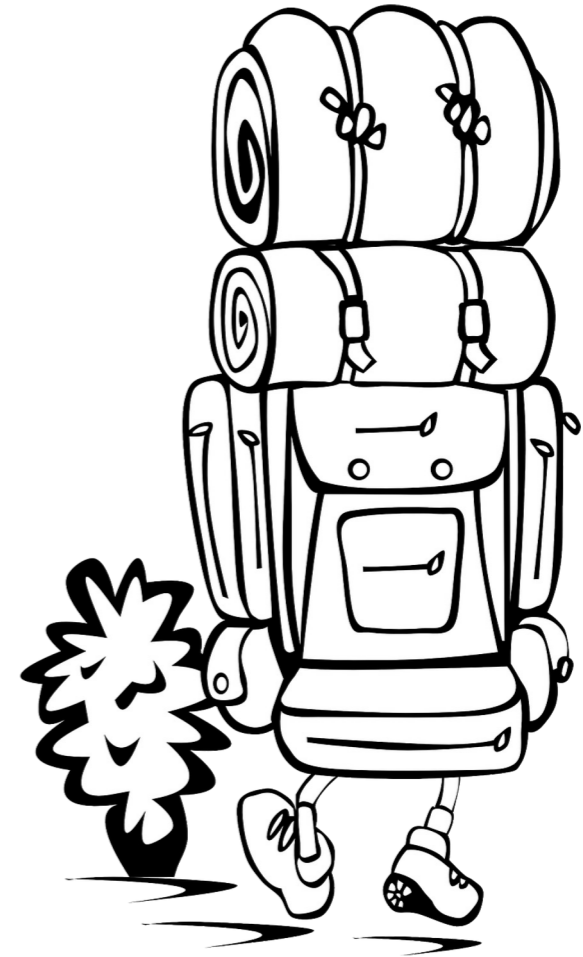


# Guiding Principle

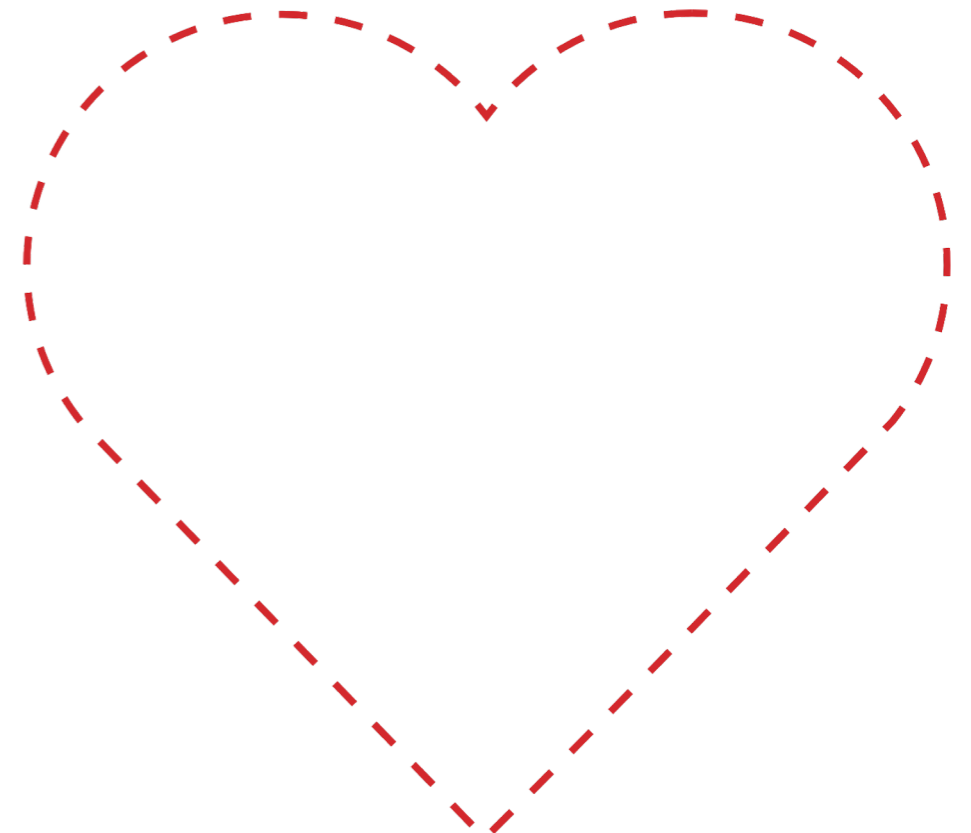
I agree to listen to and think about you in exchange for you doing the same for me.



