

Own Your Focus

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GRIT Conference 2024 Handouts for:

- Enhancing Leadership - Day 1
- Connecting Through Effective Communication - Day 2
- How To Focus - Day 2
- Interactive Problem Solving - Day 2

Workshop Takeaway:

We can THRIVE by creating more leaders in our community to enhance creativity, empower collaboration, and support each other through the power of FOCUS.

List 5 Priorities:



Open Photo App on your phone and scan the QR code or go to PollEv.com/shannonsmith079

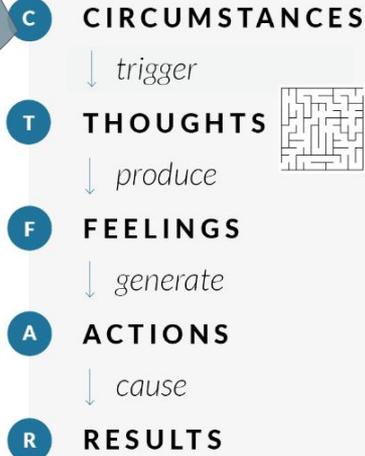
FOCUS REMOTE



Three Buttons:

- **THOUGHTS**
- **BELIEFS** 
- **ACTIONS**

Brain's Algorithm



Three Universal Needs for Connection:

- Seen
- Heard
- Valued

Focus Remote Directions to Trigger System 2 Thinking:



1. **Pause**
2. **Acknowledge**
3. **Question**
4. **Decide**



Two Types of Thinking Algorithms

SYSTEM 1
Intuition & instinct

95%

Unconscious
Fast
Associative
Automatic pilot

SYSTEM 2
Rational thinking

5%

Takes effort
Slow
Logical



Source: Daniel Kahneman

How To “Listen”:

1. Pause

2. Acknowledge

3. Question

4. Decide

- How could that be done?
- What would that look like?
- Tell me more.
- That doesn't work for me
- Not this time
- Let's brainstorm ideas
- Let's take action

Acknowledgement statements:

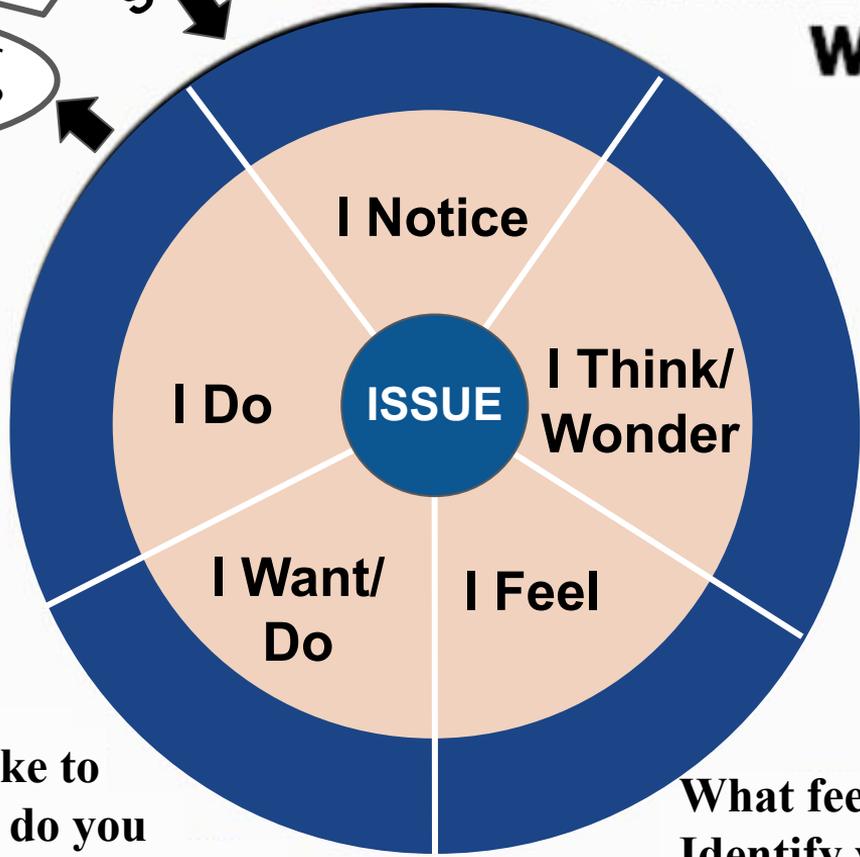
- That's understandable
- I hear you
- That's challenging
- That's tough
- That sounds like a real problem.
- You seem ____ (frustrated, upset, bored, etc.)
- Hmm
- I'm here for you.
- It's hard to know what to do.

