

Toolkit Title

Create a More Empowering Story

Purpose of Toolkit

When you need to work on the subjective story you tell yourself regarding the power you have

Toolkit Methodology and Application

See attached.

Case Study or Example

See attached.

Acknowledgements and Sources

See attached.

Toolkit Category

Organisation Development

Keywords

Organisation Development, Story, Intrapersonal, Interpersonal, System.

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CREATE A MORE EMPOWERING STORY

for yourself and others

#advanced #intrapersonal #interpersonal #team #system

HOW TO CREATE A MORE EMPOWERING STORY FOR YOURSELF & OTHERS if you are...

DISEMPowering STORY

Feeling
"TOP"



"SO COMPLEX"
"OVERLOADED"
"OVERWHELMED
WITH RESPONSIBILITY"

EMPOWERING STORY



THE DEVELOPER

1. SHARE KNOWLEDGE OF DANGERS & OPPORTUNITIES IN SYSTEM.
2. SHARE LEADERSHIP. ASK FOR HELP, INVOLVE OTHERS.
3. COACH & EMPOWER OTHERS

Feeling
"MIDDLE"



"SO TORN"
"CONFLICTING DEMANDS!"
"I'M LOSING MYSELF."
"FEELING DISCONNECTED."



THE INTEGRATOR

1. MAINTAIN INDEPENDENCE OF THOUGHT & ACTION
2. BE A (A) & (B) IF POSSIBLE
3. PARTNER/SHARE/INTEGRATE WITH OTHER (A)
4. COACH/FACILITATE CONVO BETWEEN (A) & (B)

Feeling
"BOTTOM"



"SO NEGLECTED"
"THEY DON'T CARE"
"THEIR FAULT"
"NO CHOICE"



THE FIXER

1. TURNS PROBLEMS INTO PROJECTS TO WORK ON
2. TELLS (A) PROBLEMS & COSTS BUT OFFERS VISION OF ACTIONS
3. SEES (B) AS CENTRAL PLAYER

Convo 1-11_TMBpowerchart2.jpg
Based on Barry Oshry's Total System Power

"Power is both a factual reality we must deal with as well as a subjective story in our head."

CREATE A MORE EMPOWERING STORY

When to use: When you need to work on the subjective story you tell yourself regarding the power you have

How to use:

By first observing your own body disposition, emotions and language, change your perspective, so as to change the subjective story in your head. You may also include these perspectives in your vision-sharing based on who you and your audience are.

Are you overloaded, burdened and overwhelmed with responsibility? Try to see yourself as the “Developer” who can increase the capacity of the system by:

1. Sharing knowledge of dangers and opportunities in the system
2. Sharing leadership by asking for help and involving others
3. Coaching, empowering and developing the M’s and B’s

Conflicted and torn? See yourself as the “Integrator” who:

1. Maintains independence of thought & action
2. Acts as T’s and B’s, when necessary
3. Partners, shares information, stays integrated with other M’s
4. Helps T’s and B’s integrate by coaching them how to talk to each other or facilitating conversations between them

Feeling neglected, or that you have no choice? See yourself as the “Fixer” instead, by:

1. Turning your problems / complaints into projects to work on
2. Telling T’s the problems and costs of not fixing them but offer solutions
3. Seeing yourself as the central player: the power is in the masses

Reference: Barry Oshry’s Theory of Power