1. What are you holding that feels hard or heavy to carry?



1. Where have you noticed compassion fatigue showing up for you recently?





# Community Agreements

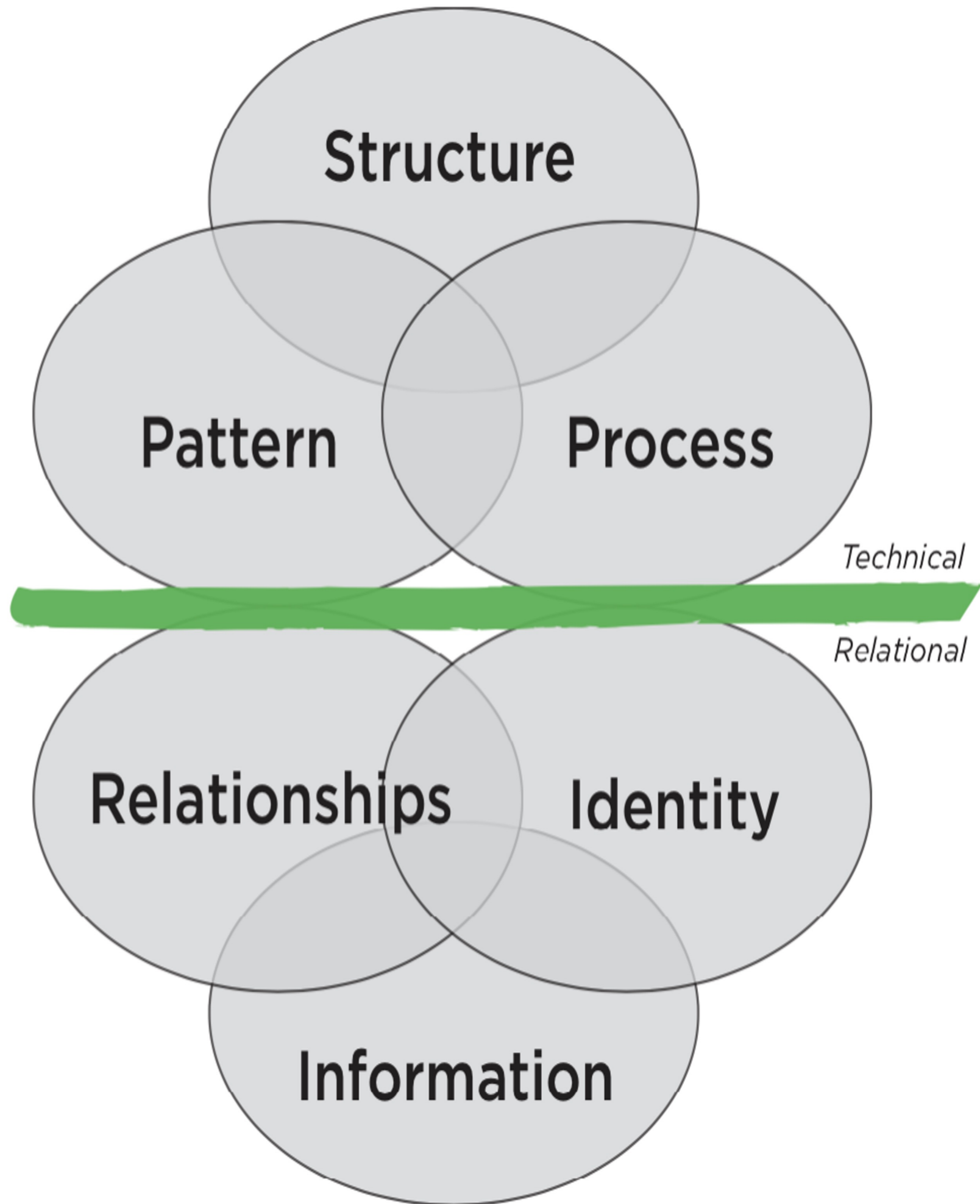
Notice moments of discomfort & stay curious.

Listen fully-- with your ears, eyes & heart. Honor our norm of confidentiality, "What I say here, stays here."

Speak your truth without fear of blame or judgement.

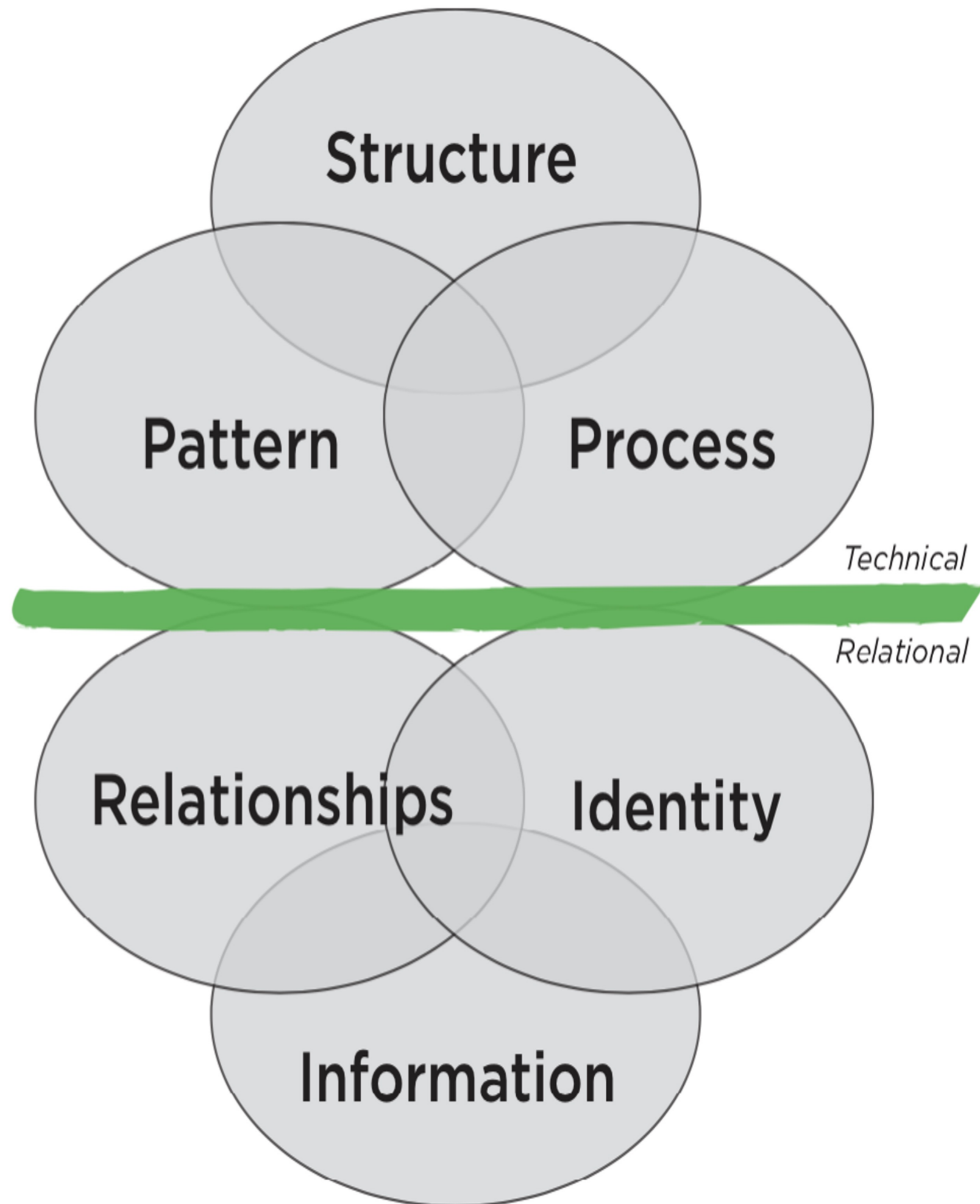
Be open to the experience of the program and of each other.

