

3 Vital Questions: Transforming Workplace Drama

Welcome! We'll begin at 1300.

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To Maximize Our Time Together

Please...

- Stay fully engaged for the whole session.
- Close email and other applications entirely. Silence your phone and notifications.
- Mute yourself when you're not talking.
- Leave your video on.
- Move into Gallery View if you're not already so you can see others.
- Please remember that we are on open channels so only unclassified conversation.



1. Identify drama at work
2. Review the three Vital Questions
3. Explore the shift from Drama to Empowerment
4. Apply the three Vital Questions on the job



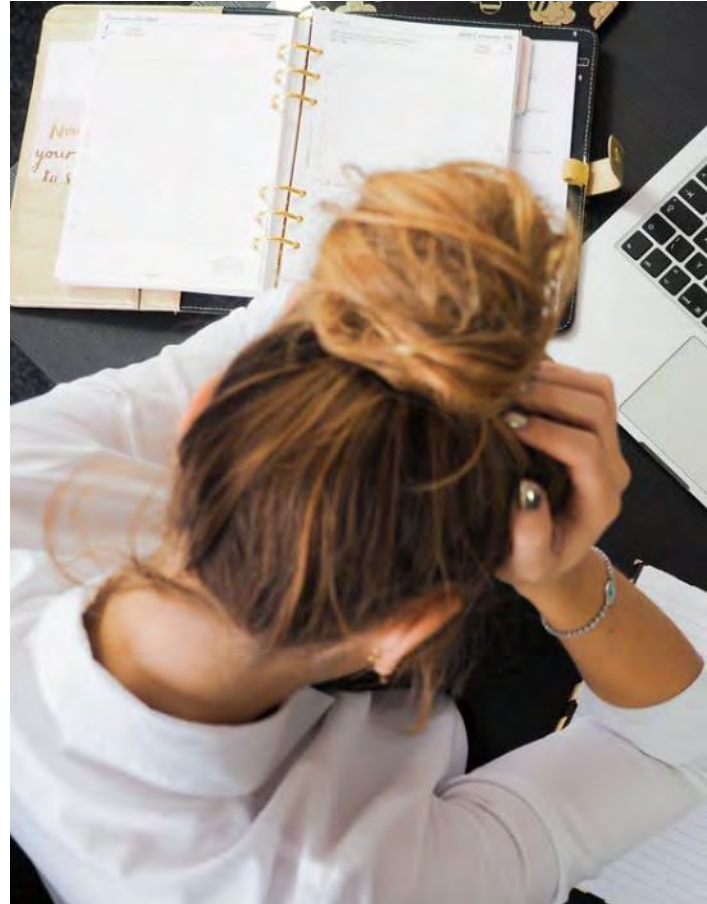
“We hire workers...and people show up!”

– CEO of a Large US Health System

Breakout Conversation:

Where are you experiencing drama at work and how is it affecting your, and others', productivity and happiness?

Please make note of your room # and appoint a spokesperson to take notes and report out for the group.



Question #1:

Where am I placing my focus?

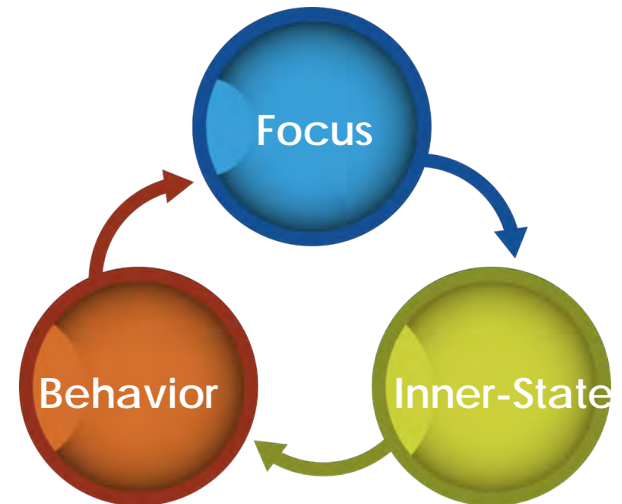


On problems?



