



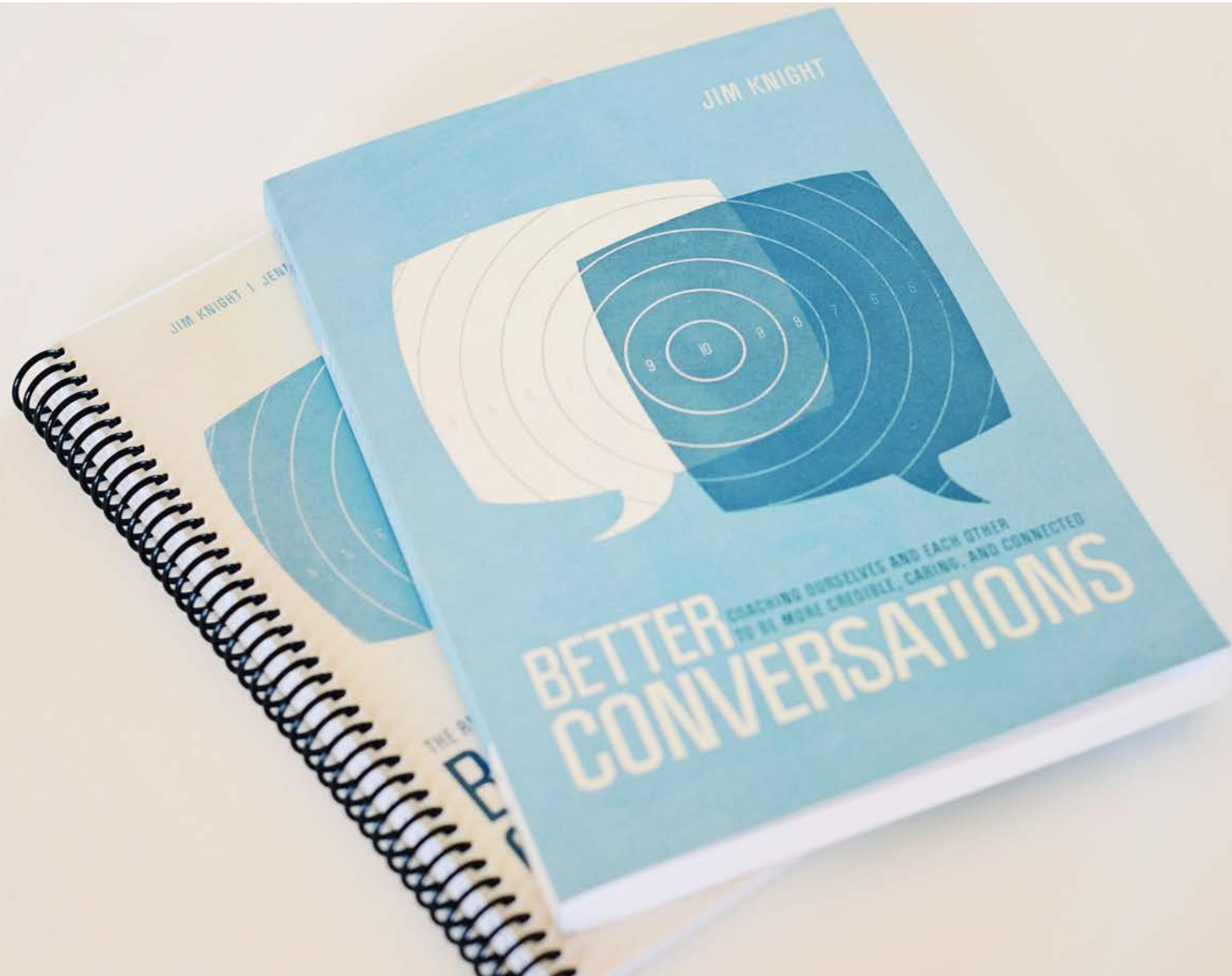
Better Conversations: Beliefs

INSTRUCTIONALCOACHING.COM



This quarantine life.





6 Beliefs & 10 Habits

Why?

We are living through...

We are living through...

