

A Facilitator's Guide | 2020

PRINCIPLES AND PRACTICES

SAMPLE



Personal Leadership

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Principles and Practices

Overview

In each of our lives, we constantly navigate difference. This includes not only differences between others, which are usually very obvious, but also includes the differences within ourselves.

By using Personal Leadership's Principles and Practices, we access the often complex understanding embedded in those differences, and find the richness inherent in them. In doing so, we move from perceiving difference as a barrier to seeing it as an opportunity.

Therefore, the Principles and Practices form the core foundation of both the PL methodology and PL's larger purpose of making a world of difference.

For this first look at the Principles and Practices, we focus on ensuring clarity about these core elements of Personal Leadership, and how they work together. Then participants will have the background they need when they are introduced to the core technology of the Critical Moment Dialogue (CMD), and learn to apply it to issues in their daily lives.

This facilitation is divided into two steps.

1. In Step 1, we introduce the Principles. We conclude Step 1 with an experiential activity to ground the learning, which could instead be used to conclude the whole facilitation if you choose.
2. In Step 2, we introduce the Practices. We conclude this section with two variations for guiding participants to a deeper understanding of the relevance of the Practices. Choose the variation that works best in your situation.

Objectives

- As a result of the activities outlined in the following pages, participants will be able to:
 - Understand the nuances of PL's two Principles of mindfulness and creativity.
 - Understand how the two Principles work together to make the six Practices possible.



Principles and Practices

- Understand the meaning of the six Practices.
- Be able to recognize the six Practices in a case study or real-time story.
- NOTE: A critical component of Personal Leadership, and the result of applying the Principles and Practices, is the experience of what we call the “PL Shift.” For more information about the Shift, please see the *Critical Moment Dialogue* and the *What State Are You In?* Facilitator Guides.

Appropriate Audience

No matter the audience, the Principles and Practices need to be introduced. Their meaning needs to be clarified, and the dynamic relationships between them made obvious, so that participants’ minds are comfortable and ready to dive into the CMD as they work with their own issues.

Level of Challenge to Participants

At this point, the level of challenge is relatively low as participants are only asked to get as much intellectual clarity as is possible.

Level of Challenge to Facilitators

The level of challenge to facilitators is rather high.

It is easy to clarify for intellectual understanding. The challenge arises in connecting the Principles with each other, and then to the Practices in a way that makes intuitive sense and brings PL alive.

It is vital that facilitators be able to easily define the two Principles as well as understand their interwoven relationship. They must also be very facile with identifying the Practices, and especially the distinction between having a judgment, an emotion or a physical sensation, and actually *attending to* that very judgment, emotion or sensation.

When appropriate, a personal PL story from the facilitator can build the credibility of the facilitator as a Personal Leadership practitioner. It also