On outcomes?

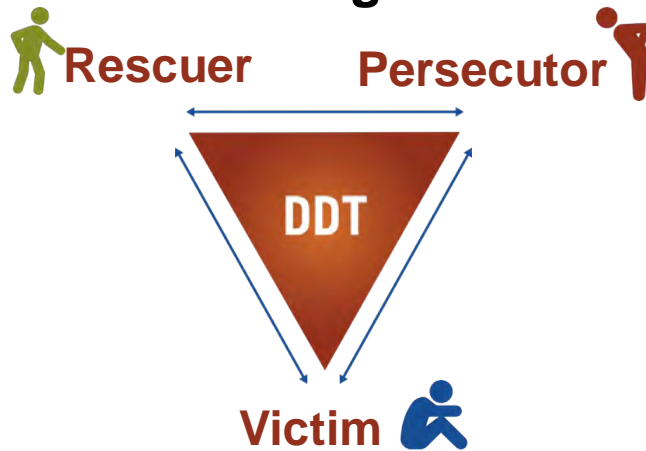
FISBE



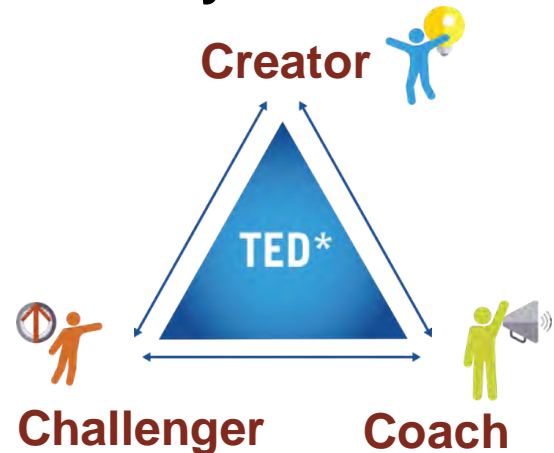
Question #2:

How am I relating?

The Drama Triangle



The Empowerment Dynamic



Question #3:

What actions am I taking?



*“Creative
Tension”*



“Baby Steps”

Reactive Triggers:

- Environment or physical space (a stuffy room, noisy background)
- Situation (time constraints, challenging tasks)
- Another person (strained collaborations, aggressive attitudes, unrealistic expectations from your manager or project sponsor, different thinking styles)

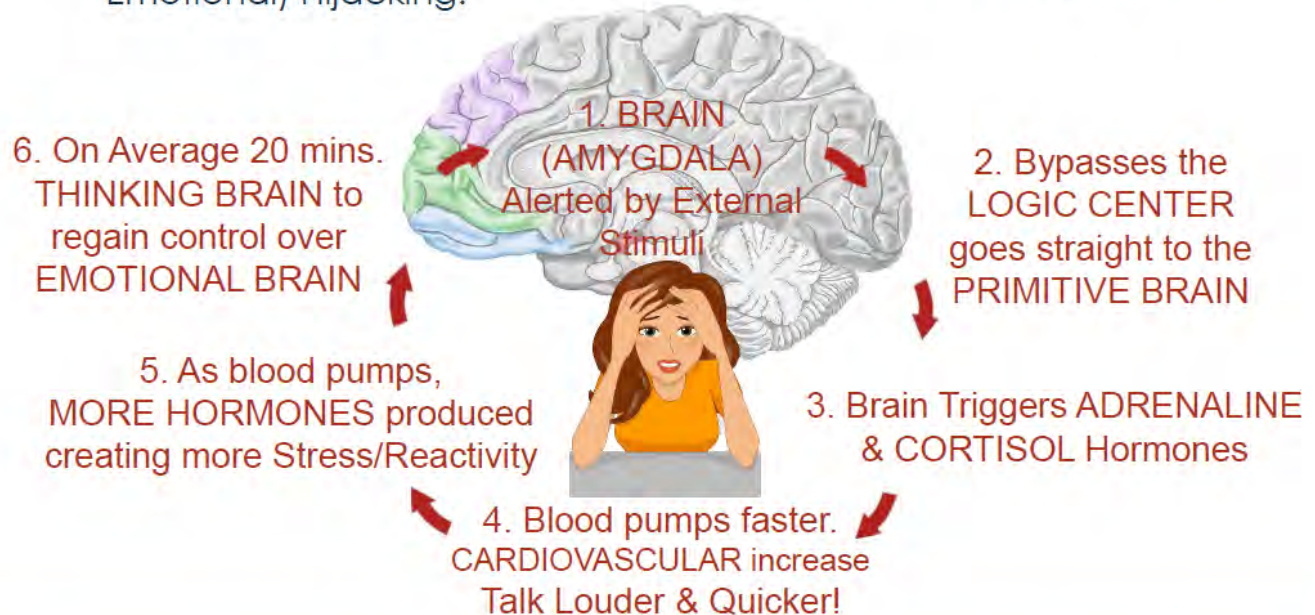
Reactive Strategies:

- Withdrawing and going silent
- Speeding up efforts
- Stalling or procrastinating
- Being aggressive or lashing out
- Becoming overly emotional
- Over accommodating

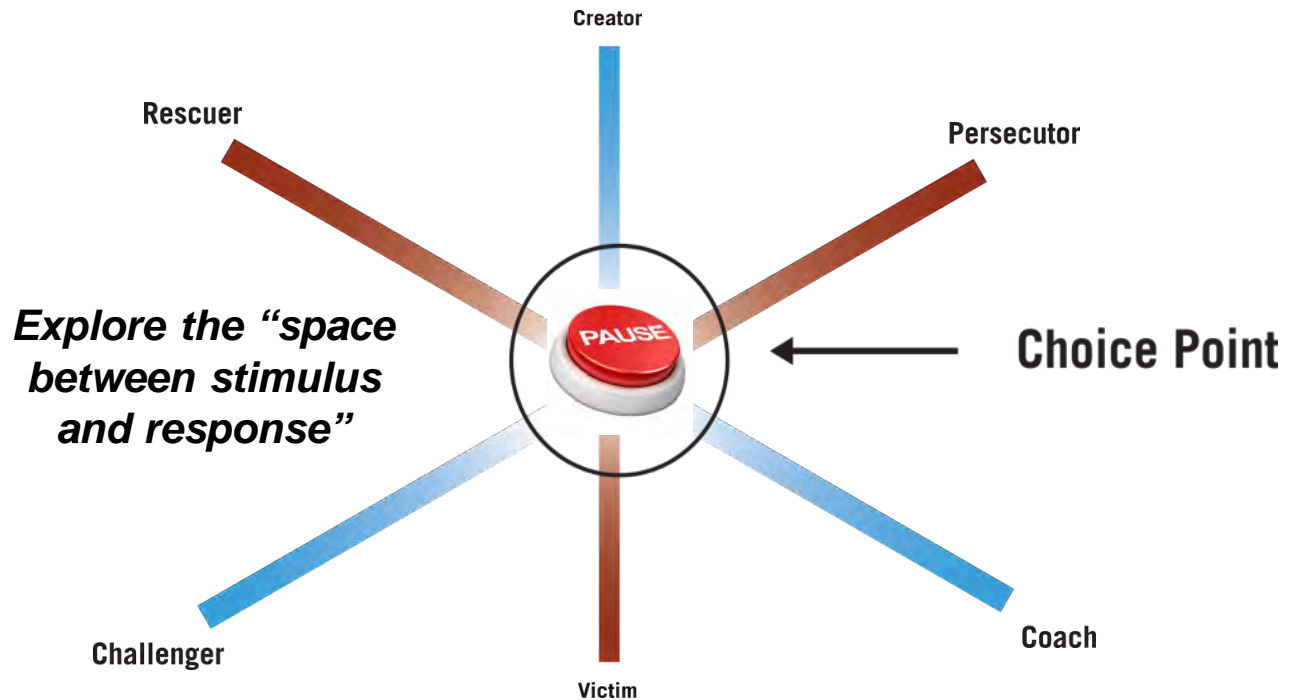
You can choose to “Pass” or “Play”

The Science Behind Reactive Behavior

- ❖ Amygdala uses 2/3 of its neurons to scan the environment for threats and problems.
- ❖ If amygdala perceives a threat, its survival mechanism kicks in and can take control over your behavior. This is called Amygdala (or Emotional) Hijacking.