A Communication *Crisis*

TRUST, FACTS, AND DEMOCRACY

JUNE 19, 2019

Trust, Facts and Democracy



Public Highly Critical of State of Political Discourse in the U.S.

Reactions to Trump's rhetoric: Concern, confusion, embarrassment

The public renders a harsh judgment on the state of political discourse in this country. And for many Americans, their own conversations about politics have become stressful experiences that they prefer to avoid.

Large majorities say the tone and nature of political debate in the United States has become more negative in recent years – as well as less respectful, less fact-based and less substantive.

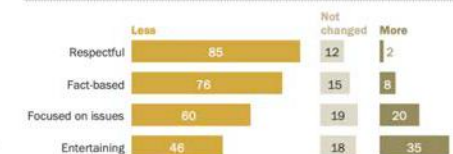
Meanwhile, people's everyday conversations about politics and other sensitive topics are often tense and difficult. Half say talking about politics with people they disagree with politically is "stressful and frustrating."

When speaking with people they do not know well, more say they would be very

comfortable talking about the weather and sports – and even religion – than politics. And it is people who are most comfortable with interpersonal conflict, including arguing with other people, who also are most likely to talk about politics frequently and to be politically engaged.

Most Americans say political debate in the U.S. has become less respectful, fact-based, substantive

% who say over the last several years the tone and nature of political debate in this country has become ...



% who say Donald Trump has changed the tone and nature of political debate in the U.S. ...



Note: No answer responses not shown.
Source: Survey of U.S. adults conducted April 29-May 13, 2019.

PEW RESEARCH CENTER

TOGETHER

Vivek H. Murthy

Vivek H. Murthy, MD

19TH SURGEON GENERAL
OF THE UNITED STATES

Together



The Healing Power of
Human Connection in a
Sometimes Lonely World

22%

.....

HENRY J KAISER FAMILY FOUNDATION, 2018

1 IN 3

.....

“LONELINESS AMONG OLDER ADULTS,” AARP, SEPTEMBER 2010



We are experiencing a radical brokenness in all of existence. Times are out of joint. Alienation and disharmony, conflict and turmoil, enmity and hatred characterize so much of life.

Desmond Tutu, No Future Without Forgiveness (1999)



**There is reason
for hope.**







Complex, fulfilling relationships don't suddenly appear in our lives fully formed. Rather, they develop one encounter at a time.

Gottman (2001) *The Relationship Cure*



Your Tasks

1. List 10 people with whom you have many important conversations.
2. List two important conversations you'll be having soon.

1:00

6 Beliefs

.....

Belief 1

.....

I see others as equal partners in
conversations.





Your Breakout Conversation

Identify someone who truly sees others as equals.

What do they do that shows that they see others as equals?

THE DON DESHLER

Leadership Award





Your Breakout Conversation

Identify someone who truly sees others as equals.

What do they do that shows that they see others as equals?



The world's problems begin with the belief that some human lives are more valuable than others.

Nelson Mandela



Belief 2

.....

I want to hear what others have to say.



What people need is a good listening to.

Marylou Casey



FIRST, BREAK ALL THE RULES

Don Clifton



DON CLIFTON

Father of Strengths Psychology and
Inventor of the Clifton StrengthsFinder

FIRST, BREAK ALL THE RULES

WHAT THE WORLD'S GREATEST
MANAGERS DO DIFFERENTLY

FROM GALLUP

Foreword by Jim Harter, Ph.D.

— NOW INCLUDES —

Access to the Clifton StrengthsFinder Assessment
and the Q¹² Employee Engagement Survey



TEACHER ENGAGEMENT



ECONOMY AUGUST 1, 2013

In U.S., Newer Teachers Most Likely to Be Engaged at Work

Engagement falls about four percentage points after one year at work

BY SHANE J. LOPEZ AND PREETY SIDHU

WASHINGTON, D.C. -- U.S. teachers for grades K-12 with less than one year of experience are the most engaged at work, at 35.1%. Engagement drops to 30.9% for teachers who have been on the job for one to three years and falls further to 27.9% for educators with three to five years of experience. Engagement picks back up slightly for those who have been teaching for more than five years.

