

The Four “P”s of *Passion Power*

Motivational Mood

<i>Psychology Mode</i>	Gravitas	Comedia
Cognitive	<i>Purposeful</i>	<i>Provocative</i>
Affective	<i>Passionate</i>	<i>Playful</i>

Five “A”s of Arousing Performance: *Provocative Leadership*

- **Attention: Stop, Look & Listen**
- **Anticipation: Cutting Edge to Edge of Seats**
- **Animation: Stirring Excitement & the Soul**
- **Activation: Training & Tools and Taking Action**
- **Actualization: Bringing Essence & Energy Flow**

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Six “F”s for Managing Loss and Change

- Let Go of “Familiar” Past
- Confront Unpredictable “Future”
- Acknowledge Loss of “Face”
- Rebuild “Focus” & Focused Anger
- Seek Trusted, Objective “Feedback”
- Have “Faith” in New Emergence

Stress Doc: “Whether the loss is a key person, a desired position or a powerful illusion each deserves the respect of a mourning. The pit in the stomach, the quenched fists and quivering jaw, the anguished sobs prove catalytic in time. In mystical fashion, like spring upon winter, the seeds of dissolution bear fruitful renewal.”

Feedback Exercise

- When instructed, using a critical tone or attitude, Person B says to Person A:
- **“Wow, you really fumbled the data. I thought you said you prepared!”**

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Disarming A Critical Aggressor: *Techniques and Strategies*

- **Distinguish Reaction & Response**
- **Distinguish Evoke & Provoke**
- **Replace Blaming “You”s with Affirming “I”s**
- **Learn to Metacommunicate**
- **Does the Critic Have An Agenda?**
- **Take a Time Out or Paraphrase**
- **Verbal and Nonverbal Mix**

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Humor Is Good for What AILS YOU

- **A = Arousal & Affiliation**
- **I = Incongruity & Insight**
- **L = Liberation & Letting Go**
- **S = Superiority & Solidarity**

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Creative Risk-Taking: *The Art of Designing Disorder*

A. Aware-ily Jump In Over Head

- 1) Quick Assessment of Skills & Resources**
- 2) Anxiety & Loss Generates Rapid Learning**

B. Strive to Survive High Dive

- 1) Strive High and Embrace Failure**
- 2) Time Frame: Beachheads and Battles**

C. Thrive On Thrustration

- 1) Torn Between Direct Action and Frustration**
- 2) Take an Incubation Vacation**

D. Design for Error & Opportunity

- 1) Range of Possibilities Over Fixed or Ideal Goals**
- 2) Choosing Confusion Over Illusion of Control; Self-Challenge**

Value of Healthy Aggression

- Focuses Energy
- Sharpens Thinking
- Transforms Pain Into Purpose
- Heightens Drive and Discipline
- Ignites Mind-Body Chemistry
- Fires Passion
- Breaks Habit Chains
- Strengthens Commitment, Courage & Creativity

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Achieving Consensus

- Avoid One Right Way or Ego
- Accept Fact of Loss (Control, Face, etc.)
- Affirm Values, Modify Expectations
- Clarify Common Starting Point/Interest
- Create Big Picture through Diverse Input
- Communal Gain through Sharing and Pain

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Personality Strengths of Creative Risk-Takers

- **Motivated by Constructive Discontent**
- **Not Preoccupied About Making Mistakes**
- **Tolerate Separation Anxiety & Ambiguity**
- **Physiologically Needs Variety and Complexity**
- **Harness Mania and Melancholy Energy**
- **Analyze and Play with New Relations & Patterns**
- **Admit When Wrong; Learn from Trial and Error**
- **Immerse Themselves in Their Mistakes**
- **Long-Term Fight for Their Beliefs and Baby**

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Managing Reorganizational Stress: *Team Perspective*

- **Supervisor Wears Two Hats**
- **Rotate Facilitators**
- **Wavelength Segment: Task & Process**
- **Morning Huddles & Informal Lunches**
- **Cookout at Chief's House: IRAs**
- **Division & Matrix Meetings**
- **Individual Interviews**
- **Pilot Projects**
- **Outside Consultant**

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