DDT to TED*: An Exercise in Mindfulness



	<u>Central Question</u>	<u>Essential Shift</u>
<p>Creator ↑ Victim</p>	<p>What do I want?</p>	<p>Reacting → Choosing</p>
<p>Challenger ↑ Persecutor</p>	<p>What is my intention?</p>	<p>Putting down → Building up/Learning</p>
<p>Coach ↑ Rescuer</p>	<p>How am I seeing the other?</p>	<p>Telling → Asking</p>

Internal: within yourself; how you “meet” your experience

External: your relationship to others; how you interact with others

**Shifts are a conscious choice:
*We cannot force others to make shifts happen in their own lives!***

To operate from TED* we:

- Cultivate an outcome orientation
- Make clear agreements and hold each other accountable
- Maintain solid boundaries
- Practice giving and receiving constructive feedback
- Practice self care including mindfulness
- Develop shared language to be able to talk about feelings and resolve issues



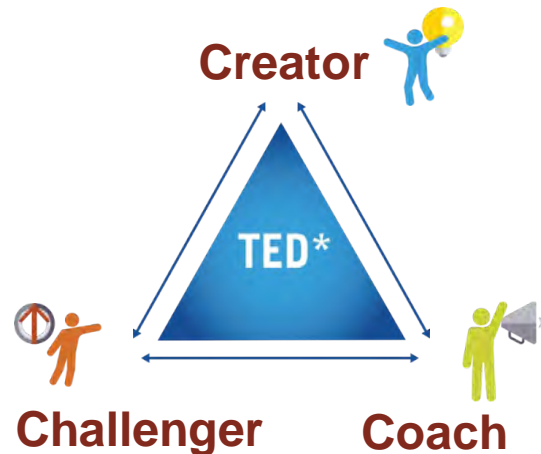
Applying the 3 Vital Questions®

“Leaders must either invest a reasonable amount of time attending to fears and feelings or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior.”

– Brené Brown, *Dare to Lead*



The Empowerment Dynamic



COURAGE + VULNERABILITY*

*Vulnerability = The emotion we experience in times of uncertainty, risk and emotional exposure.



Applying the 3 Vital Questions®

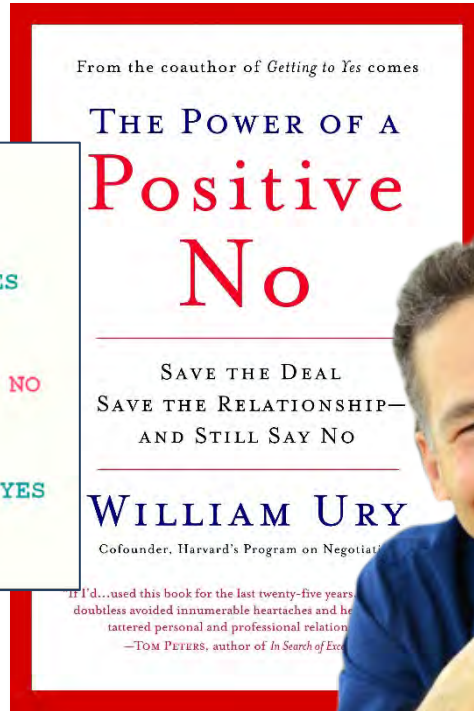
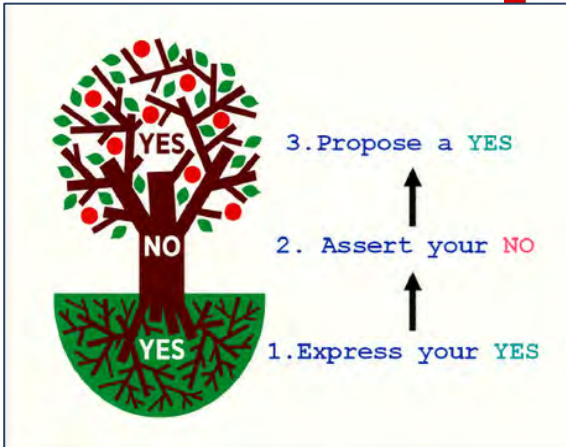
BRAVING Trust

