Your Extraordinary Life

I Don't Like to Gossip, But…

The Understandable Reasons We Gossip and What To Do Instead

Course Workbook

This workbook covers all content in
this 90-minute training session

Presented by:

LIFEWORK SYSTEMS

Inferiority Complex

Adler: a barrier to PSYCHOLOGICAL SAFETY and HEALTHY HUMAN FUNCTIONING

INTERNAL
Addiction
Obesity
Anxiety
Illness
Depression
Indebtedness
Stress
Disengagement
Over-Medicated

EXTERNAL
Win/Lose
Righteousness
Greed
Coercion
Intimidation
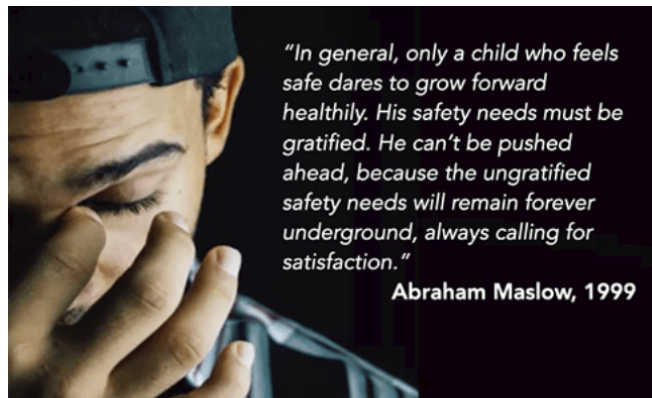All ism's
War
Estrangement
Misbehavior

Questions

1. If inferiority complex causes all internal and external struggles, what benefits result from realizing this?

2. Consider *external* struggles. How does remembering a connection between inferiority complex and struggles help?

3. Recall a workplace or other setting in which you felt high psychological safety. What difference did it make?

4. Why is it important to make the connection between inferiority complex and outcomes?

5. Do you believe people hide their inferiority feelings? If so, how do you know?

What is Psychological Safety?

Psychological safety is being able to show and employ one's self without fear of negative consequences of self-image, status or career. It can be defined as a shared belief that the team is safe for interpersonal risk taking. In psychologically safe teams, team members feel accepted and respected.

Wikipedia

"In general, only a child who feels safe dares to grow forward healthily. His safety needs must be gratified. He can't be pushed ahead, because the ungratified safety needs will remain forever underground, always calling for satisfaction."

Abraham Maslow, 1999

4 Core Needs

Adler: We are **SOCIAL**: We need *belonging* and *significance* and to feel....

- **Empowered** - I know I am influential, and my potency is welcome.
- **Lovable** - Who I am uniquely is delightful to others. I am recognized, appreciated, and enjoyed.
- **Connected** - I belong in the organization, and I experience community.
- **Contributing** - My special gifts and assets are important, wanted, needed, and received

1. Which one of the four core needs is easiest to nurture and support? Why?

2. Which one is most challenging to cultivate and foster? Why?

3. What practices can be added to nurture the four core needs with:
   a. Yourself?

   b. Those you lead, teach, parent?

   c. Those who lead you?

   d. At home or at work?

4. What practices can be removed to nurture the four core needs with:
   a. Yourself?

   b. Those you lead, teach or parent?

   c. Those who lead you?

   d. At home or at work?

Why We Gossip And What To Do Instead

We recommend you teach the mind trust to those you know and make this commitment to each of them.

Understandable reasons people gossip

- **Pseudo-*Power*** – it gives the illusion of doing something powerful
- ***To Feel Lovable*** - It's a way of feeling better about ourselves because we are triggered into self-doubt and insecurity. We don't feel lovable
- ***To Feel Connection*** - It's a way we feel an intense connection
- ***To Feel Contributing*** – to compensate for what we're not giving, doing or saying
- ***To Vent*** - *Don't we just need to vent sometimes?*

Alternative to Gossip: Create a Mind Trust

A mind trust is a process you adopt as part of your value system for personal responsibility and commitment to practicing emotional and social intelligence skills. Mind trust is a tool empowering people to create safety, trust, and respect, while reducing and eliminating gossip.

1. "I commit to you I won't say bad things about you behind your back."

2. "If I have an issue with you, I'll come directly to you with it."

3. "I won't listen to anyone else say bad things about you."

4. "If anyone comes to me to complain about you, I'll direct them back to you."

Reflection Questions

Fill out your answers to the following questions.

1. *"I commit to you I won't say bad things about you behind your back."*

   Reflect on this 1st promise. Will you commit to this? With everyone?

What or when might making this promise be challenging for you?

Fill out your answers to the following questions.

2. *"If I have an issue with you, I'll come directly to you with it."*
Reflect on this 2ⁿᵈ promise. Will you commit to this? With everyone?