Workplace Engagement For K-12 Teachers in U.S.

Years of experience

% Engaged

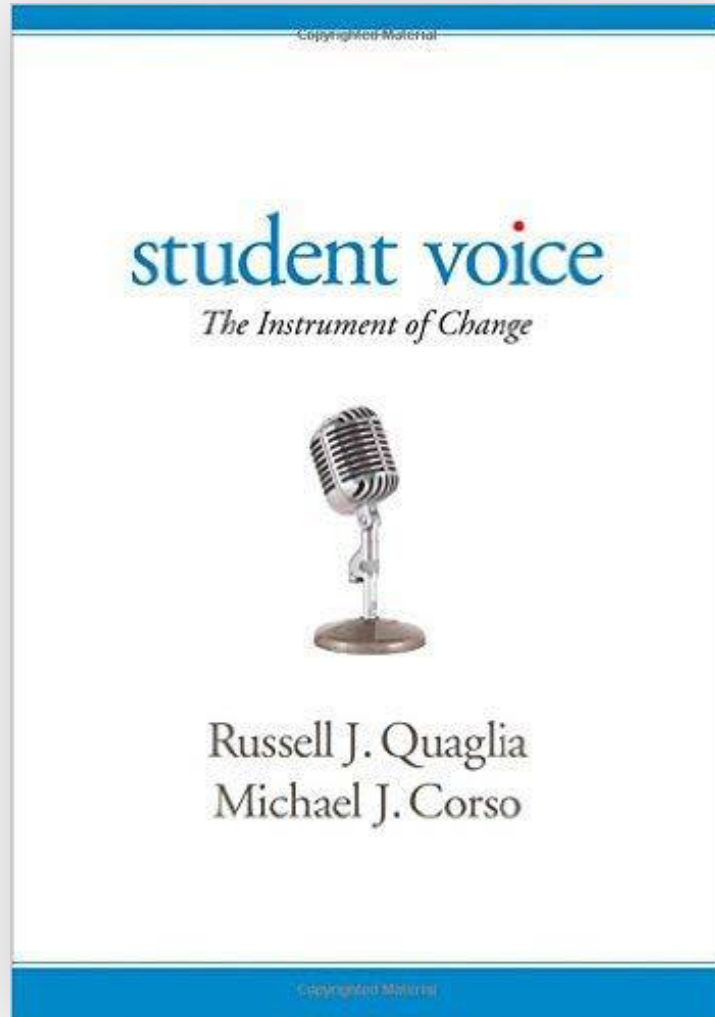


Despite having higher engagement than the national average teachers are the least likely of all occupations to say “at work my opinions seem to count.”

news.gallup.com

<https://news.gallup.com/poll/163745/newer-teachers-likely-engaged-work.aspx>





STUDENT VOICE

The Instrument of Change

Belief 2

.....

I want to hear what others have to say.

Belief 3

.....

I believe others should have a lot of
autonomy.



EL Magazine  @ELmagazine · Oct 28

Instructional coaching, done well, should foster teacher autonomy, not top-down control. @jimknight99 bit.ly/2q2erdr



