



SPIRIT WORKSHOP 2

Medicines Development for Global Health

WEINCLUSIVE

DIVERSITY & INCLUSION ADVISORY

The source of the information contained in this handbook is the work of Steven R. Covey
The 7 habits of highly effective people
https://en.wikipedia.org/wiki/Stephen_Covey

It is also inspired by the work of Victor Frankl.
https://en.wikipedia.org/wiki/Viktor_Frankl

How do we respond to what we experience in life?

STIMULUS

FREEDOM TO
CHOOSE

RESPONSE

Examples:

- *being stuck in a traffic jam*
- *our kid yelling and screaming for the last 15 minutes*
- *Our partner sitting in the kitchen and looking at their phone while we're cooking*
- *.....*

IT IS NOT WHAT HAPPENS TO US THAT HURTS BUT OUR RESPONSE TO WHAT HAPPENS TO US.

Of course things can hurt physically or economically and can cause sorrow, but our mindset does not have to be hurt.

How do we respond to what we experience in life?

STIMULUS

FREEDOM TO
CHOOSE

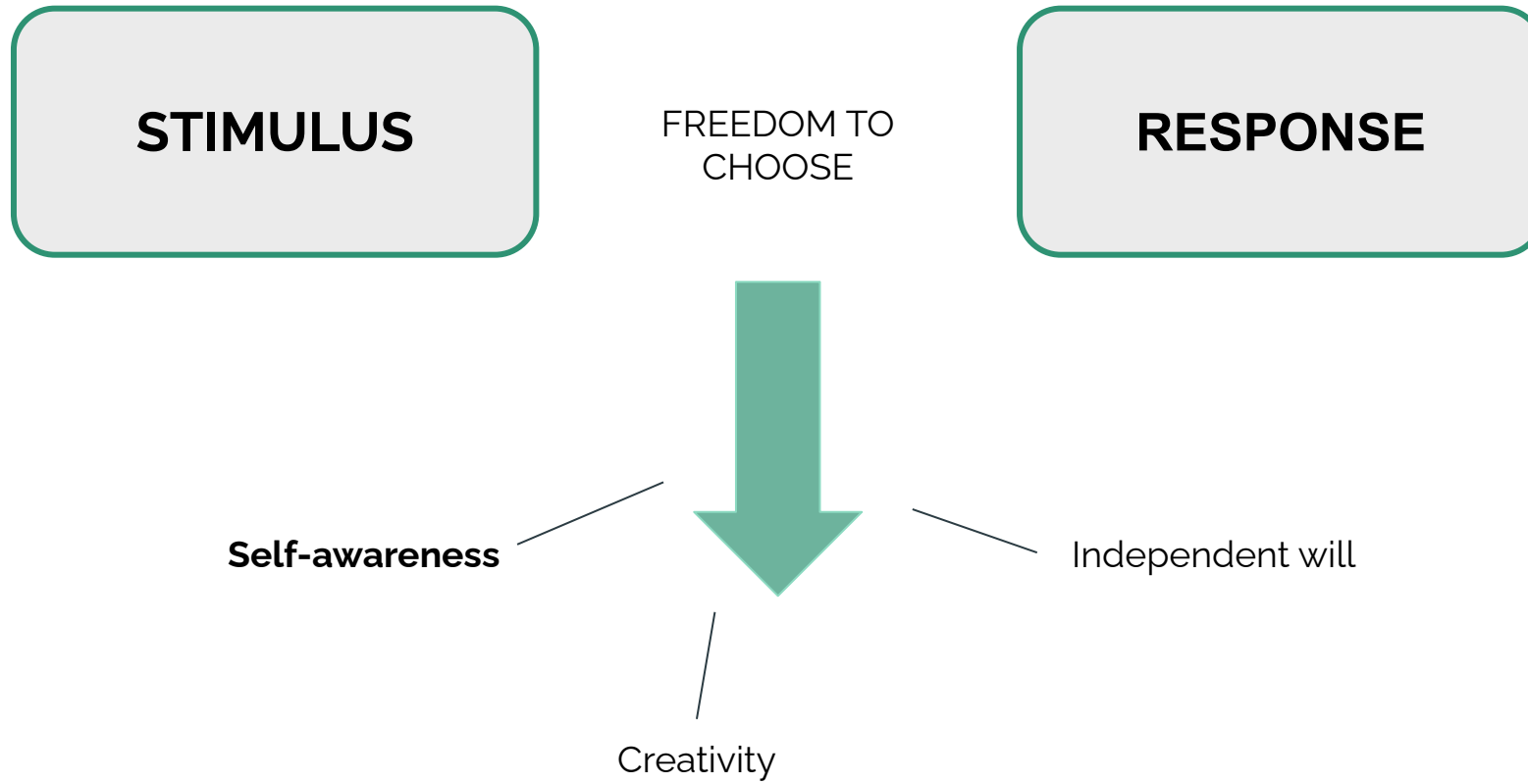
RESPONSE

- **Proactivity** = our behaviour is a function of our decisions not our conditions.
- **Responsibility** = Ability to choose your response

IT IS NOT WHAT HAPPENS TO US THAT HURTS BUT OUR RESPONSE TO WHAT HAPPENS TO US.

