

# Looking Ahead

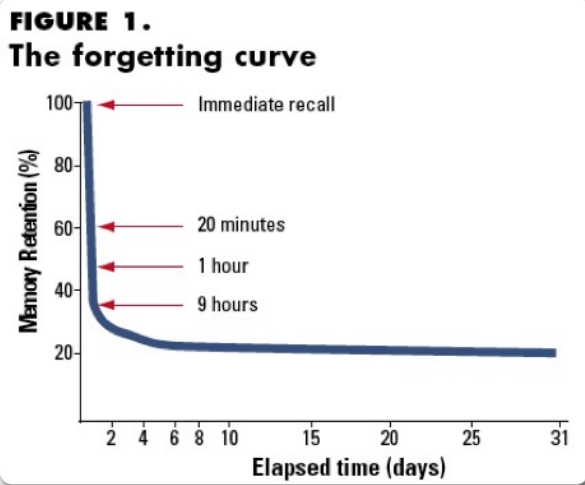
A set of tools and practices to leave with.

1



1

## Anchor your Learning



Hermann Ebbinghaus



2

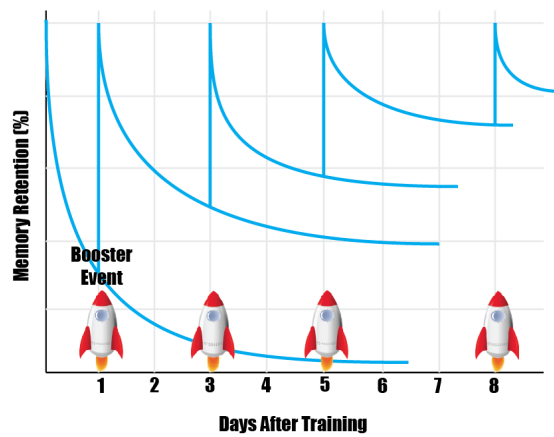
Art Kohn, Ph.D.

*"What you do after your training is more important than what you do during your training."*



3

## Overcoming the Curve



4

## Some practices you can continue...



- Brain dump
- Mindful Listening
  - Avoid interrupting
  - Ask clarifying questions
  - Avoid jumping to solutions
- Minimizing Distractions



5

## Application Practices



- Feeling stressed or anxious (red flag)
  - Ask yourself: What dreaded or desired images are alive for me?
  - What purpose can I reconnect with?
- Prep a meeting or conversation with a TIP/TIRP



6

## Let's recap, we have learned the *TIP* practice



- T**opic      ***"We're about to talk about \_\_\_\_\_ [Topic]"***  
What are we doing together? What are we gathering for?
- I**mage(s)      ***"I'm afraid to come across as \_\_\_\_\_ [Dreaded Images]"***  
What Dreaded Images do I want to avoid appearing?
- P**urpose      ***"But what really matters to me is \_\_\_\_\_ [Purpose]"***  
What do I care about that's good for me and for others?



7

## Example: the *TIP* practice



- T**opic      ***"We're about to talk about our team objectives"***  
What are we doing together? What are we gathering for?
- I**mage(s)      ***"I'm afraid to come across as controlling or clueless"***  
What Dreaded Images do I want to avoid appearing?
- P**urpose      ***"But what really matters to me is our team feels supported and we have the best opportunity to be impactful this year."***  
What do I care about that's good for me and for others?



8

## Pro TIP: an even more powerful version is the **TIRP** practice



- T**opic      **“We’re about to talk about \_\_\_\_\_ [Topic]”**  
What are we doing together? What are we gathering for?
- I**mage(s)      **“I’m afraid to come across as \_\_\_\_\_ [Dreaded Images]”**  
What Dreaded Images do I want to avoid appearing?
- R**eaction(s)      **“When I’m with these fears, I tend to \_\_\_\_\_ [Reaction]”**  
What Counterproductive Behaviors might I fall into?
- P**urpose      **“But what really matters to me is \_\_\_\_\_ [Purpose]”**  
What do I care about that’s good for me and for others?



9

## Example The **TIRP** practice



- T**opic      **“ We have an hour dedicated to your mentoring,**
- I**mage(s)      **I’m afraid of coming across as arrogant and bossy.**
- R**eaction(s)      **Because of these fears, I am likely to be hesitant and not give you direct clear feedback.**
- P**urpose      **However, I’m really committed to supporting you be successful in your new role. ”**



10

## When to use it?



- ▶ Cue: use each time you notice you have some tension (ATM feelings) in a conversation or a meeting.



11

## Why use it?



- ▶ Purpose:
  - to help you recenter
  - to invite the other person to be an ally vs a threat
  - to promote a safe environment that normalizes vulnerability
    - *Some people on your team who haven't been to that class may start doing it too*



12

## The challenge is:



- It is hard to notice the cue of the tension
- Developing awareness of that tension is a skill. Developing the habit to TIP (or TIRP) is another skill
- A simple and stringent (temporary) structure will help develop the awareness and habit.
- This is practice and remember the tools are for you, and not to be used to analyze or assess others.



13

## Next Steps

*Prep an upcoming meeting  
once a week* **15'**

- Peruse your upcoming week in your calendar and select a meeting or event where you feel a tension.
- Prepare a TIRP on paper.
- Put in your agenda to start the meeting with sharing it (and open space for others if anyone feels the need).

*Share a TIP or TIRP  
once a week* **5'**

- Start a meeting by sharing your TIP or TIRP.



14



## Plan it



- Review your calendar for the next week
- Mark a conversation or meeting you want to practice
- Schedule 15 minutes now, to prep your TIRP for this meeting



15

## SESSION EVALUATION

*Use the link in chat to provide feedback on today's session.*

16



16



*Thank You*

17