# 6 Circle Model



# 6 Circle Model

- Choose **1-2 sentence(s)** that stand out to you as particularly *powerful or useful* for our work as a leadership team.
- Break out with a group and share
  - 1-2 sentences you chose
  - What **connections** do you see between the 6 Circle model and your work as a leader?



Our greatest strength  
lies in the gentleness  
and tenderness of our  
heart.

~Rumi

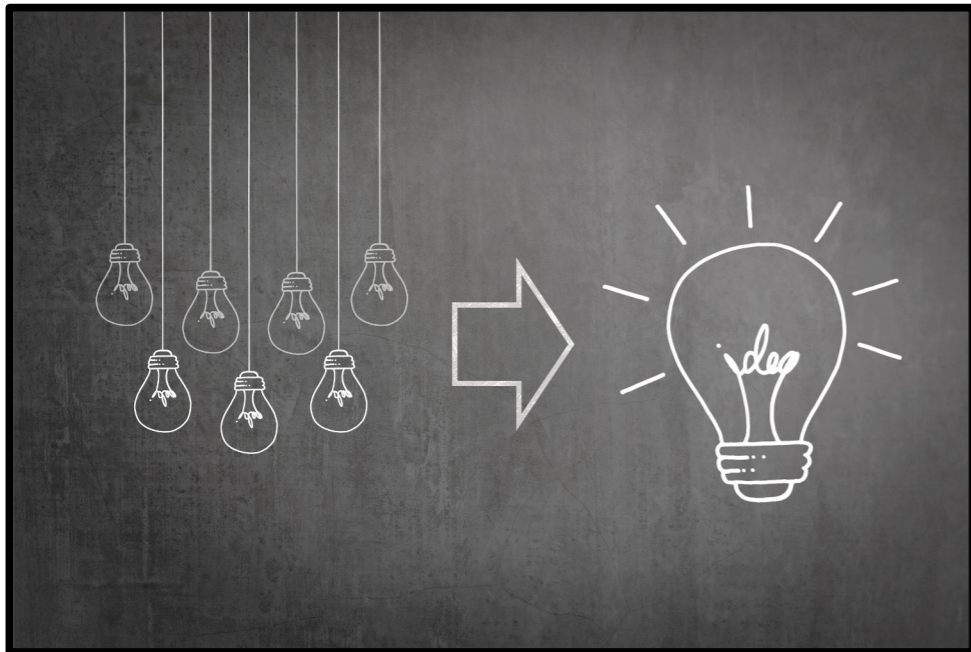


1. What do I want to **KEEP?**
2. What do I want to **ADD?**
3. What do I have **questions about?**
4. What doesn't feel like **a good fit for me?**

## Community Agreements

Notice moments of discomfort & stay curious.	Listen fully-- with your ears, eyes & heart. Honor our norm of confidentiality, "What I say here, stays here."
Speak your truth without fear of blame or judgement.	Be open to the experience of the program and of each other.