Awkward Conversation
~~AWARENESS~~
WHEEL

What are you seeing/hearing?

Start - Do you have a few minutes?

End - What are your thoughts about that?



What might be the next step? What will you do or say? What options can you identify?

What is the “story” you are telling yourself? What thoughts are you forming from what you see or hear?

What would you like to see happen? What do you want to avoid?

What feeling is trigger? Identify your reaction.

Sharing Tough Information Tool:

Create an uncomfortable conversation that invites communication:

- 1. Sharing the Facts**
- 2. Sharing your Story**
- 3. Sharing from Others**

3 Steps to Have Tough Conversations That Invite Communication

Share the Facts

“The last few times we talked about this . . . “

“I noticed that. . . “

“We agreed you’d take the dog out immediately after school, and now it’s 5 pm,

“My understanding is that you said, you’d bet me the email by Monday, and now it’s Wednesday,

State Your Story

“It leads me to think. . . “

My perception is . . . “

“It seems to me like . . . “

“I’m beginning to wonder. . . “

“The story I’m telling myself is that either we are on different pages or something is standing in your way.

Ask for Others’ Thoughts

What are your thoughts on the situation?

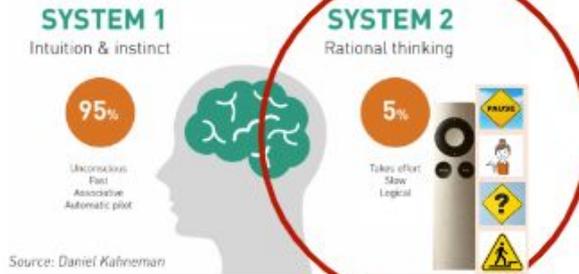
Can you help me understand your perspective?

How do you see it?

I’d like to better understand your view?

I’m interested to understand where you are coming from.

Own Your Focus Problem Solving System



CURRENT SITUATION

- 0 CIRCUMSTANCES
trigger
- 1 THOUGHTS
produce
- 2 FEELINGS
generate
- 3 ACTIONS
cause
- 4 RESULTS



1. Define Problem
2. Hypothesize
3. Test



DESIRED SITUATION

- 0 CIRCUMSTANCES
trigger
- 1 THOUGHTS
produce
- 2 FEELINGS
generate
- 3 ACTIONS
cause
- 4 RESULTS



Own Your Focus Problem Solving System

SYSTEM 1

Intuition & instinct

95%

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Fast
Associative
Automatic pilot



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5%

Takes effort
Slow
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Source: Daniel Kahneman



**Possibility
Wheel**

1. Define Problem
2. Hypothesize
3. Test



**Probability
Spectrum**



**Cost/
Benefit
Analysis**

**CURRENT
SITUATION**

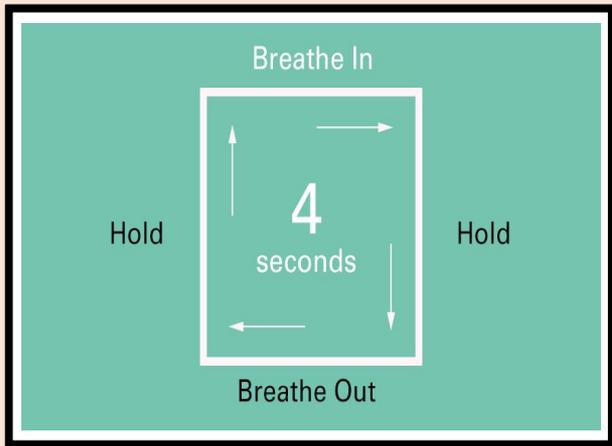
- C CIRCUMSTANCES
trigger
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How To Focus