EL MAGAZINE

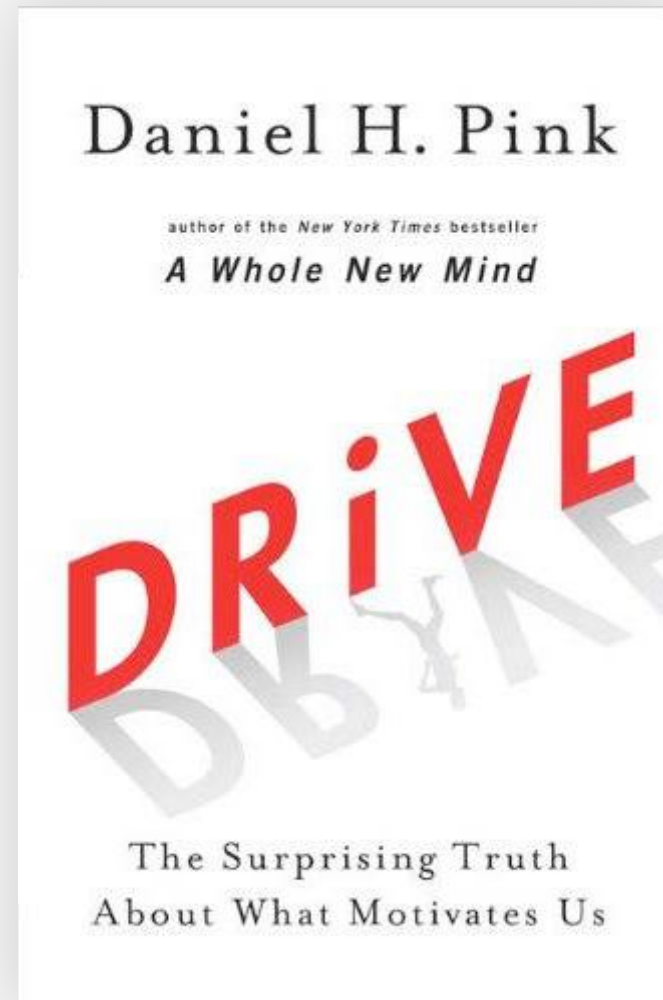
<http://www.ascd.org/publications/educational-leadership/nov19/vol77/num03/Why-Teacher-Autonomy-Is-Central-to-Coaching-Success.aspx>

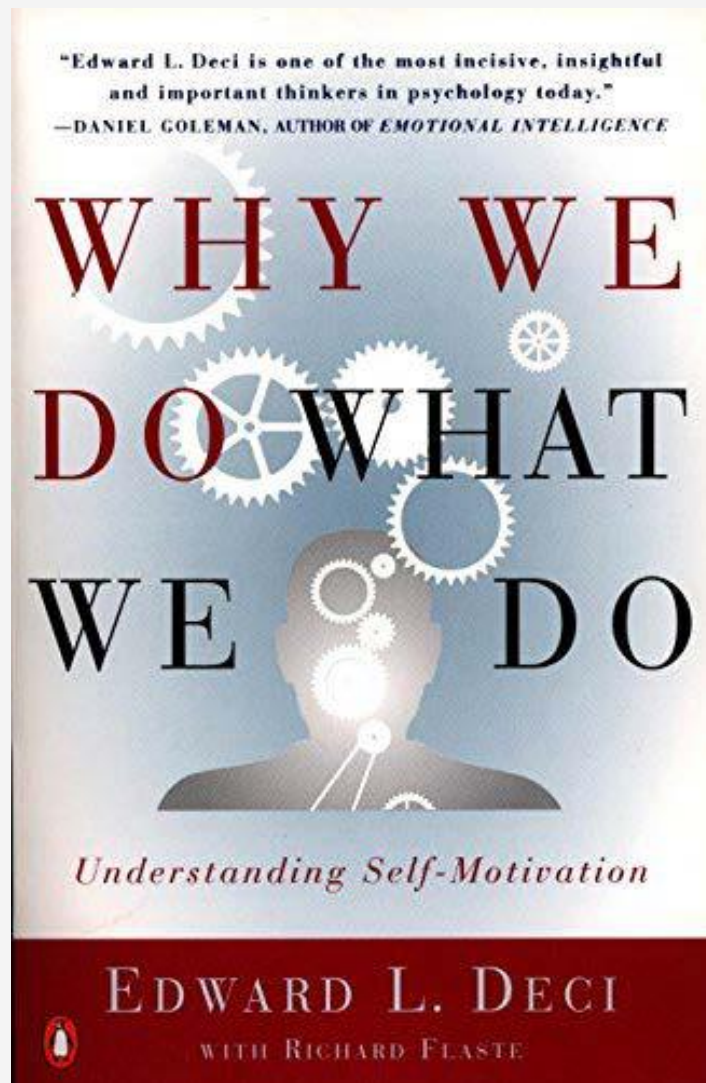
Autonomy

» Control doesn't work

DRIVE

The Surprising Truth About What Motivates Us





WHY WE DO WHAT WE DO

Understanding Self-Motivation



...control is an easy answer. It...sounds tough, so it feels reassuring to people who believe things have gone awry... however, it has become increasingly clear that the approach simply does not work...Indeed, mounting evidence suggests that these so-called solutions, based on the principle of rigid authority, are exacerbating rather than ameliorating the problems.

