Leading With Hope & Optimism in Challenging Times

Jim Harris, Ed.D., MSW

What will not happen...

What to expect...
Good or Great?

Good Enough?

Change is **Hard Work!!!**

Learning and growth takes place in the context of relationships.
"You can push people as far as they trust you."
Urban Meyer

**Maslow’s Hierarchy of Needs**

- **Physiological**
  - **Survival**
  - **Safety**
  - **Love/Belonging**
  - **Esteem**
  - **Self-actualization**

**Harris' Hierarchy of Needs**

- **Significance**
- **Survival**

**WARNING!**

Risk Factor Syndrome
What the stress response is for!

What does he need right now?

Mental Energy (Psychic RAM)

“Everything can be taken from a man but one thing: the last of human freedoms - to choose one’s attitude in any given circumstance, to choose one’s own way.”

- Victor Frankl
Why none of that will make you happy!

It is only 10%!

Where does it come from?


Control the Controllables

[Diagram showing various factors affecting child development]
**Five Doors of Success**

1. Clarity - What?
2. Desire - Why?
3. Knowledge - How?
4. Action - Do it!

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**#1: Clarity - What?**

Casting Vision

More than a mission statement!

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What do you want?

How will you measure it?
You find what you are looking for!

What is your intellectual & emotional diet?

#2: Desire - Why?
Meaning: Know your why?

Compassion Satisfaction

“He who has a why can endure any how”
- Nietzsche

Job Career Calling

Values
Now What?

Inspiration?

Inspiration is.....

Purpose + Faith = Energy

Understanding Motivation

A Bear, A Coke, & A Country Boy
Makers, Takers, & Waiters

Meeting Them Where They Are

The Non-Example
**Stages of Change**

- **Research**
  - 20% of the change population are prepared for action at any one time.
  - 90% of behavior change programs are designed with this 20% in mind.
  - Successful self-changers follow a process of change.

- **Therapy**
  - There are more than 400 therapeutic approaches.
  - All of the therapeutic approaches can be summarized by a few essential principles called "processes of change."

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**Stages of Change**

<table>
<thead>
<tr>
<th>Stage</th>
<th>Change Attitude</th>
</tr>
</thead>
<tbody>
<tr>
<td>Precontemplation</td>
<td>&quot;What, me have a problem? No way!&quot;</td>
</tr>
<tr>
<td>Contemplation</td>
<td>&quot;Maybe I need to change something, but I'm not sure what to do&quot;</td>
</tr>
<tr>
<td>Preparation</td>
<td>&quot;Yes, there's a problem and I'm going to change it!&quot;</td>
</tr>
<tr>
<td>Action</td>
<td>&quot;I'm doing something about my problem.&quot;</td>
</tr>
<tr>
<td>Maintenance</td>
<td>&quot;I'm an old pro now.&quot;</td>
</tr>
<tr>
<td>Relapse</td>
<td>&quot;Whoops! I slipped back into my old habit!&quot;</td>
</tr>
<tr>
<td>Termination</td>
<td>&quot;I'm not even tempted anymore&quot;</td>
</tr>
</tbody>
</table>

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**Stages of Change**

As the degree of mismatch increases between yourself and the client in readiness for change, the likelihood of resistance increases proportionately.
Resistance

- What is it?
- Where does it come from?
- What does it look like?

#4: Knowledge - How?

Control without competence

Skill vs. Motivation

“Is there anything else that you need to be successful?”
How important is it to you to change this?

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Not at all</td>
</tr>
<tr>
<td>1</td>
<td>Extremely</td>
</tr>
</tbody>
</table>

How confident are you that you can change this?

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>No confidence</td>
</tr>
<tr>
<td>10</td>
<td>Completely confident</td>
</tr>
</tbody>
</table>

How much do you desire to change this?

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Dread changing</td>
</tr>
<tr>
<td>10</td>
<td>Excited about change</td>
</tr>
</tbody>
</table>

Planning for and Implementing Change

Resolving Ambivalence
The Decisional Balance

Costs of Status Quo
Benefits of Change

Costs of Change
Benefits of Status Quo

#5: Action - Do it!

Mastering Mojo!

Land the Plane!

Admiring vs. Solving Problems

Celebrate Grit!

Making it happen!

- What do you want to see?
- How and when will you check?
- Do you celebrate when you see it?

It’s a DUCK!

Moments

Miracles

OR
The Law of the Nudge

“I have committed my life to a worthy struggle.”

Stay Connected!

Opportunities Consulting Services, LLC
302 Township Road 1483
Chesapeake, OH 45609
(304) 638-2435
www.ocshelps.com
jimharris.sc@me.com