# The Flow.



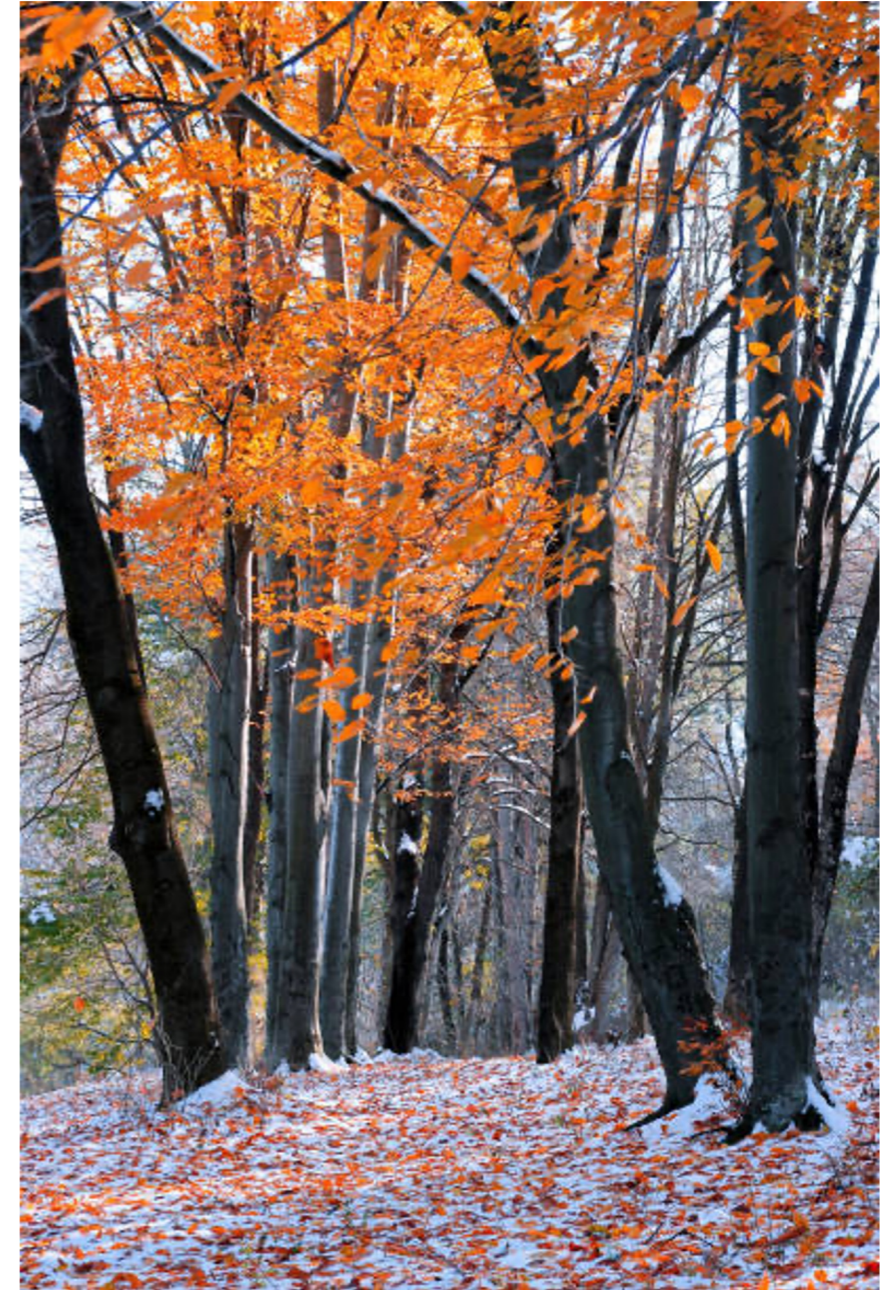
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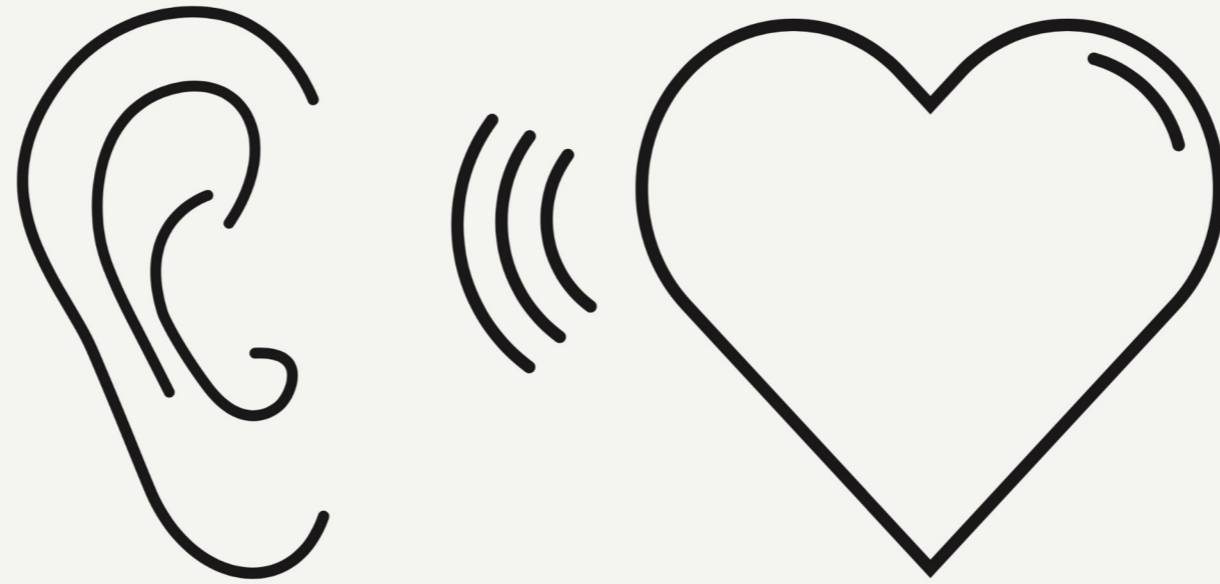
- “The Backpack”
- Community Agreements
- 6 Circle Model

Saturday | 9:00 a.m.–12:30 p.m.

- Listening As Leadership
- Openness to Discovery: Drama Triangle
- Expertise

One of my  
winter morning  
rituals is....





“When you listen generously to people, they can hear the truth in themselves, often for the first time.

~Rachel Naomi Remen



# Leadership Personas

# S.C.A.R.F



- Status: sense of importance or value relative to others in the group
- Certainty: a sense of consistency & ability to predict what will happen next
- Autonomy: exercising control, influence or choices
- Relatedness: feeling safe & connected with others, part of the “tribe”
- Fairness: interactions between people are unbiased & appropriate

Becky Marggiota  
*The Billions Institute*



# Openness to Discovery Scale

The Openness to Discovery Scale

How **OPEN** or **Closed** are You to Discovery?

