

Worksheet -- Self differentiation as a Participant

1. Staying connected to the system – staying in touch with the people and culture of the organization; taking in information

- Sharing yourself – feelings and ideas.
- Use of communication/listening skills (paraphrasing, active listening, referencing another's ideas, saying what you like about an idea as well as what concerns you)
- Non-verbal attention (eye contact, posture, showing active interest, etc.)
- Sensing and acting to improve the climate of the team
- Facilitating communication among people
- Encouraging others
- Harmonizing – Negotiating or reliving tension when appropriate; suggesting ways of accommodating differing views; helping others explore their disagreements, etc.
- Other

2. Setting Direction – taking non-reactive, reflective, data based, well thought out positions about direction

- Own sense of being “grounded”, “centered”
- Taking clearly defined positions that are not reactive
- Sharing your own wishes in appropriate ways, etc.
- Action to help the team define the task, get organized, act on it
- Other

3. Dealing with Resistance and Sabotage – the essential issue is not getting distracted from the direction by the resistance while also not “cutting off” from those resisting

- Managing your own tendency to be a cynic, go “passive”, etc.
- Managing your own anxiety about pleasing or taking care of others
- Not colluding with attempts to pull the team away from its task
- Dealing with your own desire to withdraw, quit, fantasize about how it use to be
- Acknowledging the other's position; stating your own position and your desire to move forward
- As appropriate “test” options with the team; etc.
- Other