What or when might making this promise be challenging for you?

3. *"I won't listen to anyone else say bad things about you."* Reflect on this 3ʳᵈ promise. Will you commit to this? With everyone?

What or when might making this promise be challenging for you?

4. *"If anyone comes to me to complain about you, I'll direct them back to you."* Reflect on this 4ᵗʰ promise. Will you commit to this? With everyone?

What or when might making this promise be challenging for you?

Healthy Venting Process

We recommend you practice this regularly and keep this tool where you can find it quickly.

Intention of Venting: To gain short-term relief of overwhelming feelings *so that* an individual can move toward authentic empowerment and resolution of issues.

Healthy Venting Process: Assuming we do need to vent, what's a healthy process to take venting to a positive outcome? (**Note**: Be sure to ask if the person you approach has the time to give you.)

1. ***Don't name names or specific incidents***. It should sound something like this: "A situation came up for me today, and I just need to talk about how I'm feeling so I can get clear about what I can and want to do about it." (A*sk the other person if he or she has time and energy to listen and help). "*Do you have time and energy to listen to me so I can come up with a plan?" (*End with a plan/steps.)* The listener makes it clear he or she is willing only if the person desires to resolve the issues.

2. ***Share YOUR feelings, doubts, fears and weaknesses***. It should sound something like, "I am so angry and hurt. I didn't handle this well. I'm afraid to tell this person how I feel or what I want because I worry they won't stay calm and won't listen or be open to what I have to say. I'm not sure I can handle that and I'm afraid I'll just make things worse."

3. ***Share your highest vision for what you want***. It should sound something like, "I can see I want to ask this person to either be on time or call me if they won't be, so I can find a back-up person for them." Offer what you'd like to see happen at the very best.

4. ***State next steps***. Come up with a plan for taking steps that are most likely to be successful. It may be, "I'm going to sit down with this person and make a request. I don't need to dredge up the past, but I do need to ask for what I want going forward." Brainstorm.

5. ***Practice/Role-play***. Ask your friend to let you practice and try out two or three ways to express what you want. Brainstorm. Ask your friend to give you feedback and suggestions.

6. ***Do something to shift the energy from venting and fear-related to being responsible***. Laugh out loud, do a Tarzan chest pound, say a prayer, do a jumping jack, hum a song or repeat a quote. For example, I might say "Gandhi's right! I can be the change I want." Thank the listener.

Note: When venting is handled in this way, no one is dragged down; you are not, the person you vented to is not, and the person you have the issue with is more likely to ultimately end up in a better relationship with you than they would otherwise.

Four Stages to True (Caring) Community

Pseudo-community. For many groups or organizations, the most common initial stage, pseudo- community, is the only one. It is a stage of pretense. The group pretends it already is a community, that the participants have only superficial individual differences and no cause for conflict. The primary means it uses to maintain this pretense is through a set of unspoken common norms we call manners: you should try your best not to say anything that might antagonize or upset anyone else; if someone else says something that offends you or evokes a painful feeling or memory, you should pretend it hasn't bothered you in the least; and if disagreement or other unpleasantness emerges, you should immediately change the subject. These are rules that any good hostess knows. They may create a smoothly functioning dinner party but nothing more significant. The communication in a pseudo-community is filled with generalizations. It is polite, inauthentic, boring, sterile, and unproductive.

Chaos. Over time profound individual differences may gradually emerge so that the group enters the stage of chaos and not infrequently self-destructs. The theme of pseudo-community is the covering up of individual differences; the predominant theme of the stage of chaos is the attempt to obliterate such differences. This is done as the group members try to convert, heal, or fix each other or else argue for simplistic organizational norms. It is an irritable and irritating, thoughtless, rapid-fire, and often noisy win/lose type of process that gets nowhere.

Empty. If the group can hang in together through this unpleasantness without self-destructing or retreating into pseudo-community, then it begins to enter "emptiness," a stage of hard, hard work, a time when the members work to empty themselves of everything that stands between them and community. And that is a lot. Many of the things that must be relinquished or sacrificed with integrity are virtual human universals: prejudices, snap judgments, fixed expectations, the desire to convert, heal, or fix, the urge to win, the fear of looking like a fool, the need to control. Other things may be exquisitely personal: hidden griefs, hatreds, or terrors that must be confessed, made public, before the individual can be fully "present" to the group. It's a time of risk and courage, and while often relieving, and it can feel like dying. The transition from chaos to emptiness is seldom dramatic and often agonizingly prolonged. One or two group members may risk baring their souls, only to have another who cannot bear the pain, suddenly switch the subject to something inane. The group as a whole has still not become empty enough to truly listen. It bounces back into temporary chaos. Eventually, however, it becomes sufficiently empty for a kind of miracle to occur.

