

Training Resources for the Environmental Community Presents:

Leveraging Your Personal Leadership: Strategies and Skills to Get More of the Results That Serve You and Your Team

The Results Model and Stop, Challenge, Choose



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Land Acknowledgement



Photo credit: Mark Wagner

IF WE THINK OF TERRITORIAL ACKNOWLEDGMENTS AS SITES OF POTENTIAL DISRUPTION, THEY CAN BE TRANSFORMATIVE ACTS THAT TO SOME EXTENT UNDO INDIGENOUS ERASURE. I BELIEVE THIS IS TRUE AS LONG AS THESE ACKNOWLEDGMENTS DISCOMFIT BOTH THOSE SPEAKING AND HEARING THE WORDS. THE FACT OF INDIGENOUS PRESENCE SHOULD FORCE NON-INDIGENOUS PEOPLES TO CONFRONT THEIR OWN PLACE ON THESE LANDS.

— CHELSEA VOWEL, APIHTAWIKOSISAN.COM, MÉTIS



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KNOW WHOSE LAND YOU'RE ON

LOOK UP YOUR ZIPCODE AT NATIVE-LAND.CA

...AND KNOW THAT IT IS STOLEN LAND

*Land acknowledgement, not coupled
with loving action, is an **empty gesture***

LOOK UP YOUR LOCAL TREATY
AT DIGITREATIES.ORG



**Visit native-
land.ca to learn
more!**

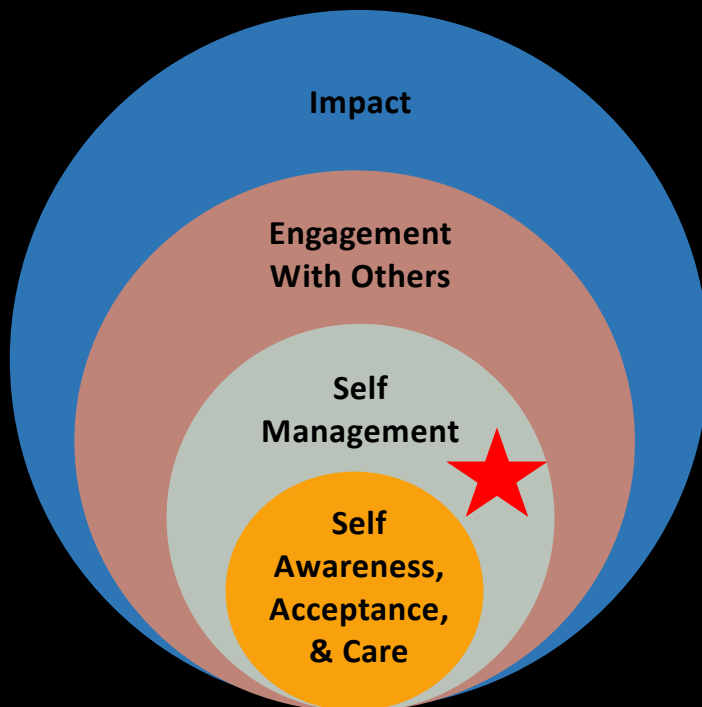
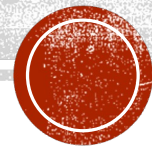


INTRODUCTIONS

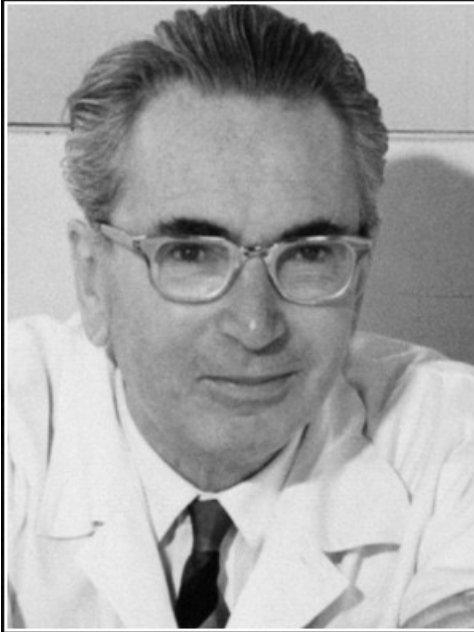
- Please introduce yourself in the chat box with the following:
 - *Name (pronouns)*
 - *Organization you're representing*
 - *Where you're calling in from today*