+10	Implementing (planning actions, requesting support for follow up)
+9	Feeling and showing genuine enthusiasm about the possibilities
+8	Taking full responsibility for the issue and the results that were created
+7	Thinking out loud, making new associations about the issue
+6	Requesting information and examples about the issue from a place of wonder
+5	Listening generously for content (reflecting w/o interjecting your point of view)
+4	Expressing appreciation for the message and messenger regardless of delivery
+3	Openly wondering about the issue using your whole body
+2	Expressing genuine curiosity about the issue with your attitude and words
+1	Demonstrating open posture

One Way Up

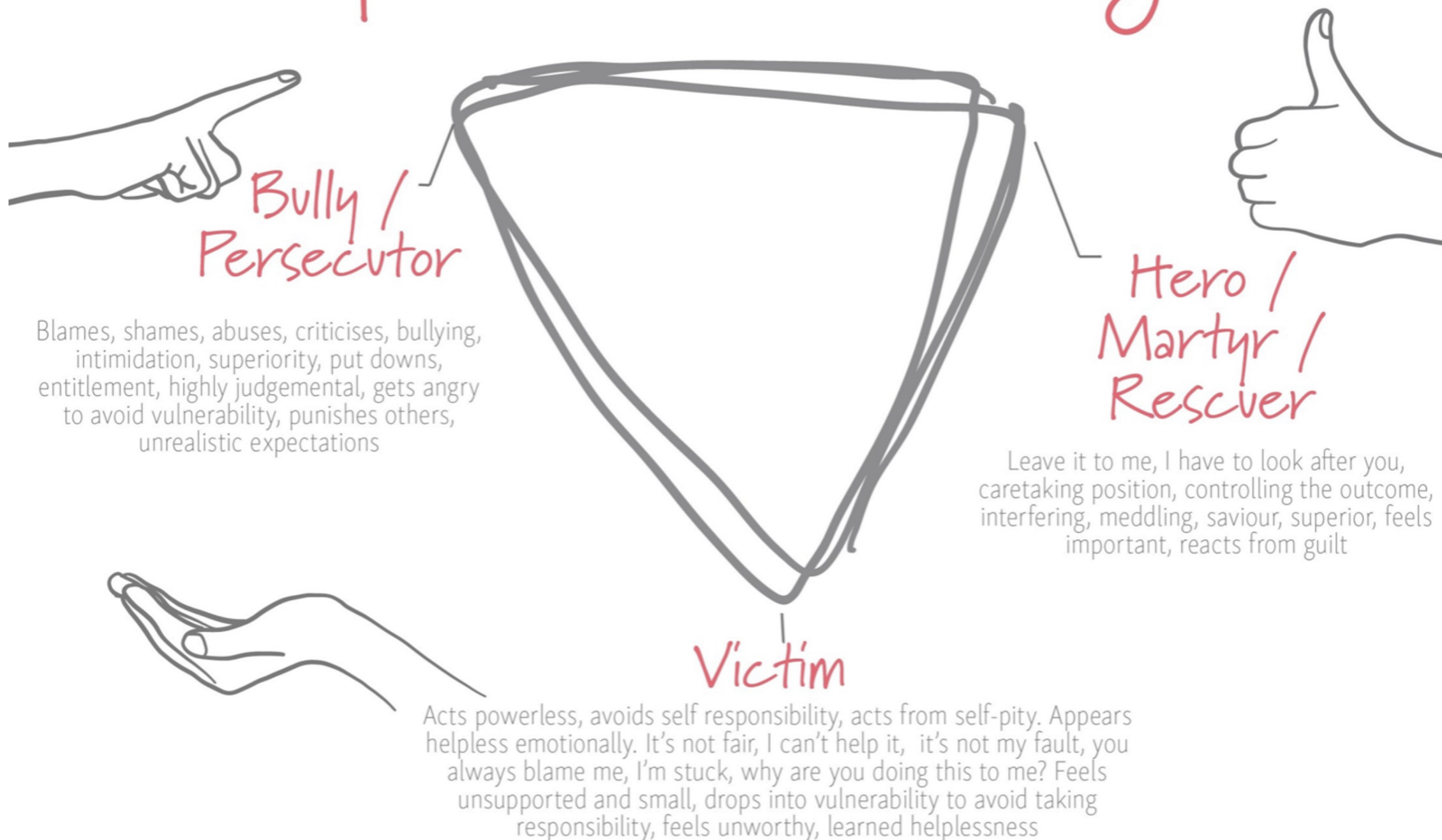
Three Ways Down

Villain		Victim		Hero
Showing polite interest outwardly, inwardly clinging to your POV, rehearsing rebuttal	-1	Shrugging or slumping of shoulders; upturned palms	-1	Looking for someone who needs help or a mess that needs to be prevented or cleaned up
Explaining how the person has misperceived the situation	-2	Explaining how hard and bad things are and how overwhelmed you've been	-2	Seeing how someone might get stuck or how it is or might be hard for them
Interpreting what the person is saying as an attack	-3	Experiencing being pummeled and attacked	-3	Encouraging someone to see how things are all going to be okay or calming them down
Justifying the way you are or acted the way you did	-4	Getting spacy, dizzy, and confused or stiff and tight	-4	Readying to take unrequested action to help, including to ask someone if they want help
Going silent, getting edgy, snappy or frustrated	-5	Sighing while you describe how hopeless your situation is	-5	Stepping back, letting others go first, and staying out of the limelight so others can shine
Finding fault with the way the message was delivered	-6	Remembering other times the person has done this to you	-6	Worrying about what others will do on their own when you're gone
Righteous indignation, demanding evidence in a hostile manner	-7	Expressing shock and dismay at how inconsiderate the other person is being	-7	Giving unsolicited help and assistance, making suggestions, giving tosses, and advice
Blaming someone or something else	-8	Explaining how this is not your fault	-8	Noticing you're doing a lot and taking on more
Attacking or threatening the messenger, verbally or otherwise	-9	Turning away, covering your eyes, moving back or dramatically collapsing	-9	Believing it all depends on you, knowing how lucky they are that you're here
Creating uproar, making an abrupt departure	-10	Whining loudly that it's so unfair and wishing it would all go away	-10	Charging in to rescue the entire situation, clean up the mess, and save the world

