



Free Eye Exam

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RFW Conference

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**“When you change the way
you see things, the things
you see change.”**

Anonymous



What could you accomplish....

What would be possible if people focused their attention on:

- Opportunities rather than problems
- Strengths more than weaknesses
- What CAN be done VS what CAN'T



Which are you?

- Deficit Based Thinker

Or

- Asset Based Thinker



Deficit Based Thinking (DBT)

- Concentrates on personal gaps and weaknesses
- What “bugs or irritates” us
- What is not working/holding us back

Naturally!

The nervous system is more sensitive to negative signals than positive signals.



Asset Based Thinking (ABT)

Is a concrete cognitive process focused on identifying the:

- Talents
- Strengths
- Possibilities

that are always present within yourself, other people and any situation.



DBT

vs

ABT

- **Not this again!**
- **That won't work!**
- **I'll never make it!**
- **If only.....**
- **Whose fault is that?**
- **I can't.....**
- **How could I let that happen?**
- **It's not good enough**



When you make a mistake.....

DBT

- Fault yourself
- Second guess
- Berate yourself
- Always look back so it never happens again!

ABT

- Own it
- Apologize
- “I should’ve had a V – 8 !”
- Never look back, be bold, move on!



When you do something well...

DBT

- Hold your breath
- Pinch yourself
- Don't tell anyone
- Keep your head down and hope nothing goes wrong!

ABT

- Go with it
- Congratulate yourself
- Share the good news
- Laugh, smile and be grateful!



ABT

- Zero in on what is working
- Favors inspiration and aspirations
 - It's contagious

Changes the way you see everything!

- The way you see yourself
 - The way you see others
- The way you see situations



React or Rebound?

How does a situation change when
the question is:

○ How are we going to fix this problem?

VS

○ How can this be the best problem we
ever had?



Magnify what's best and focus on what's next!

- Set your sights on what you want
- Move past the fear
- Go with gusto and self-abandon
- Pretend no one is judging
- Build on what you already can do
- Celebrate your victories
- Set your sights on what is next



Forget Perfection!

- See yourself as a work in progress
- Make a mistake on purpose.....see where it leads you –
 - Drive the “wrong way” to work
 - Start reading the “wrong” section of the newspaper
- Remember everyone else is also a work in progress



DBT

Judgment and Skepticism = ANXIETY
Reactivity



ABT

(Curiosity + Optimism)

X

(Proactivity) =

ENERGY



Five to One Rule (5/1)

Think about who you are and how you add value to this world.

- **List 5 personal assets**
- **List 1 deficit you believe is the most significant barrier to your effectiveness**



Rise and Shine!

Leap out of bed with your vision turned on!

- Enthusiastic mood
- Confident posture
- Look like you're "up to something"
- Energetic presence
- Exceptional conviction
- Undeniable magnetism



Morning Mental Workout

**“ I am the perfect person to
accomplish _____
because I am/have the
_____!
_____!”**

“Who’s socks can I knock off today?”



Reflection Activity 1

Let Passion

Be

Your Power



**Change the way you see other
people**



How you approach others?

- Everyone with a spirit of acknowledgment and praise for what they have to offer
- Each is an asset and work in progress
- Not afraid to freely offer praise and compliments
- Unaffected by negative traits of others
- Suspend judgment



How you approach Conflict

- Pushes your boundaries
 - Intellectual
 - Emotional
 - Physical
- If treated properly, offers the chance to change your mind!



Create a new truth – together!

- What is their truth?
- Where is the value on their side?

When you give up the belief that yours is the only truth – it changes things forever! Now you are in a position to see what new truth you can create together.



Tear Down to Rebuild

- **Deconstruct:** Ask yourself –
 - What would I be thinking or feeling if I behaved that way?

Begin to accept people for who they are and aren't – we all have “annoying” ways of behaving and interacting.

React less – facilitate more.....



Tear Down to Rebuild

- **Reconstruct:** Remind yourself –
 - **This person has value**
 - **This person has positive qualities and strengths**
 - **I don't need to react to their negative attitudes and behaviors**

This new point of view allows you to move the process forward to a solution.



Momma always said....

Tell the Truth!

- State the behavior that bothers you clearly and concisely
- State the impact on the behavior on you and the relationship
- Present the **positive vision** you have of resolving the conflict or disruptive interactions



Imitate Shamelessly and Often

- Effective leaders read books and articles about people they admire in hopes of learning their secrets
- Emulating a mentor can accelerate your success threefold
- This requires you to become a student – not a judge!



Reflection Activity 2



Change the Way You See Situations

*The wider the lens
the better the view*

- Look in all directions, be relentless - every angle
- Ask yourself - what are the possibilities
- Extract the opportunities

The more you see the more you have to work with!



BREATHE

- **Six times**
- **In and out**
- **Slowly**
- **Think**



Flip the 80 - 20 Rule

- 80 % of your time concentrating on OPPORTUNITIES
- 20 % focused on correcting what's WRONG



Create a Positive G.A.P.

- **Gratitude:** for those who hung in or dove in!
- **Appreciation:** for everything life has to offer!
- **Perspective:** Which really are the most important priorities?



Hindsight + Insight = Foresight

**“That which doesn’t kill
you makes you
Stronger.”**

Nietzche



Reflection Activity 3



React or Rebound?

“Each choice we make causes a ripple effect in our lives. When things happen to us, it is the reaction we choose that can create the difference between the sorrows of our past and the joy in our future.”

Chelle Thompson



Let's Sum it Up!

ABT is not :

- Being a “polly-anna”
- Magic
- Easy quick fix to issues
- A visible process
- Only about attitude



Let's Sum it Up!

ABT is :

- Based on direct observation
- Occurs in the privacy of your own mind
- Blocks out distractions and creates a focal point
- Keeps you alert and proactive
- Expands your ability to influence results



What Do You See?