- If our lives are a function of conditioning or conditions, it is because we have consciously and unconsciously (by default) chosen to empower those things that control us.
- It's hard to admit and accept (and it's normal)

Proactive model



Circle of Concern

A way to increase our self-awareness is to look at where we focus our time and energy. We can start drawing in our mind our circle of concern.

No Concern

= *We have no particular mental or emotional involvement*

Circle of Concern

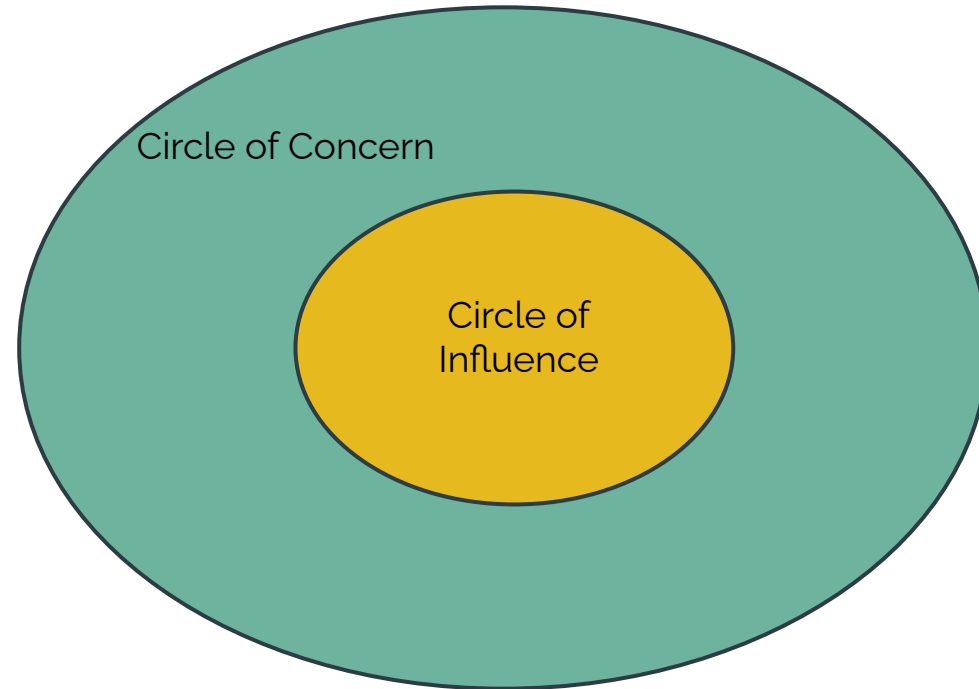
= *We are mentally or emotionally involved*

Examples:

- kids behaviours
- global pandemic
- health issues
- problems at work
- national debt