Caring Community. At this point a member will speak of something particularly poignant and authentic. Instead of retreating from it, the group now sits in silence, absorbing it. Then a second member will quietly say something equally authentic. She may not even respond to the first member, but one does not get the feeling he has been ignored; rather, it feels as if the second member has gone up and laid herself on the altar alongside the first. The silence returns, and out of it, a third member will speak with eloquent appropriateness. Community has been born. The shift into community is often quite sudden and dramatic. The change is palpable. A spirit of peace pervades. There is "more silence, yet more of worth gets said. It is like music. The people work together with an exquisite sense of timing, as if they were a finely tuned orchestra under the direction of an invisible celestial conductor. Many actually sense the presence of God in the room. If the group is a public workshop of previous strangers who soon part, then there is little to do beyond enjoying the gift. If it is an organization, however, now that it is a community it is ready to go to work-making decisions, planning, negotiating, and so on-often with phenomenal efficiency and effectiveness."

Pseudo-Community

- Pretending there is already authentic community
- Pretending only superficial individual differences with no cause for conflict
- Not saying anything that might antagonize or upset anyone
- Pretending anything upsetting someone else says does not bother you
- When unpleasantness emerges, immediately change the subject.
- Polite, inauthentic, boring, sterile, and unproductive.

Think of a recent time you were in pseudo-community. How did it make you feel? What got done and what was difficult? Write down some of the missed opportunities you may have experienced as a result.

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Chaos

- Attempting to convert, heal, or fix each other
- Arguing for simplistic norms
- Irritable and irritating, thoughtless, rapid-fire, and often noisy win/lose
- Unproductive

Think of a recent time you were in chaos. How did it make you feel? What got done and what was difficult? Write down some of the missed opportunities you may have experienced as a result.

_____

_____

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_____

Empty

- Putting aside prejudices, judgments, expectations, the desire to convert, heal, or fix, the urge to win, the fear of looking like a fool, the need to control.
- Getting past hidden grief, hatreds, or terrors to become fully "present."
- Values that build trust are exercised: _receptivity, disclosure, respect, recognition_
- Seeking to understand as well as be understood

Think of a recent time you were in empty. How did it make you feel? What got done and what was difficult?

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True (Caring) Community

- Authentic
- Connected
- Disclosing
- Collaborative
- Receptive and Peaceful
- Values that build trust: *honesty, straightforwardness, seeks excellence, follow-through*

Think of a recent time you experienced authentic community. How did it make you feel? What got done? Write down some of the opportunities you may have experienced as a result.

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Root Cause: Inferiority Complex

Alfred Adler: Mental Health is People Health (Social/Emotional/Physical)

INTERNAL	EXTERNAL
Addiction	Win/Lose
Obesity	Righteousness
Anxiety	Greed
Illness/Disease	Coercion
Depression	Intimidation
Indebtedness	All ism's
Stress	War
Disengagement	Estrangement
Over-medicated	Misbehavior

Select your most challenging internal and external struggle. Name something you learned from today's event that might help you to reduce this struggle and feel healthy belonging and significance.

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_____

Consider one mindset shift or action to reduce inferiority complex.

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_____

Psychological Safety

Write down one way you can increase psychological safety.

_____

_____

Share with family or co-workers what personally makes you feel *wildly successful*.

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_____

Psychological safety is the ability to show and employ oneself without **fear** of negative consequences to self-image, status, or career. It can be defined as a shared belief that the team is **safe** for interpersonal risk taking. In psychologically safe teams, team members feel accepted and respected.

Trauma-Informed Care
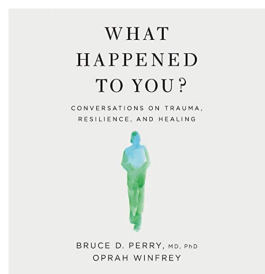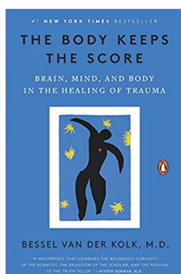
Consider reading these two books. Then, identify your specific and possibly nuanced ways of being traumatized developmentally. The good news is that you are resilient and given the right conditions and conversations you will process and heal and set up your life and work to reduce and eliminate trauma and gossip. Contact us if we can help.

Email: info@lifeworksystems.com
Website: www.lifeworksystems.com
Phone: 314.239.4727

It Just Got Real!

Name_____ **Date**_____

A-Ha Idea

Challenges or Barriers

Resources (how will you overcome challenges or barriers?)

1 | **Next Step**

Date

A-Ha Idea

Challenges or Barriers

Resources (how will you overcome challenges or barriers?)

2 | **Next Step**

Date