

Fix Them, Please



“You’ll be OK with the world once you realize the world is OK.” Embracing this attitude isn’t easy. There are many things we could all point to that suggest that the world is NOT OK. However, being OK with it absolves us from the need to toil about fixing it. Being OK with it allows us to appreciate it as is, not worry that it should be something different. When I accept that the world is OK, I feel the tension release and my shoulders drop and a feeling of acceptance settles in. Are there things I need to do? Absolutely. But the work needs to be performed on me, in me, by me. Not on other people.

Debrief the video with these questions and challenges:

- When was the last time you said to yourself, “If (he/she/they) would just (action) things would be so much better.”
- When was a time you fixed yourself after realizing there was little hope of fixing the other person?
- What are some of the beliefs you hold about others different than you that might be shaping the expectations on you place on their behaviors?
- Tell about the time you saw great potential in someone and you wanted to foster their potential but they wanted nothing to do with it. Did you finally give up and let it go? Or did you think about getting to know that person and lead with a slant toward them? This is called individualizing your team.
- Take notice of instances this week where you find yourself wishing the characteristics and personalities of the people around you were different because, if they were, things would be easier on you. Then develop a practice of changing your own attitude and expectations and track how this makes you feel. And notice how it impacts how you behave around the other person.
- Do you find yourself treating your team the way you want to be treated? This may be something we call

blind spot bias. For example, do you give feedback to your team the way you like to receive feedback, or do you ask them how they like to receive it? Ask yourself, am I running meetings the way I want to run them? Am I holding them to the same behavioral measures I have — or is it possible they can get results another way? We are not suggesting that lower standards or results are acceptable; they aren’t. But we are suggesting that HOW we get those results may differ.

Tips:

Think about your team — who is that one ‘dream’ person to have on your team? Who is the one that is most challenging? For the most challenging person, ask yourself, “is there a way I can start thinking about my own behaviors toward them that might drive a different result?”

Treat people the way they want to be treated, it may be like you, it may not be. Inherent in this statement is that you must engage your team in dialogue to find out.

When people share, say, “That’s powerful self-knowledge. What else did you think about?”


CAM MARSTON