

NHSSC Wave of Change

LETTING GO

LETTING COME

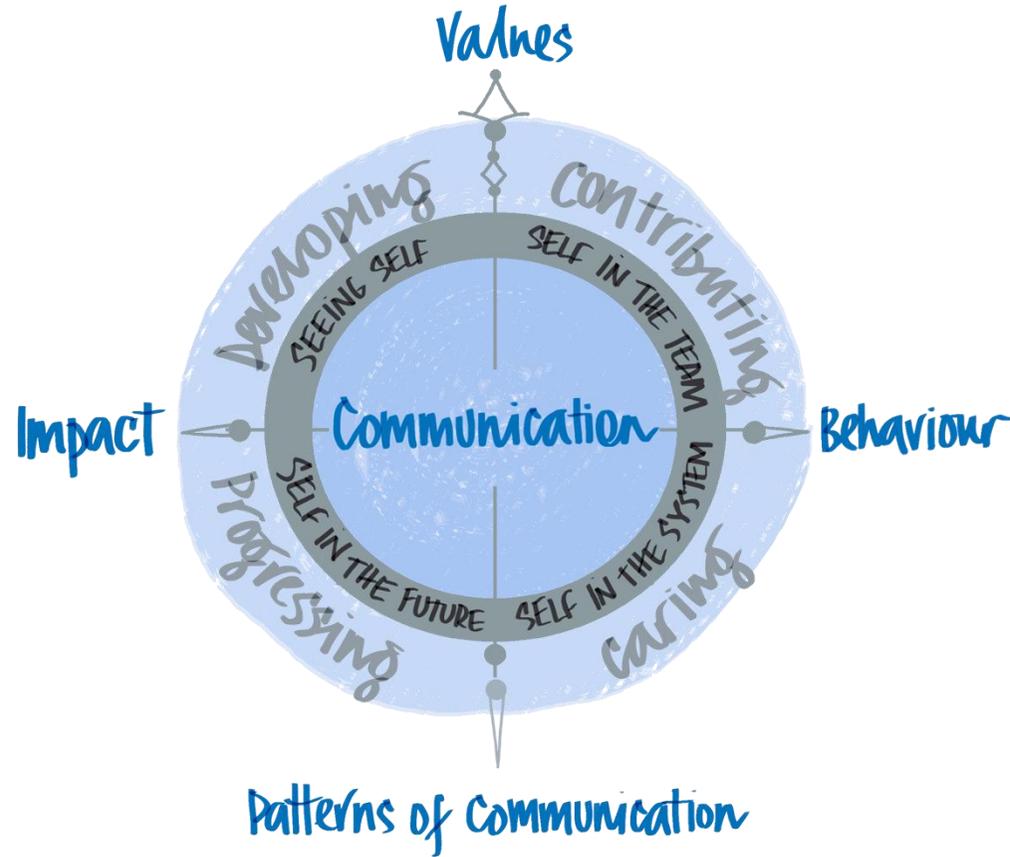


Open mind: new thinking and shared thinking.

Open heart: deep genuine empathy for the whole system.

Open will: practical application supported by a thinking partner and an executive sponsor.

Seeing Self: Introduction- Before Workshop 1



Use page 5 to capture where you feel you are with your leadership now, and on page 6 record the results of your values assessment, and the conversation with your team, around the team values profile. You can add to this during the conversation with your Thinking Partner before and after the workshop.

What I hope is clear at this point is that you don't have to be the boss to be a leader. The leader's job is to create and nurture the culture we all need to do our best work. And so, anytime you play a role in doing that, you are exercising leadership.

Amy C. Edmondson

What's working in your leadership?

What's stuck in your leadership?

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What's one small step towards better?