Edward Deci, Why We Do What We Do



Autonomy

- » Control doesn't work
- » Control diminishes people



Saying no is the fundamental way we have of differentiating ourselves. To take away my right to say no is to claim sovereignty over me ... if we cannot say no, then saying yes has no meaning.

Peter Block





The opposite of love is control.

Donald Miller



Autonomy

- » Control doesn't work
- » Control diminishes people
- » Autonomy doesn't mean people can choose to be unprofessional

Autonomy

- » Control doesn't work
- » Control diminishes people
- » Autonomy doesn't mean people can choose to be unprofessional
- » Autonomy involves responsible accountability



There's no word for accountability in Finnish...Accountability is something that is left when responsibility has been subtracted.

Pasi Sahlberg



Belief 3

.....

I believe others should have a lot of
autonomy.

Belief 4

.....

I don't judge my conversation partners.



It's not our differences that divide us. It's our judgments about each other.

Margaret Wheatley, Turning to One Another





There are many ways we can roll our eyes that don't involve our eyes.

Michael Fullan



THE SIX SECRETS OF CHANGE

What the Best Leaders Do to Help Their Organizations
Survive and Thrive

THE **SIX** SECRETS OF CHANGE



What the Best Leaders Do to Help Their
Organizations **Survive** and **Thrive**

MICHAEL FULLAN

*Author of *Change Leader* & *Leading in a Culture of Change**

Belief 4

.....

I don't judge my conversation partners.