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# Leadership Personas

## Karpman's Drama Triangle



# The Villain.



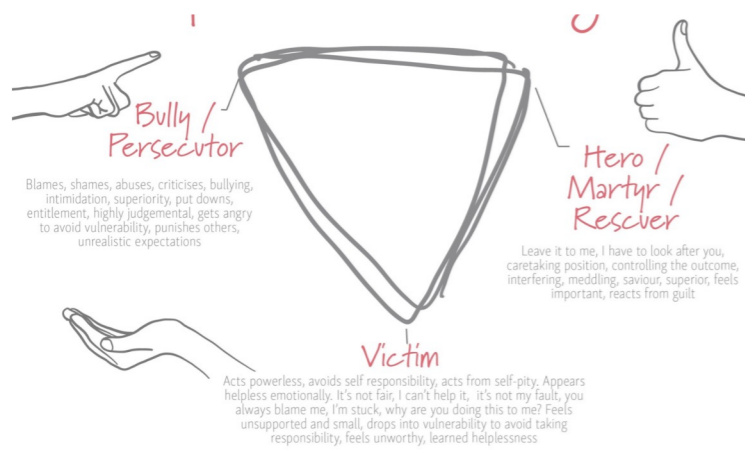
Leadership  
Personas

# The Hero.



# The Victim.





# Shared Sense-Making

1. Which leadership persona (Hero, Victim, Villain) is the easiest for you to slip into when a situation becomes challenging?
2. Which negative number on the Openness to Learning Scale do you recognize as a “go-to” behavior when a situation becomes challenging?
3. Which positive number on the Openness to Learning Scale do you recognize as behavior you demonstrate when you're at your best?

# Our Mission

The Center for Educational Leadership (CEL) is a nonprofit service arm of the University of Washington College of Education dedicated to eliminating the achievement gap that continues to divide our nation's children along the lines of race, class, language and disability.





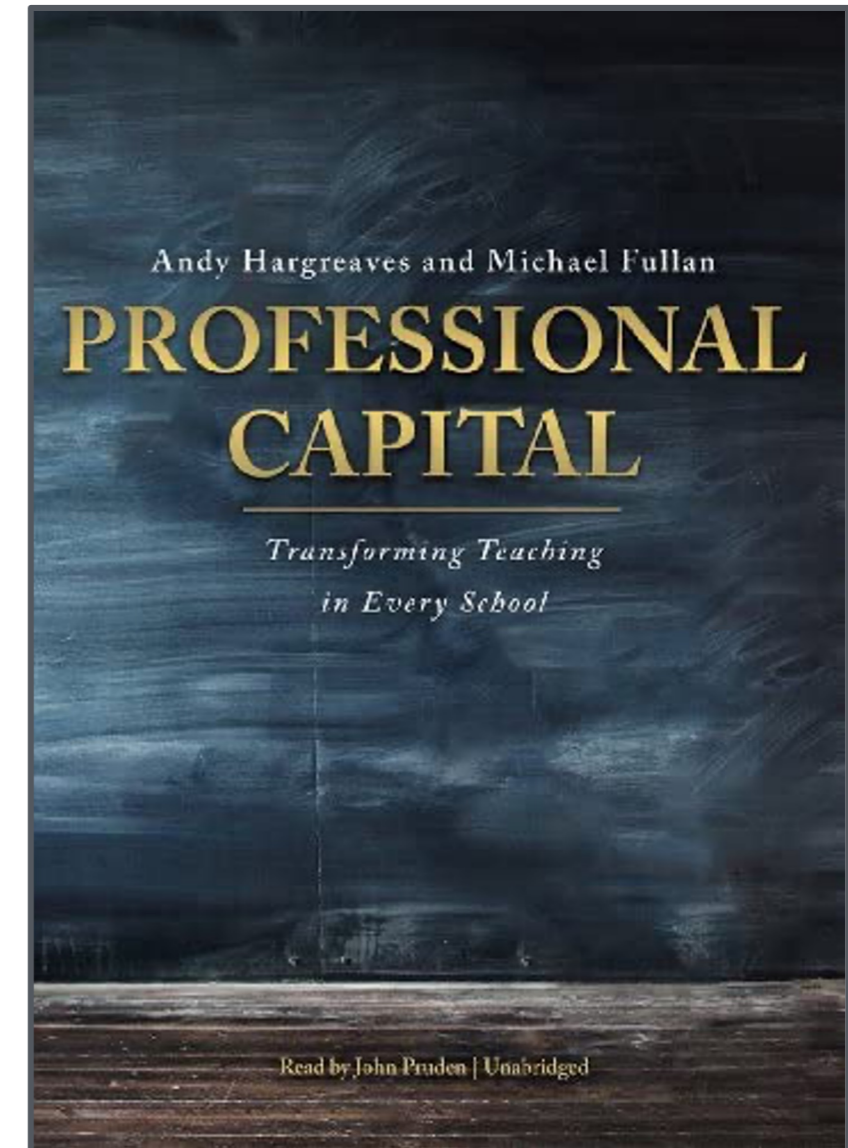
“If we want to improve teaching & teachers, we must improve the conditions of teaching that shape them, as well as the cultures and communities of which they are a part.

We must invest in developing teachers’ capabilities & give them time to sharpen these capabilities to a high standard.

It’s no good just hunting for a few more hidden gems for teaching—people who might possess unseen talents or might be hiding in other walks of life.

We must develop more professional capital among the vast majority of teachers.”

[Professional Capital](#)  
Hargreaves & Fullan, 2012



# CEL Foundational Ideas



1. When students are not happy and proud they are not being provided the experiences they need.
1. Creating a school where students experience teaching and learning in powerful ways is sophisticated work.
1. To improve at sophisticated and complex work requires a culture of public practice and analysis.
1. Adults in school will only engage in public practice when the conditions are right.
1. Leaders set these conditions and reciprocal accountability is key.
1. Leaders cannot lead what they are not willing to learn.