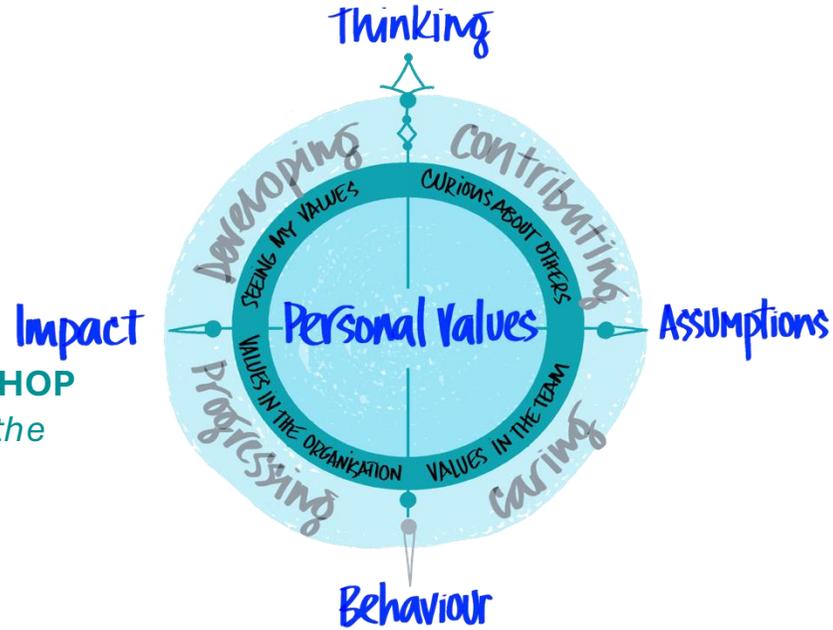
What's surprising about your impact?

1. Which values can you directly link to your family of origin?

2. What did you discover from the conversation with your team?

TO BE COMPLETED ON THE WORKSHOP

What are your learning points from the conversation?



Transactional Analysis – read alongside your completed assessment results

The Parent Ego State
LIFE AS IT WAS TAUGHT

CONTROLLING PARENT
Rules/Boundaries

NURTURING PARENT
Care/Support



The Adult Ego State
*LIFE AS IT WAS
EXPERIENCED*

ADULT
Logical/Fair/Calm

The Child Ego State
LIFE AS IT WAS FELT

**REBELLIOUS
ADAPTED CHILD**
Defiant/Selfish

**COMPLIANT
ADAPTED CHILD**
Obedient/Anxious

NATURAL CHILD
Freedom and Curiosity



Transactional Analysis -What do the numbers mean?

Look at your pattern of responses to the TA questions. The higher the number in relation to the others, the stronger the preference. Two or three points between don't indicate a strong preference.

See where the patterns help and hinder you in your role. Generally, you want your CP/AC to be lower than the others, as they have the least advantages in terms of building a relationship of Thinking Equals.

Think about what you need to let go and what you need to learn. The best advice is to be more assertive from your Adult place and more genuinely curious from your Natural Child place.

Make some decisions about the future... who do you want to be? What hooks the best and the worst of you? Decide what you can build on and what you can change.

Step into a more effective version of yourself and notice the changes and impact.

Transactional Analysis – Advantages and Limitations of each state

Controlling Parent

Helpful in setting boundaries and expectations.

Unhelpful if dominant and likely to hook Adapted Child, makes it about you, not about the people you are communicating with. **Too much can be aggressive.**

Nurturing Parent

Helpful in measured amounts. Likely to hook Natural Child. Good for reassuring and encouraging. **Too much can seem patronising, disempowers and reduces autonomy.**

Adult

Helpful in measured amounts. Likely to hook Adult in others. Good for almost everything; the assertive place. **Too much can come across as dispassionate/cold.**

Adapted Child

Helpful for social norms, politeness, keeping things level.

Unhelpful if dominant and likely to hook more Adapted Child or Controlling Parent; completely unassertive. **Too much can leave both parties demoralised and disempowered.**

Natural Child

Helpful in measured amounts. Likely to hook Natural Child in others.

Good for showing curiosity and interest. **Too much can come across as light weight and not connected.**

Transactional Analysis -Team Impact

A foundation of helpful Adult communication creates a culture of assertiveness and accountability.

Engaging helpful Controlling Parent communication creates a culture of clear expectations.

Engaging helpful Nurturing Parent communication creates a culture of caring, appreciation, learning and belonging.

Engaging helpful Natural Child communication creates energy, inquiry and a culture of curiosity and innovation.

Engaging helpful Adapted Child communication creates a culture of team-work.