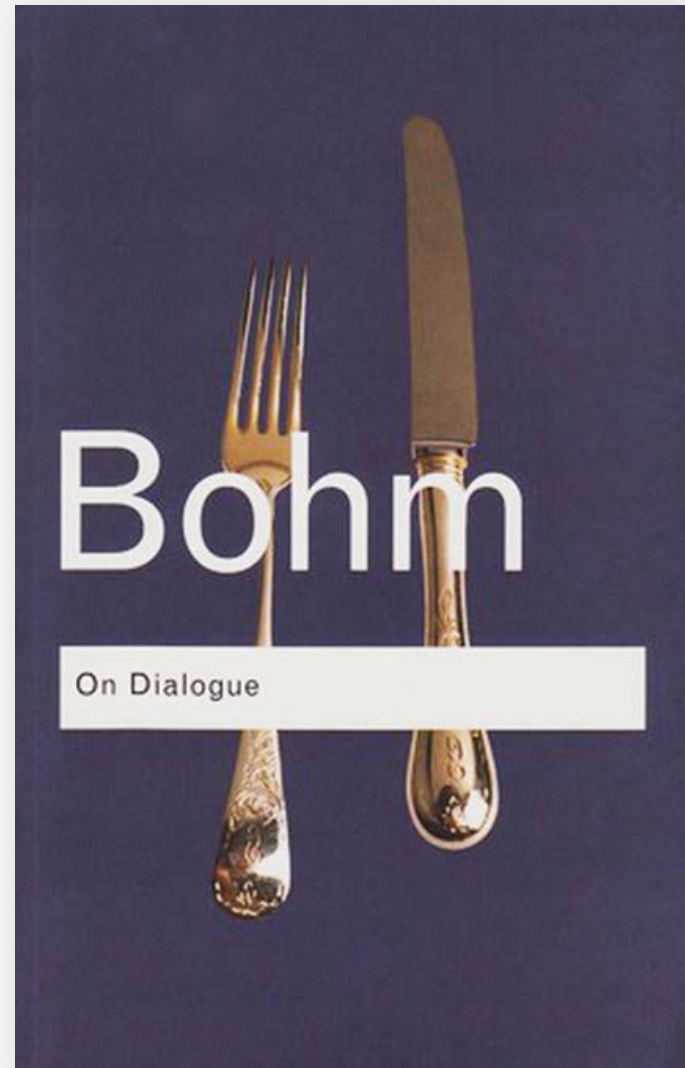
Belief 5

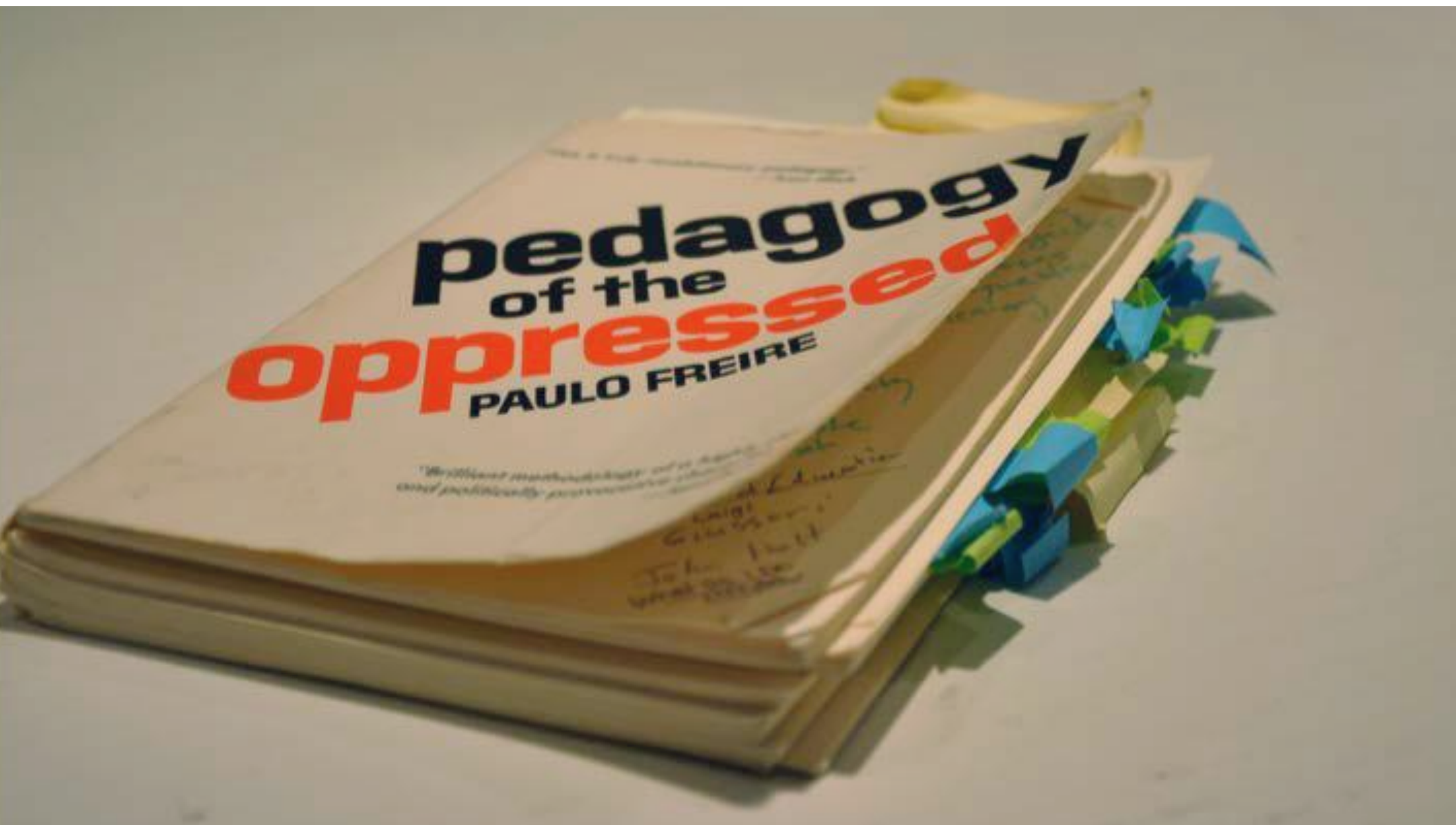
.....