# Art Observation

What do you see?

What makes you say that?

What else do you see?





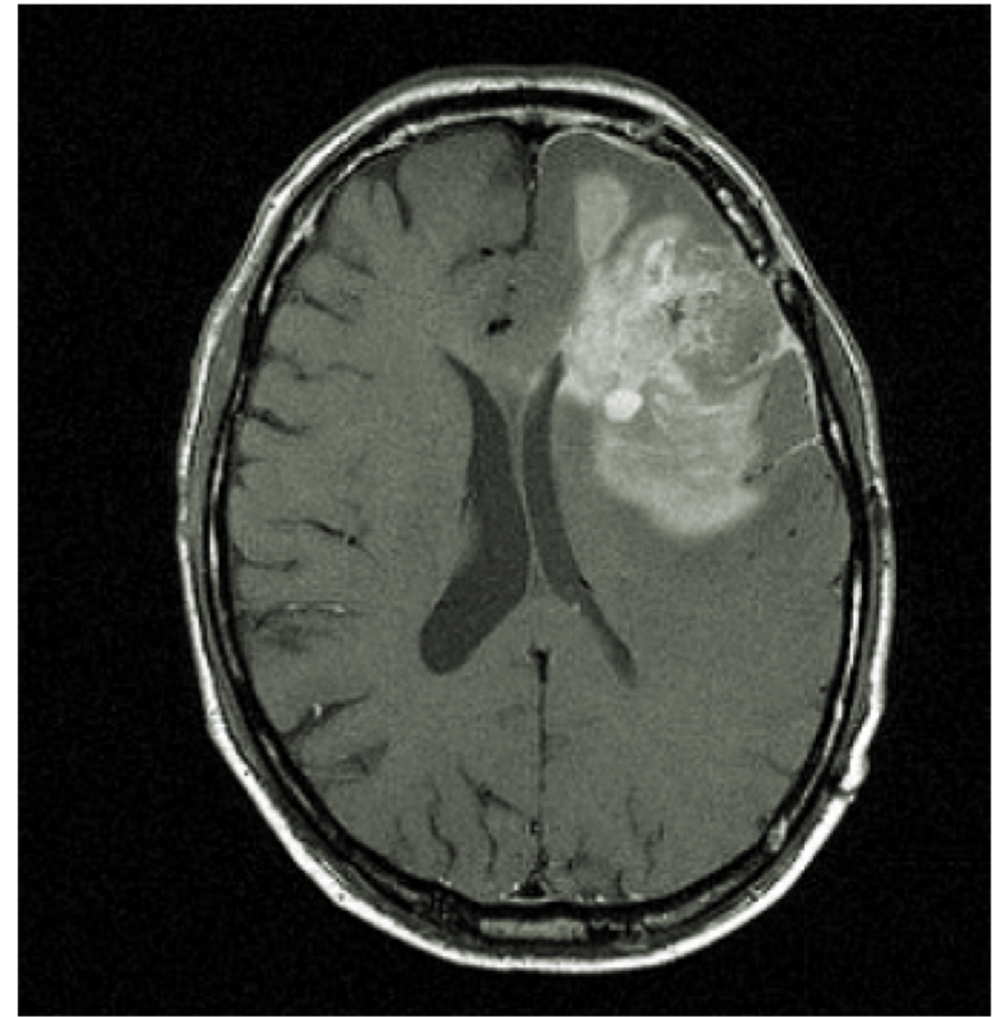
What was this process like for you?

What surprised you?

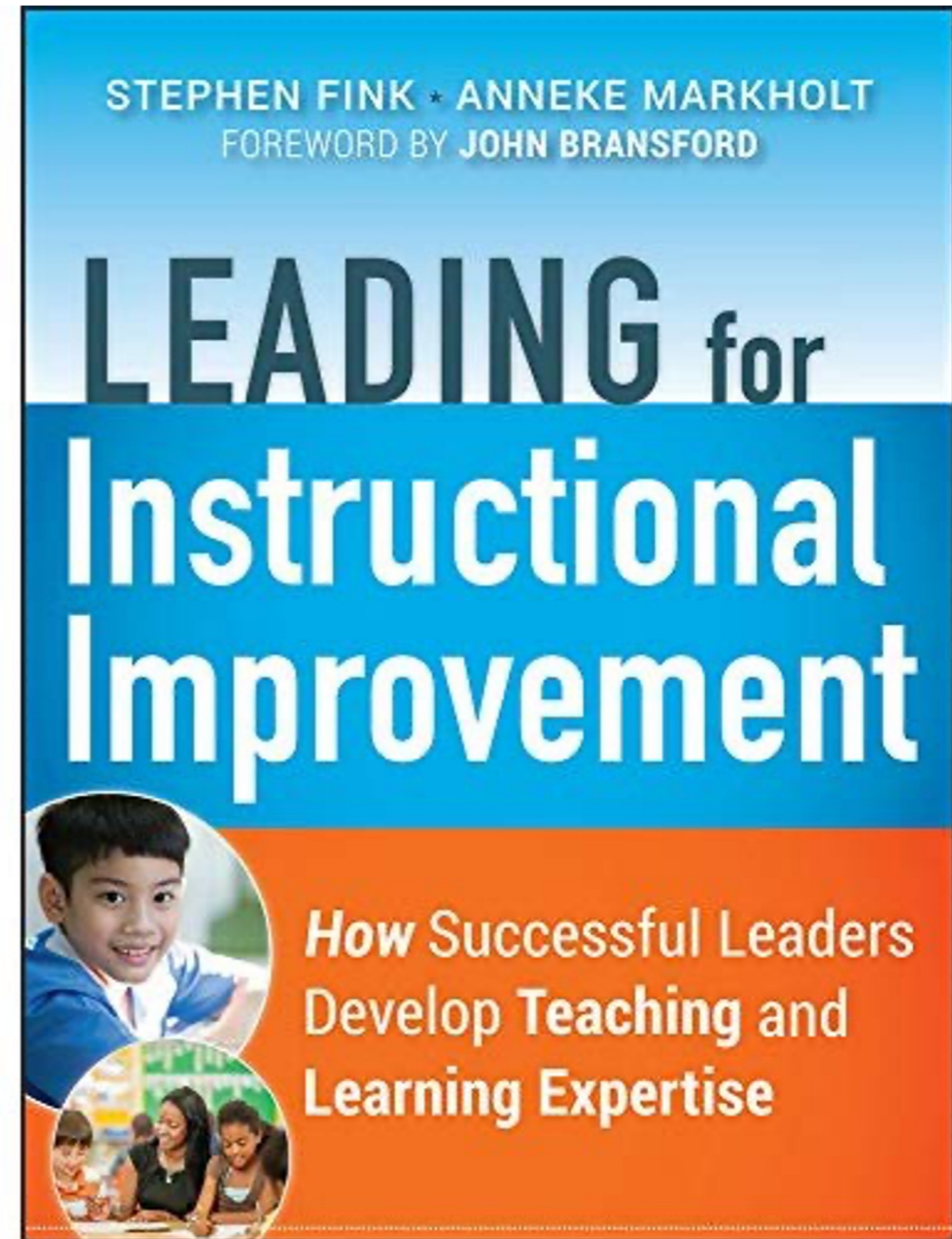
What challenged you the most?