13 minute presentation

Box Breathing



5 - 4 - 3 - 2 - 1 GROUNDING EXERCISE



5 Things you can
SEE



4 Things you can
FEEL



3 Things you can
HEAR



2 Things you can
SMELL



1 Things you can
TASTE

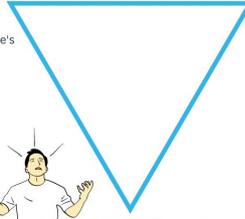
The Drama Triangle



The Persecutor

In this mode the person doesn't value other people's view and integrity

- ➔ Angry
- ➔ Aggressive
- ➔ Judgemental
- ➔ Bullying
- ➔ Demanding
- ➔ Spiteful



The Rescuer

In this mode the person doesn't value other people's capacity to help themselves

- ➔ Appear self-sacrificing
- ➔ Over helpful & facilitative
- ➔ Like to be needed
- ➔ Prone to meddling
- ➔ Engulfing



The Victim

In this mode the person doesn't value self and defers to others

- ➔ Manipulative
- ➔ 'Poor me' syndrome
- ➔ Helpless and needy
- ➔ Complaining
- ➔ Fretful
- ➔ Blaming others

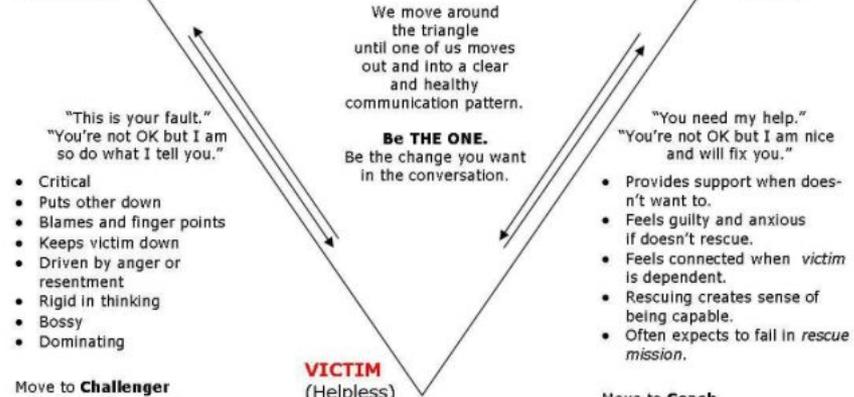


RebootingRelationships.com

Stop the Drama!

PERSECUTOR
(Bully)
to
Challenger

RESCUER
(Saviour)
to
Coach



"This is your fault."
"You're not OK but I am so do what I tell you."

Be THE ONE.
Be the change you want in the conversation.

"You need my help."
"You're not OK but I am nice and will fix you."

- Critical
- Puts other down
- Blames and finger points
- Keeps victim down
- Driven by anger or resentment
- Rigid in thinking
- Bossy
- Dominating

- Provides support when doesn't want to.
- Feels guilty and anxious if doesn't rescue.
- Feels connected when *victim* is dependent.
- Rescuing creates sense of being capable.
- Often expects to fall in *rescue mission*.

VICTIM
(Helpless)
to **Survivor/Thrifer**

Move to **Challenger** with **Clear Structure**

State Boundaries:
"I am willing to listen to your story for ten minutes."

Active Listen:
"I am willing to listen to *your problem* without making it mine to solve."

Make expectations clear:
"I want you to keep your agreement. Please have it done by Tuesday."

Provide choices:
"You can either keep your agreement or I will no longer be involved. You choose."

"Poor me. I give up."
"I'm not OK and everybody else is."

- Feels oppressed, hopeless, ashamed, powerless, incapable and misunderstood.
- Seeks to hook up with a rescuer to validate the above feelings.
- Refuses to make decisions, solve problems, get professional help, do self-care or change.

Move to **Survivor/Thrifer** with **Problem Solving**

State what you want: and take action.
Keep Agreements: If someone helps, do your part by following through.

Ask Yourself: "How can I get what I really want in a healthy way?"
Count Your Blessings: Acknowledge your strengths and what is going well.

Remember: *You make you!* and *You're stronger than you think!*

Move to **Coach** with **Clear Support**

Give the message:
"I care about you and I know you are capable."
Do nothing that the other can do for him or herself.
"I know you can do this."

Active Listen:
"I am willing to listen to your problem without making it mine to solve."

State boundaries:
"I am willing to listen for twenty minutes."

Provide Choices:
"I will listen for fifteen minutes now or you may call back next Tuesday. You choose."

Notes:

- 1) Adapted from *The Drama Triangle* by Stephen Karpman
- 2) For more details read: *Relationship Drama Part 1 & Relationship Drama Part 2* at <http://SolutionsForResilience.com/blog/>