Our conversation should be
back and forth.

ON DIALOGUE

Bohm





Paulo Freire on Dialogue

.....

1. Humility
2. Faith
3. Love
4. Trust
5. Critical Thinking
6. Reflection

LOVE





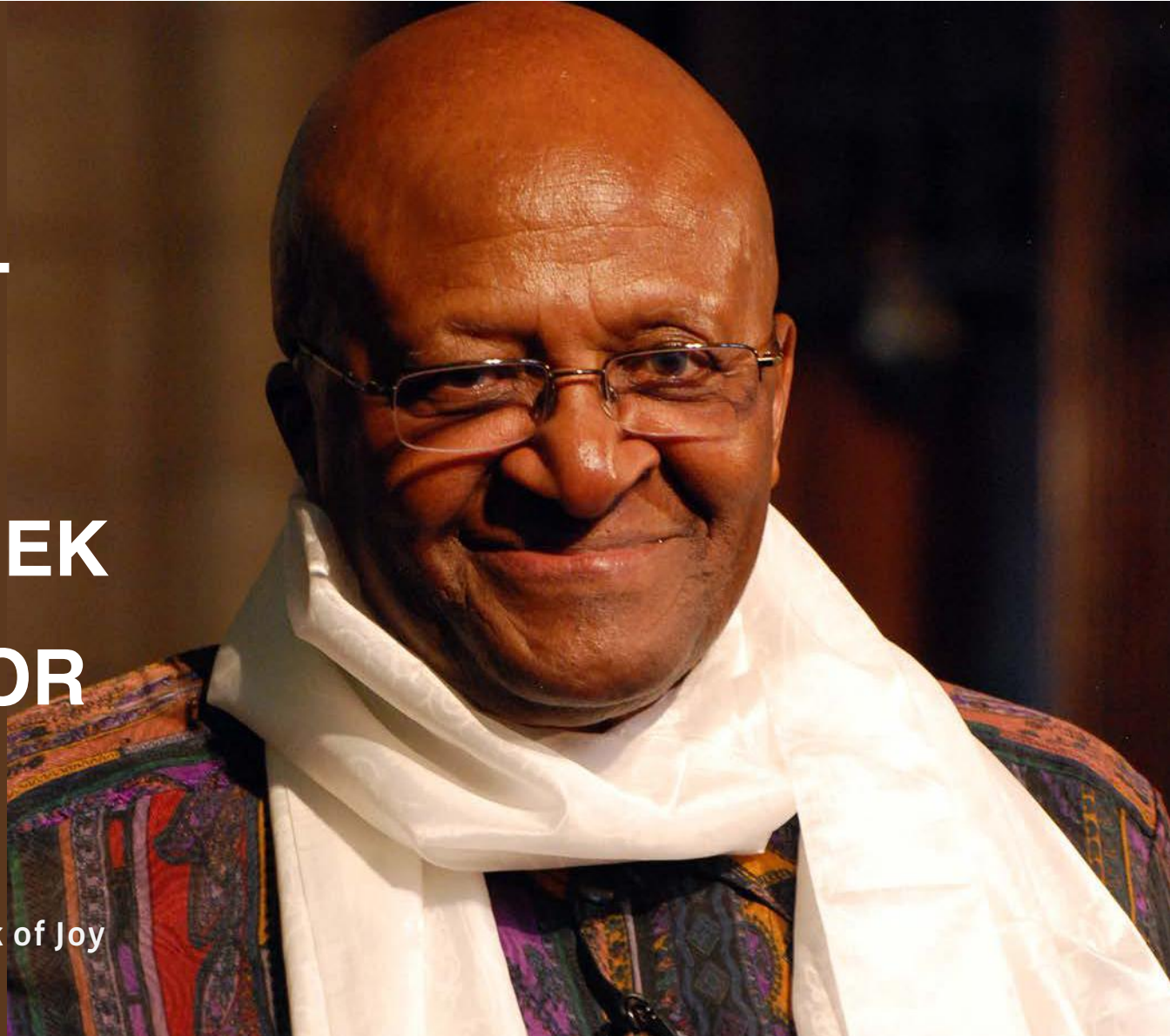
ENGAGING THE WILL FOR THE GOOD OF ANOTHER

