

Managing Politics or Not...

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Workshop Overview

- **Opening Exercise**
- **Perceptions of Politics**
- **Perceptions of Professionalism**
- **Exploration of how Points of View influence Politics and Professionalism**
- **Exploring Authenticity**
- **Questions**

Opening Exercise

- **Write down one thing that you really like about yourself.**
- **Write down one thing that you really like about the person you teamed up with for this exercise.**

One Thing you Really Like Reflection

- **What did you discover about your perception of yourself in comparison to the perception another had of you?**
- **What is now possible for you with regard to this new awareness about yourself?**

People's perceptions...

- **May not equate to the truth**
 - **But many people don't delineate between their perceptions and the truth**
- **Sometimes there is a difference between fact and interpretation of fact**
 - **A difference between perception and truth**
 - **A difference between authenticity and how you are perceived**
 - **Or how you perceive your authenticity**

Journal On...

- Write about a situation or event in which you acted in a way that resonated with your values, convictions, and truest self
- Now write about how others reacted to your behaving in your authentic manner or what you thought they were thinking

Public Share

- How did you feel when you were showing up in your authentic being?
- How did you feel about how others were reacting to you? Or about what you thought they were thinking?
- How was your authenticity reinforced by what others thought or said?

Authentic

- “true to one's own personality, spirit, or character”
 - <http://www.merriam-webster.com/dictionary/authentic>

Being Authentic

- **Accepting fully your own personality, spirit, or character**
- **without judgment and**
- **without a need to rationalize and**
- **while being aware of, yet not of concern for what others think or how they act towards your authenticity**

Journal on...

- How would you describe your authentic self?
- How well does your authentic self align with what you understand to be “professional” behavior?
- How well does your authentic self resonate with/fit into your work culture?
- What do you think about and how do you feel about that fit?

Politics

- competition between competing interest groups or individuals for power and leadership
 - political activities characterized by artful and often dishonest practices
 - the total complex of relations between people living in society
 - relations or conduct in a particular area of experience especially as seen or dealt with from a political point of view
- <http://www.merriam-webster.com/dictionary/politics>

Being Political

- **Accepting fully that you are competing for power or leadership**
- **Accepting fully that your activities may be characterized as artful or strategic**
- **Recognizing the complexity of competing points of view and expressions of those views**
- **Recognizing agendas and attachments to agendas**

Journal On...

- **Write about a situation or event in which you acted in a way that you felt was political.**
- **Now write about how others reacted to your behaving in a political manner or what you thought they were thinking.**

Public Share

- How did you feel when you were showing up as a political being?
- How did you feel about how others were reacting to you? Or about what you thought they were thinking?
- How was your political being reinforced by what others thought or said?

Combining Authentic and Political

- **Accepting fully that your activities may be in alignment or in conflict with your authentic self**
- **Accepting fully where your authenticity aligns or mis-aligns with the expressed or unexpressed agenda**
- **Accepting fully where your authenticity aligns with the competing points of view or expressions of others**
- **Accepting fully the consequences of your words and actions**

Invitation to Share Examples of when your being Political Aligned with Your Authentic Self

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The Steps

- Identify what is your authentic self
- Identify the political agenda(s)
- Identify where you can assert your authentic self in the agenda
- Identify what your own agenda gains or loses from doing this
- Identify what the other person's agenda gains or loses by your doing this

The Steps, Cont.

- **Choose a choice**
- **Identify the consequences of that choice**
- **Choose an opposite choice**
- **Identify the consequences of that choice**
- **Check back in with your authentic self to determine which choice to make**
- **Act on the choice you selected**
- **Own your choice and its consequences**

Exploring our Point of View

(Adapted from CNVC, 2011;
Hoppe, 2011; Katie, 2007; Dyer,
2007; and Baptiste, 2011)

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1. Judgment-based
2. Inquiry-based

Point of View Exercise

(Baptiste, 2011)

1. Create a list of people from whom you expect to feel acknowledgement and appreciation and from whom you do not feel this.
2. Now, create a list of people who expect to feel acknowledgement and appreciation from you and do not feel this.

Reflection Questions, Part I

(Baptiste, 2011)

- **Pick one person off the first list.**
 - Around your communication with this person, what do you want to have happen? What is actually happening?
 - What has the current way of communicating produced? Why?

Reflection Questions, Part Two

(Baptiste, 2011)

- Now choose a person off of your second list.
 - What is not OK about this person?
 - What about this person needs to be fixed?
 - What about this person should be changed?
 - What have I been making wrong about this person?
 - What is the point of view that I have about this person?
 - What am I going to give up about this person?
 - What about my point of view can I give up about this person?
 - I am justified to keep it and can not give it up because [fill in the blank]...
 - What is the cost of keeping this?
 - What is the benefit of giving it up?

Public Share

- What has opened up to you during this discussion?
- What new possibilities do you now see?

Our Point of View Influences:

- **The values we select**
- **The priorities we choose**
- **The way we communicate**
- **The manner in which we spend our time**
- **The manner in which we spend our money**

- **The way we show up in the world!**

Separating Fact from Interpretation

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Story of Police Sirens in your rear View Mirror

(Baptiste Institute Level One Training, 2011)

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Process Reflection

(Adapted from Baptiste Institute Level I Training, 2011, Katie, 2007, and ACIM, 1975)

- What is the “fact” about the situation?
- What is your interpretation? How does your point of view influence your interpretation?
- Notice how your interpretation or judgment causes you more stress than the fact.
- What possibilities open up to you when you focus on fact instead of your interpretation of it?

The Steps

- **Separate fact from interpretation**
- **Flesh out your point of view**
- **Sit with your point of view and the fact in non-judgment of yourself**
- **Now, what can you let go of with regard to your point of view?**
- **Look at all the possibilities for different choices**
- **Empower your choice**

It comes down to a moment and the
choice we make in the moment

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<http://www.youtube.com/watch?v=T1g3ENYxg9k>

Empowerment Exercise

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Final Reflection

- What has opened up for you as a result of these exercises?
- Where were you most challenged?
- What are you now choosing to let go of?
- What possibilities are now open to you?

Questions?

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Citation

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