Boundaries
Reliability
Accountability
Vault
Integrity
Non-judgement
Generosity

https://www.youtube.com/watch?v=0SqFiTeka_I

Source: *Dare to Lead: Brave Work, Tough Conversations, Whole Hearts* by Brené Brown

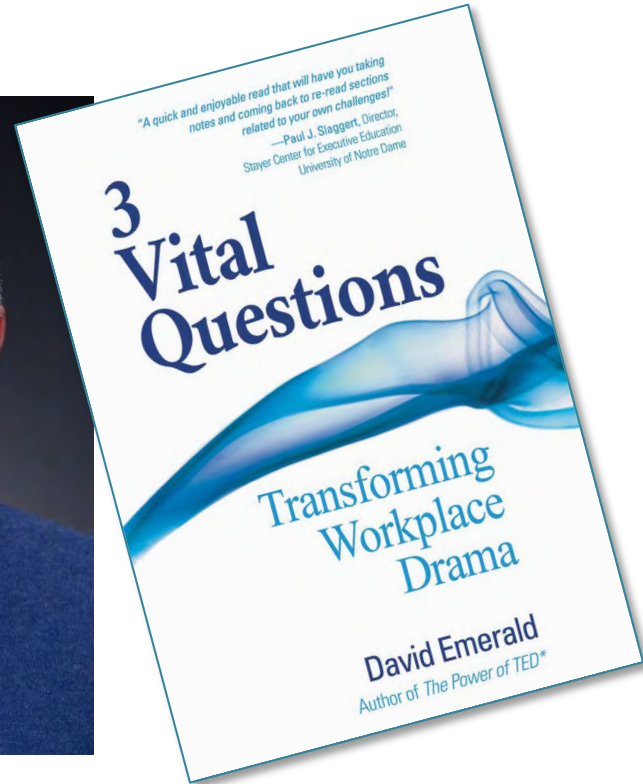
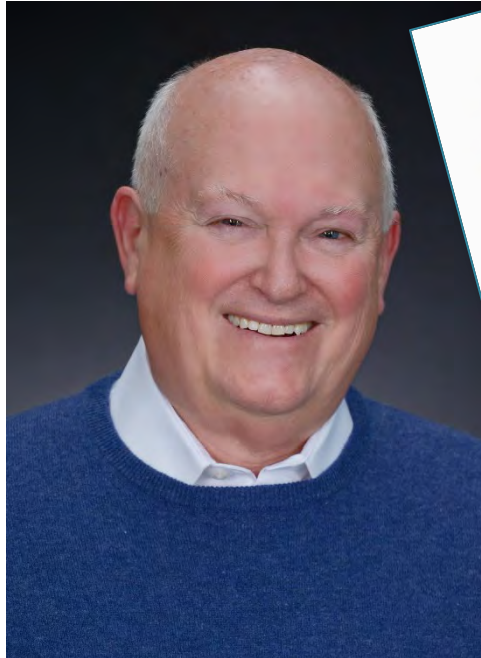
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<https://www.youtube.com/watch?v=OvrW-jTVCvE>



Applying the 3 Vital Questions®



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What shift would you like to create from DDT to TED?*





1. Drama is part of life, but it doesn't have to be what life is about
2. The 3 Vital Questions support us in transforming drama and gives us language to talk about it
3. By becoming aware of triggers and our DDT behaviors we can choose TED*
4. We can't change anyone else, but we can offer support for change
5. By cultivating conscious practices, we can prevent drama and speed up the shift from DDT to TED*

- How has your thinking changed today?
- What 1-3 new things will you try beginning tomorrow?
- What support do you need and whom will you ask?