THE RESULTS MODEL



- How we learn and make meaning
- Examining and updating our inner narratives
- Managing reactivity, bias, defensiveness, uncertainty
- Leading with purpose



Between stimulus and response
there is a space. In that space is our
power to choose our response. In
our response lies our growth and
our freedom.

— Viktor E. Frankl —

AZ QUOTES

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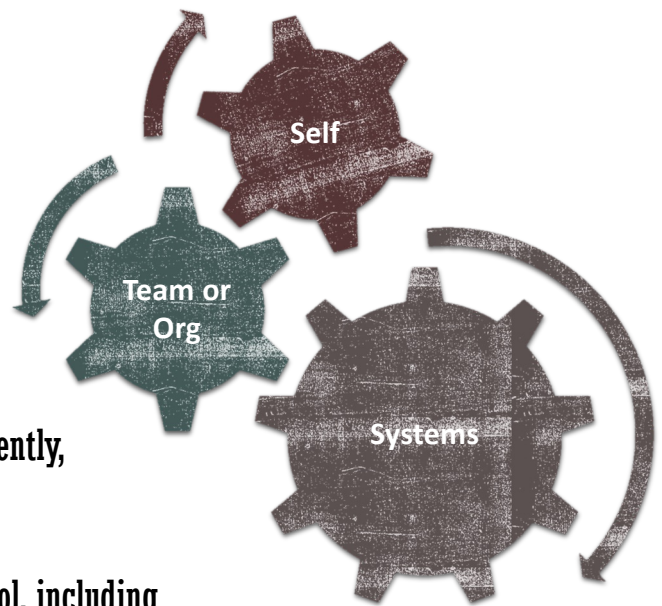
THE RESULTS MODEL IS ABOUT:

- » Moving from reaction into choice – dropping activation
- 🤝 Supporting the quality of our experience
- 💡 Reclaiming energy and AGENCY
- 📌 Tapping into wisdom, innate knowing, commitments, values, and desires, (noticing power dynamics, checking out interpretations/biases)
- 🧠 Reframe what is ours to own and what is not
- 👥 Honoring our collective humanity
- 🔗 Giving ourselves a chance to get closer to the results we want for ourselves and with others

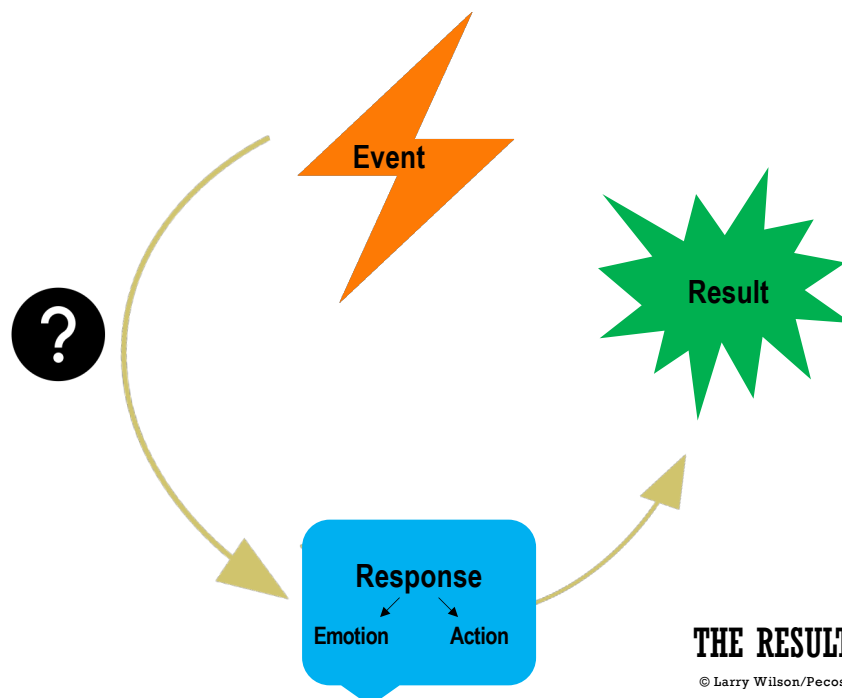
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THE RESULTS MODEL IS NOT ABOUT:

- Centering other's comfort
- Gaslighting ourselves
- Invalidating our experiences
- Supporting any notion that if only we said it differently, presented differently, the result would be different
- Taking responsibility for things outside of our control, including oppressive systems and organizations



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THE RESULTS MODEL

© Larry Wilson/Pecos River



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MAP

- Stories we tell ourselves about the event
 - What is it? What does it mean? What should I do about it?
- Required for survival
- Informed by values, past experiences, opinions, beliefs, stereotypes, biases, fears, etc.
- Hardwired to protect Safety, Belonging and Dignity
- AND our interpretations/MAPS can be problematic



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MAPS CAN GET US INTO TROUBLE

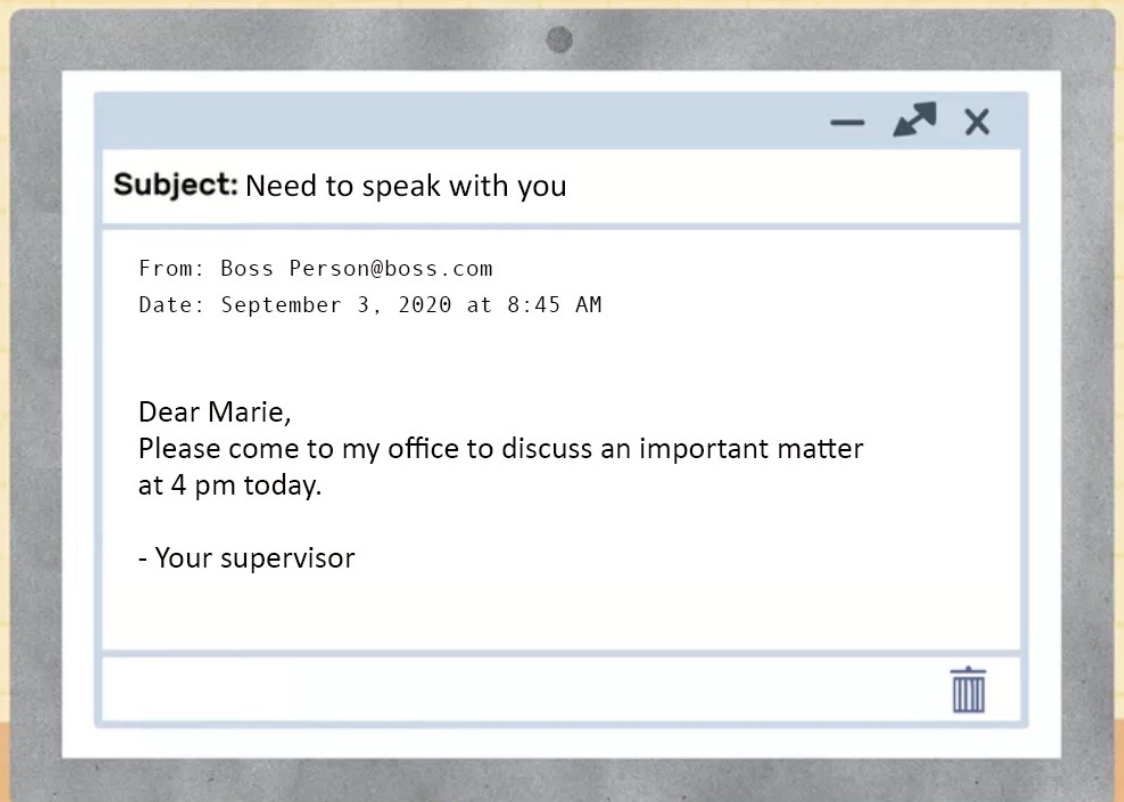
- Much of our map is 'hard-wired'
- Outdated
- We believe them
- We don't challenge our maps
- Laden with implicit bias
- Confuse impact with intent
- We try to change the event, not our interpretation of the event
- We make stuff up – MSU