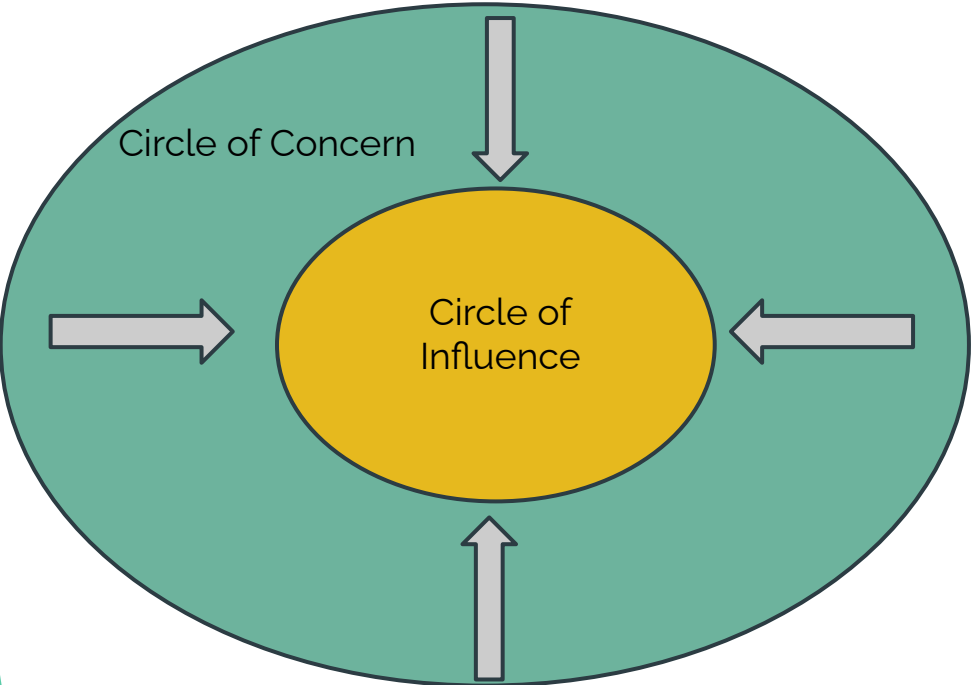
Circle of Concern & circle of influence

- Circle of concern: Things over which we have no control.
- Circle of influence: Thing we can do something about



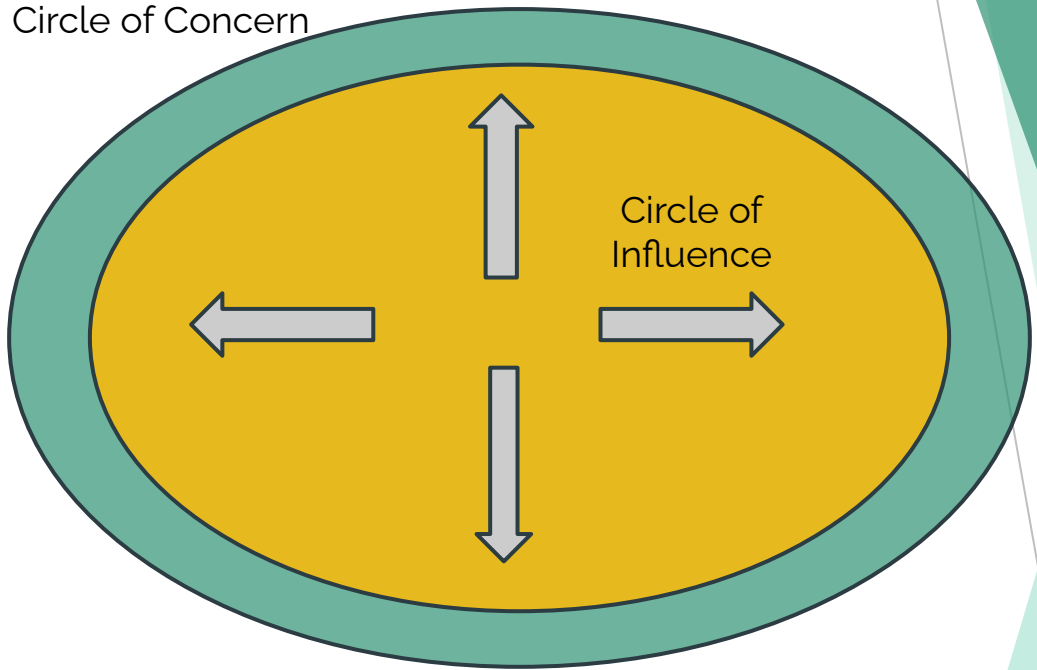
**By determining which of these circles is where we focus most of our time and energy,
We can discover the degree of our proactivity**

Where is your focus?



REACTIVE FOCUS

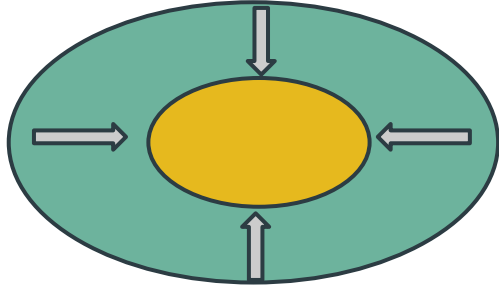
Reactive people focus their efforts on their circle of concern



PROACTIVE FOCUS

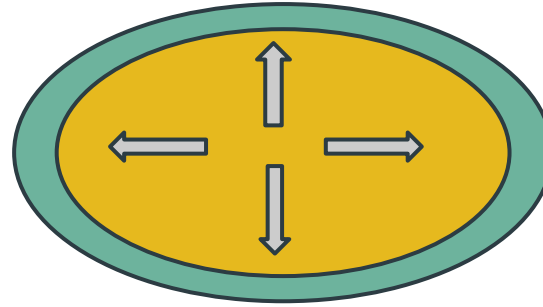
Proactive people focus their efforts on their circle of influence.

REACTIVE LANGUAGE



- There's nothing I can do.
- That's just the way I am.
- He makes me so mad.
- They won't allow that.
- I have to do that.
- I can't
- I must.
- If only....

