

A Facilitator's Guide | 2020

WHAT STATE ARE YOU IN?



Personal Leadership

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What State Are You In?

Overview

What State Are You In, which we will call *What State* for short, is one of the trickier Personal Leadership facilitations you may encounter. It is designed to bring in many aspects of PL practice to help participants achieve the objectives listed below.

The facilitation will involve two rounds of brainstorming followed by significant debriefing and reflection.

The “tricky” part of *What State* is that there is a fairly long guided process that can go awry at several points. So pay careful attention to what participants say throughout the session.

Objectives

As a result of the activity outlined in the following pages, participants will be able to:

- Feel the “PL Shift.”
- Understand that they can manage their own state of being.
- Articulate the balance between positive and negative emotions, which, in PL terms, are seen as emotions that expand or focus one’s state of being.
- See the connection between positive psychology and PL.

Appropriate Audience

What State is designed for anyone willing to examine themselves and open up to their emotional state.

This process was initially intended to be used in the context of diversity, equity and inclusion work in the U.S. Since then it has been broadened and used with people from all walks of life, working in many different sectors.

No matter the audience, *What State* has been successful in helping participants shift their states of being to continue communicating across difference.



What State Are You In?

Level of Challenge to Participants

The challenge for participants is that they might not feel a shift, or that they might be unwilling to own their state of being. The guided process, however, should allow for those explorations in a relatively safe context.

Level of Challenge to Facilitators

The challenge to facilitators is greater. Facilitators need to be comfortable staying present in the face of a variety of emotions arising in participants. They must also have themselves experienced and understood the feeling of shifting from one state of being to another, and they must be able to communicate that shifting state of being to participants.

Time Required

45 minutes to an hour

Materials Required for the Activity

- A place to record participant responses, each with plenty of room:
 - Either 2 flipcharts stands and flipchart paper
 - OR
 - 1 flipchart, and tape to hang the first page on the wall
 - OR
 - 2 areas on a whiteboard or blackboard
- Flipchart markers, whiteboard markers, or chalk
- Handouts for each participant
 - Handout #1: *What State Are You In?*
- Prepared flip chart showing the model at the bottom right of Handout #1, made in advance if you prefer, although we suggest you practice and be ready to create it during the session itself. There are instructions for drawing the model in *Managing the Activity*, below.

