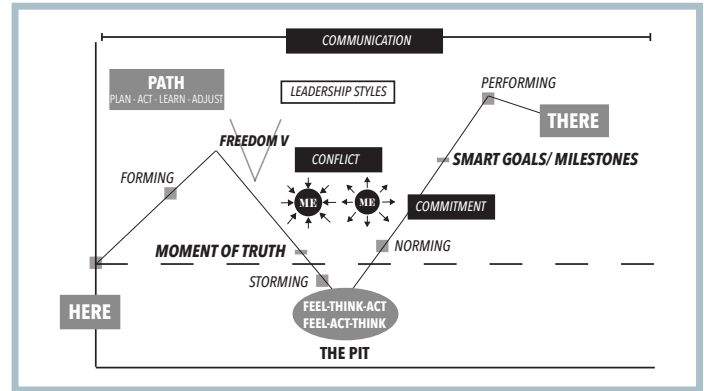


# TYING IT ALL TOGETHER



- When building a meaningful organization, establishing a healthy culture, leading others, or stewarding one's own character, these tools all work in concert with one another to provide a practical blueprint and a set of mental models to show the way forward. The tools can certainly be used individually as circumstances require, but are most effective when used together.
  - **THERE-HERE-PATH** is the framework of life. We begin with a vision, clearly communicated and honestly committed to. Then we explore naming our current reality, our HERE. Once we understand well enough where we are in relationship to where we truly want to be, we we make a plan and take steps along the PATH.
    - Naming a true and honest vision, one based on values and available to all participants is the first step toward true meaning.
  - **Communication:** Once our vision is established, we need to use the model of sender-medium-barriers-receiver to communicate with others.
    - Culture is all about communication.
    - We even communicate within ourselves.
    - Communication is the overseer of the THP process.
  - We define leadership as "influencing others to get THERE".
    - The five **leadership styles** are the way in which we usher people toward ownership, so that they might self-govern and take ownership of the missions that matter to them. The leadership styles are directive, transactional, participative, delegative, and transformational.
    - These are closely tied with the **types of influence** - position, coercive, reward, expert, and referent. Whereas the leadership styles are the method by which we influence, the types of influence are the means. The most influential type is Referent influence. People are most inspired by noble character and transcendent meaning because it is the thing we most want in our lives.
  - Our HERE is, in some ways, ever-changing. It moves with emotion and circumstance. It evolves every time we make a decision or consider the input of others. HERE tools help people better evaluate their current reality. When we measure small and measure often, we can discover the truth more effectively, adjusting goals and resetting perspective as necessary.
    - When our expectations don't meet reality (which is an inevitability), we find ourselves in *the pit* on **The Mood Curve**. We move through The Mood Curve using SMART goals, practical commitments that propel us toward our vision.
    - Here we are most prone to **The Victim Circle**.
    - We are also in need of a **Moment of Truth**.
    - Recognizing, accepting, and owning the **three things we can control** helps us to seek and share truth in harmony.
      - Conflict might arise, this is a tough stage, but conflict is not bad. Whether we are The Boxer, The Bower, The Bolter, The Broker, or The Blender, conflict is an opportunity to grow, develop intimacy, strengthen character, and persevere toward the mission set before us.
    - The **Freedom V** is the vehicle by which we travel the PATH. It is our mechanism for self-governing. By setting boundaries, facing consequences with courage, and sliding up and down the V, we put ourselves in the best position to make progress on the journey. We help minimize the depth of the pit and protect our minds from the Victim Circle.
    - All along the way, we encounter our **Emotions**. An emotion is an alert that lets you know something of value is at stake. It is a vital part of your internal communication structure.
      - When we face our emotions, it is important to acknowledge them, continue to communicate, and measure the circumstances against our values.
      - This allows us the space to **Feel-Think-Act** (rather than *Feel-Act-Think*), which invites us to discover the truth behind what we feel and why we feel it.
    - **System Two** (and **System Three**) Thinking is the careful, deliberate thinking we use in order to change. It allows us to pause and consider why and the best way forward. We can use System Two to contemplate boundaries in the Freedom V, Truth during a MOT, or whichever of the two circles we are in (among others). As we spend time in System Two and System Three, our System One is transformed, resetting our patterns into something more healthy, more meaningful, and more true.
  - The PATH is the shape of The Project Mood Curve. It connects our HERE to our THERE. As we travel along the PATH, our HERE changes. The strategy along the PATH is to plan-act-learn-adjust, constantly measuring where we are in relation to our THERE so that we can honestly and effectively continue the journey.



### **QUESTIONS TO CONSIDER:**

***What is the next step your organization can take to move toward culture transformation and achieving a unified purpose? What part do you play in stewarding your own character and in achieving the mission of your organization(s)?***