Dallas Willard



**ULTIMATELY,
OUR GREATEST
JOY
IS WHEN WE SEEK
TO DO GOOD FOR
OTHERS.**

Archbishop Desmond Tutu, *The Book of Joy*



**I HAVE DECIDED TO
STICK WITH LOVE.
HATE IS TOO GREAT
A BURDEN TO BEAR.
Dr. Martin Luther King**





Your Breakout Conversation

How easy is it for you to choose love over hate?

How easy is it for you to “engage your will for the good of others?”



Belief 5

.....

Our conversation should be
back and forth.

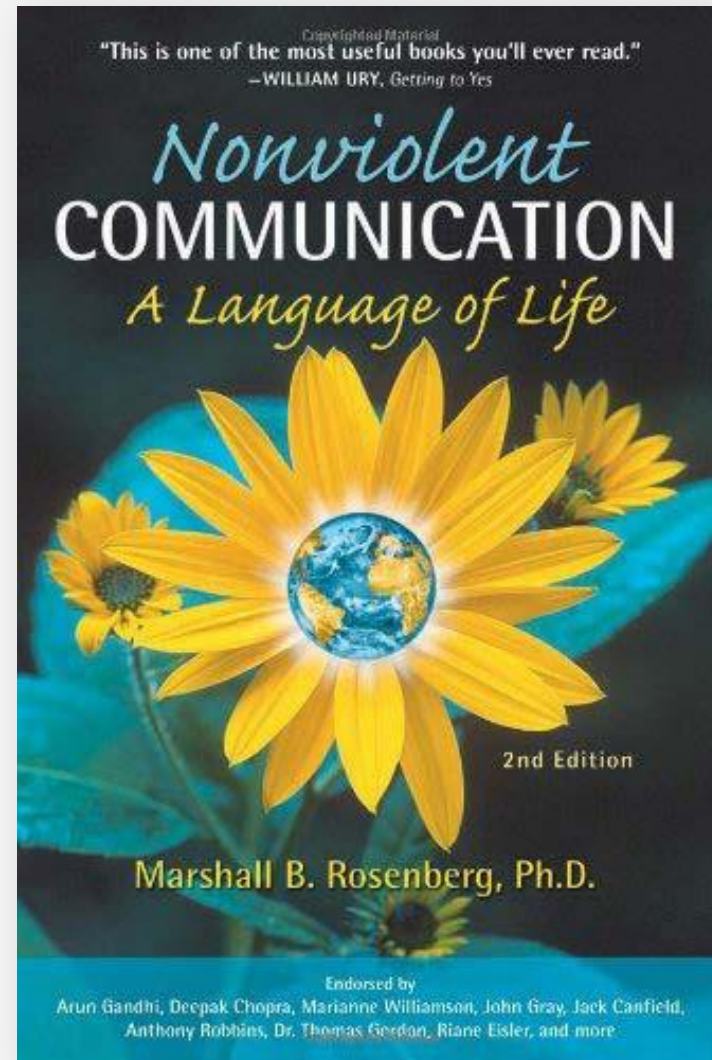
Belief 6

.....

Conversation should be life-giving.

NONVIOLENT COMMUNICATION

A Language of Life



Life-Alienating

- » moralistic judgments
- » making comparisons
- » making demands
- » denial
- » labeling others



How would your life be different if ... you walked away from gossip and verbal defamation? Let today be the day ... speak only the good you know of other people and encourage others to do the same.

Steve Maraboli





Belief 6

.....

Conversation should be life-giving.

from

STORY
CORPS

&



6 Beliefs

.....

1. I see others as equal partners in conversations.
2. I want to hear what others have to say.
3. I believe people should have a lot of autonomy.
4. I don't judge my conversation partners.
5. Conversation should be back and forth.
6. Conversation should be life-giving.

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This quarantine life.