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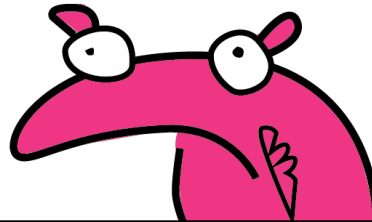
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Thinking Traps

- Mind reading
- Always/never
- Either-or
- Catastrophizing
- Believing what you make up



Event

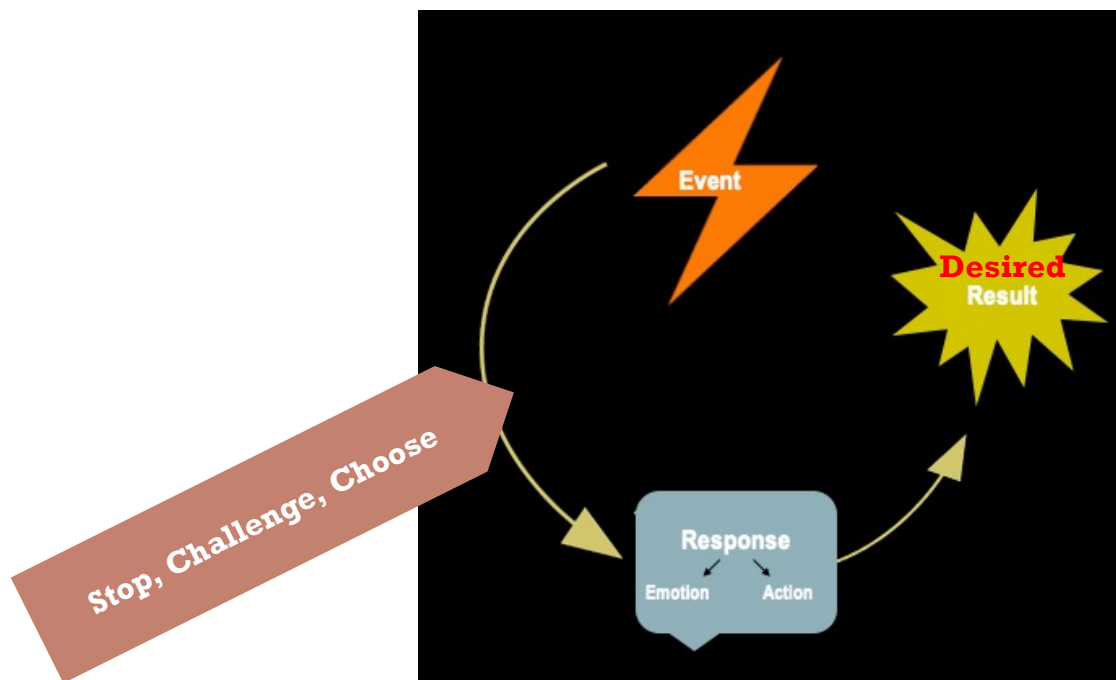


Response



**Leadership
Opportunity**





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STOP, CHALLENGE, CHOOSE



Stop

Feel your feet & seat.

Name your emotion(s).



Challenge

What am I telling myself?

What could be caught on camera?



Choose

What is my long-term desired result?

What response supports that?



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STOP CHALLENGE CHOOSE SHIFTS US FROM REACTIVE INTO CREATIVE

- Problem Focused
- Anxiety
- Fear-driven
- Risk averse
- Hide mistakes
- Critical
- Protective

- Outcome focused
- Passion/Joy
- Excitement/curiosity
- New thinking
- Open to try
- Strategic
- Able to connect



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HOW WILL YOU USE THIS TOOL?

Tell us in the chat when you might be able to use this tool.

What "event" might be coming up?



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