# Expertise

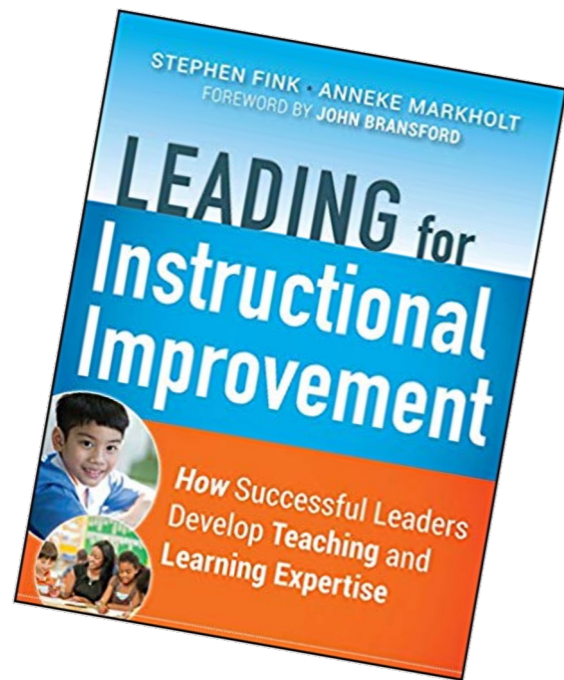
- Our expertise affects what we notice
- Our expertise can be developed
- Practice develops & deepens our expertise



# Expertise



# TEXT PROTOCOL



CHOOSE 1 POWERFUL OR  
PROVOCATIVE SENTENCE.

1 QUESTION YOUR READING OF  
THE TEXT RAISES FOR YOU.



# What expertise is



# Program Website

[www.scoeteacherleadership.org](http://www.scoeteacherleadership.org)

# Traveling Companions



**Ashley Bridges**  
Bellevue

**Alicia Fernández**  
Gravenstein

**Cassie Redding**  
Twin Hills

**Jackie Moore**  
Bennett Valley

**Ashley Dewey**  
Cloverdale

**Amy Nougulier**  
Rincon Valley

**Courtney Diedrich**  
Twin Hills

**Amber McLean**  
Bellevue

**Danya Dranow**  
Rincon Valley

**Elisha Knapp**  
Twin Hills

**Angela Grenier**  
Bellevue

**Nicole Albini**  
Santa Rosa City

**Michelle Holden**  
Cloverdale

**Brenda Peterson**  
Pathways

# Closing Poem

## Peace on the Inside: Traveling Companions

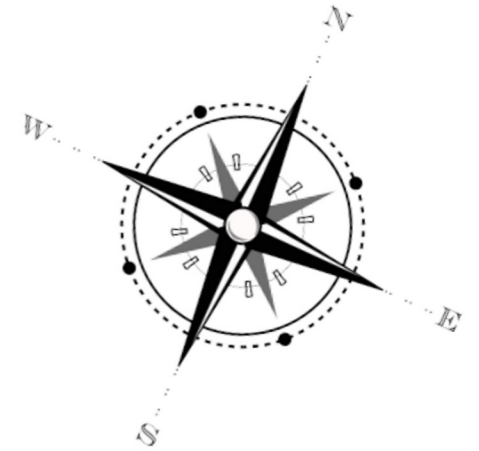
I want people to sail with me  
through this puzzling and frightening world.  
I expect to fail at moments on this journey, to  
get lost--  
how could I not?

And I expect that you too will fail.  
We will vacillate,  
one day doing something bold and different,  
excited over the progress.  
The next day back to old behaviors,  
confused about how to proceed.

We need to expect that we will wander off course  
and not make straight progress to our destination.  
To stay the course,  
we need patience,  
compassion and forgiveness.

We need to require this of one another.  
It will help us be bold explorers.  
It might keep us from going mad.

~Margaret Wheatley



A word or phrase that captures something I've learned or experienced this weekend....