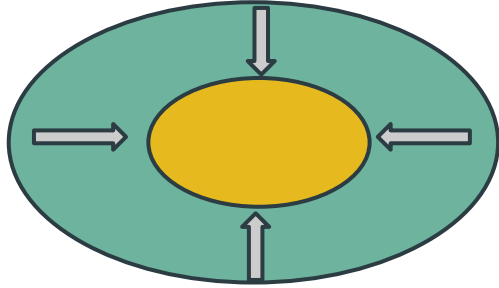
PROACTIVE LANGUAGE



- Let's look at our alternatives
- I can choose a different approach.
- I recognise my own feelings.
- I can create an effective presentation.
- I will choose an appropriate response.
- I choose.
- I prefer
- I will

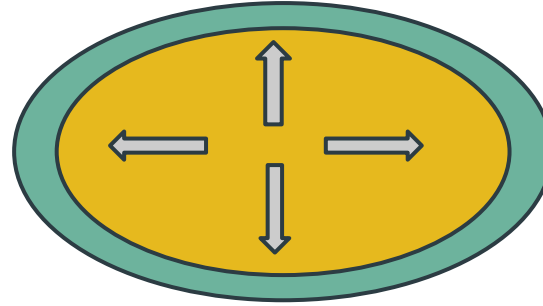
APPLICATION SUGGESTION: For a day, listen to your language and to the language of the people around you. How often do you use and hear reactive phrases such as "If only", "I can't", "I have to"

REACTIVE FOCUS



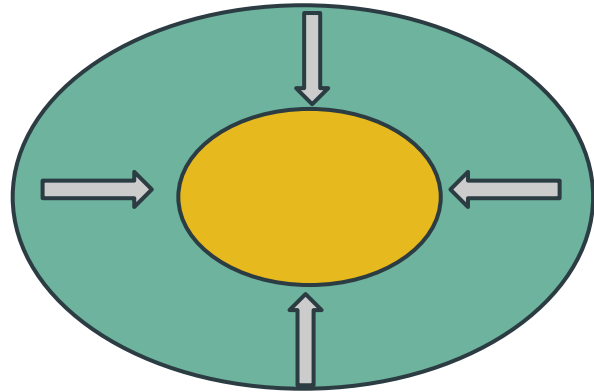
- Reactive people focus their efforts on their circle of concern
- They focus their energy on what they can't control or influence
- They are affected by their environment
 - physical environment like the weather
 - social environment: if people treat them well
- They are driven by feelings

PROACTIVE FOCUS

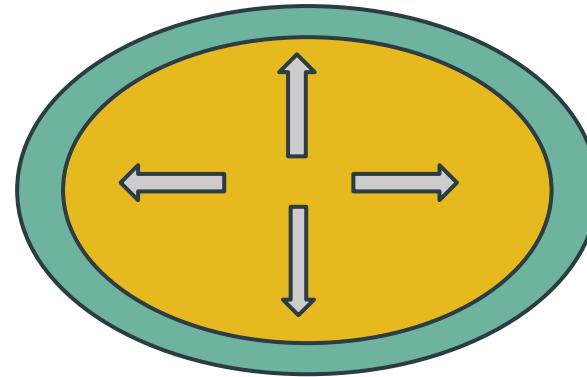


- Proactive people focus their efforts on their circle of influence.
- They work on the things they can do something about.
- By working on these things, their circle of influence tend to increase.
- They are influenced by external stimuli (physical, social, psychological).
- Their response is driven by values

How to shift your focus



REACTIVE FOCUS



PROACTIVE FOCUS

APPLICATION SUGGESTION: Identify an experience you might encounter in the near future where, based on past experience, you would probably behave reactively. review the situation in the context of your circle of influence. How could you respond proactively? Take several moments and create the experience vividly in your mind, picturing yourself responding in a proactive manner.

Suggestions to improve your work days

Group 1

- ▶ Amanda, Caroline, Janine, Danielle
- ▶ Refer to your values and priorities before you take an action (Anything you can park?)

Group 2

- ▶ Barbara, Kirstin, Nicky
- ▶ Talk to somebody else (expressing the concern, using the right words to see the situation more clearly, different from *whinging*)
- ▶ Take a step back (what is it that you're trying to achieve?)

Group 3

- ▶ Dilari, Melinda, Rebecca
- ▶ Leave aside what can wait and focus on what can be done
- ▶ Talk to someone (including someone outside your functional team!)

Group 4

- ▶ Beatriz, Sally, Charlotte
- ▶ Focus on one task and control your time (lots of tasks, not overwhelmed by emails, physically away from work and come back)

