

We are CSAP!!!

The Science of Belief

And the *Art* of Making
Leadership Happen

**How do you know if you are
a rock star?!**

You are a rock star!!!

● **Believe** that the life of a rock and roll band will last as long as you look down into the audience and can see yourself, and your audience looks up at you and you can see themselves... as long as those reflections are human, realistic ones.... Bruce Springsteen

**How do you know if you are a
good leader?**

“Leaders are defined by their *values* and their *character*. The values of the authentic leader are shaped by *personal beliefs, developed through study, introspection, and consultation with others – and a lifetime of experience.*”

Bill George

a leader

“a leader is one who is able to affect positive change for the betterment of others, the community, and society. All people, in other words, are potential leaders. Moreover, the process of leadership cannot be described simply in terms of the behavior of the individual, rather leadership involves collaborative relationships that lead to collective action grounded in the shared values of people who work together to affect positive change.”

Higher Education Research Institute

Some things we may agree upon...

WYDWDYD



William James:

- **“Compared with what we ought to be, we are only half-awake. We are making use of only a small part of our physical and mental resources. Stating the thing broadly, the human individual lives far within his limits. He possess power of various sorts which he habitually fails to use.”**

You usually get what you expect

- **If you think in limitations, your team will think and produce at that level**
- **If you raise the bar, if you perform at a higher level, if you expect your team can perform at a higher level...**
- **You can achieve something amazing**

Cognitive Dissonance

- **You can tell someone they are great**
- **That doesn't mean they'll believe it**
- **You have to speak to who people are by listening, learning, and believing in them**

Harry A. Overstreet

“The very essence of all power to influence lies in getting the other person to participate. The mind that can do that has a powerful leverage on his human world.”

Yeh! But how?

Let's go back....

You have to speak to who people are by listening, learning, and believing in them

- “People are more apt to learn, internalize, and practice what they discover for themselves than what you tell them.” Page 6

Discovery Learning

Why do we do what we do?

- William James: “The most immutable barrier in nature is between one man's thoughts and another's.” The People Principle
- “Since the beginning of time, people have been trying to better understand other people- to understand who they are and why they act, think, and perform they way they do.” Chapter 4, (Ron Willingham) The People Principle

Simply understanding people releases power

- Carl Rogers: accepting people unconditionally, understanding people, facilitates their growth
- C. Rogers, “When I accept myself as I am, I change. When I accept others as they are, they change!”
- A cordial effort to understand the intrinsic worth of another person

Understanding surpasses all...

- When you can understand yourself, you can help another reach her/his goals
- Joshua Liebman “Tolerance is the positive and cordial effort to understand another's beliefs, practices, and habits without necessarily sharing or accepting them.”

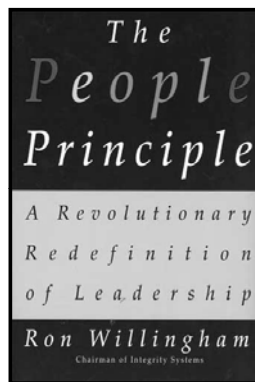
Acceptance doesn't mean agreement?!

Psycho-Cybernetics

By Maxwell Maltz, M.D.

(1960)

Term "self image" was created



The Science of Belief

- There is a science to self image
- In his book, The Computer and the Brain, Dr. John von Newmann says that the human brain have both analogue and digital capacity
- Cybernetics comes from the greek work steersman
- Your brain can't tell real failure from imagined failure
- Man is not a machine

Dehypnotize Yourself from the Negative

- Eccles and Sherrington tell us that the permanence of engrams is derived from synaptic efficacy and further, that synaptic efficiency improves with use and diminishes with disuse

The mouse who learns under less stress, performs better when in a challenging environment

The Art of making "It" happen

- Reward yourself
- Nice to those around you
- Market your calling by carving your niche
- We are in it together...share, share, share

What does XYZ Organization do for me?

- "Organizations don't produce, people do! When organizational structure itself becomes more important than the people within in it, trouble inevitably lies ahead. Organizational structure is only significant to the extent that it provides an environment in which people can work with purpose, dignity, security, creativity, and significance." (Page 24) Ron Willingham

We are *statement...*

Renters or owners

Goal seeking mechanism (GSM)

- Built in, goal seeking part of us
- Intrinsically affects what we say, what we believe, how we achieve, how we interact with others, what we allow in, what we will not allow in
- Our GSM when directed positively, can achieve amazing things, or...

Goal-Achievement System

- Setting goals
- Planning strategy
- Building belief
- Developing strengths
- Evaluating progress
- Page 196 (Ron Willingham)

Two Kind of Goals

- Page 203 (Ron Willingham)
- Where the strategy or steps of achievement are known, they just have to be taken
- Where the strategy or steps are unknown, they have to be discovered

Tools that help

- **Attitudes**
- **Habits (21 days)**
- **Skills**

Page 124 (Ron Willingham)

- **Recognize** success principles
- **Relate** them to your life roles
- **Assimilate** them into your actions and ultimately habits
- **Apply** them unconsciously to your everyday life

Thomas Edison

- “There is no expedient to which a man will not go to avoid the real labor of thinking.”
- “A conclusion is the place where you get tired of thinking.”

The challenge...get people to think

- Some people are not comfortable with the new
- The old is so comfortable
- Get on our people's level... find out where they are coming from
- Challenge them to see the Possibility Thinking Formula
- Be a good coach!
- Listen and give positive feedback

Synergy

- The whole is greater than the sum of its parts
- “Teamwork is essential for getting more done through people. People maximize their spirit of unity and harmony toward a common goal or purpose. When they do, a power develops that's greater than the sum of the individuals' powers.” (Page 219, Ron Willingham)

The Better World Handbook

- When you truly understand the interconnected nature of the world, you realize that you are both very powerful and yet very small — you influence everything around you, yet there is so much more to life than just you.”

Page 9, powerful words:

- **“It’s about being the kind of person that others want to follow, about strong values, ethics, integrity, and authenticity. It’s about believing so strongly in people that their awareness of your belief in them causes them to rise to new heights of individual growth and achievement.” Ron Willingham**

Synergistic Teamwork

- (page 222, Ron Willingham)
- **A clear purpose that creates value for customers or other stakeholders outside the organization**
- **A well-defined strategy for attaining objectives**
- **Communication of this purpose and strategy and the value it creates**
- **How each person’s job role fits into this purpose]**
- **Reporting and accountability expectations**

Transcendence

- **Page 245, Ron Willingham, An Organization’s Core Beliefs and Values are a Transcendent Factor**
- **“Be careful what you believe because that belief will get carried out in your life and into the lives of those you influence.”**

- **When we add our efforts to those of others, one consequence is that "our fingerprints" on the work are likely to disappear among all the others. This can be painful. It is not that we necessarily are seeking credit; rather, we just want to be seen — in our own eyes and in those of others — as being a significant part of things. How do we find individual satisfaction and meaning in work that can only be accomplished if many join together – such as improving the environment or eradicating widespread disease?**

Anton Chekhov

“Man is what he believes!”

Believe it, Live it!!

Mahatma Gandhi

● "Your beliefs become your thoughts,
Your thoughts become your words,
Your words become your actions,
Your actions become your habits,
Your habits become your values,
Your values become your destiny."

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More of the best to come!!!