Creating Healthy Organizations
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Free Tools and Resources

The Organizational Health Model
Start building a healthy organization by using our free tools and resources listed below. The resources include general book information and a series of downloads referenced in the back section of the book.

- Overview »
- Check List »
- Survey »
- Videos »
- Q&A with Patrick Lencioni »
- Summary Article »
- Getting Started Road Map »
- Glossary of Key Terms »
- Webinar »
- The Hub, a Table Group Publication »

https://www.tablegroup.com/organizational-health
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Organizational Health Model

This model focuses on building a healthy organization by using our free tools and resources listed below. Resources include general book information and a series of downloads referenced in the back section of the book.

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https://www.tablegroup.com/organizational-health
Everyone can read

https://www.gottman.com/blog/category/column/the-sound-relationship-workplace/

Basics? Chapter 4!

Social-Emotional Ninja? Chapter 6!

Create a Shared Culture

Facilitate

Emotion Becomes Reality

Respond and Engage

Provide Positive Feedback

Develop Collaborative

Sound Relationship Workplace
Complain w/o Blame
Self-soothe
Be Open to Feedback/Influence

Thoughtful Questions
& Liberating Structures

Healthy Debate

Compassionate
Candor

Repair
attempts
& PSO!!!

Artificial
Harmony
Stonewalling

Tactics, Strategies,
& Policies

Accountability
for Behavior

Criticalism,
Defensiveness,
Contempt,
Stonewalling

Productivity
Two sets of questions ...
What would be helpful about using the Choice Map?
youtube.com

Marilee Adams

scroll down to find “I have a problem” video

Your assignment, should you chose to accept it …
Stop

Observe

Switch
Four Needs of Followers

Trust

Compassion

Stability

Hope

Gallup Research 2005-2008; 11,000 respondents
Five things that scare us ...

Any threats to Status, Certainty, Autonomy, Relatedness, Fairness
Six Conditions of System Change

- Policies
- Practice
- Resource Flows
- Power Dynamics
- Mental Models
- Relationships
Complain without Blame

I feel *(an emotion or impulse)* or I think ...

when *(a condition exists - avoid naming names at this point)*

what I would like to see/need from you *(a solution focused action that is realistic for the other person)*
Self Soothe

Breath ... mindfully

Change your self-talk ... mindfully ask Solution
Focused or “switching” questions

Take your time ... 20 minutes?
50 Ways to Take a Break

- Take a Bath
- Listen to Music
- Go to a Nap
- Go to a body of water
- Watch the stars
- Watch the clouds
- Light a candle
- Learn something NEW
- Read a book
- Listen to a guided meditation
- Notice your body
- Take deep belly breaths
- Write in a journal
- Walk outside
- Go for a run
- Go to a park
- Make some ART
- Create your own coffee break
- Notice a furry creature
- Go to a Farmer's Market
- Forgive someone
- Drive somewhere NEW
- Do some gentle stretches
- Read a quick poem
- Write a story
- Write letters
- Take a bike ride
- Go to a fun place
- Paint on a canvas
- Practice yoga
- Take a hike
- Go on a date
- Go to a market
- Go on a picnic
- Go for a walk
- Go to the mountains
- Go to the beach
- Go for a nature walk
- Serve others
- Do some gentle stretches
- Dance
- Give Thanks
- Engage in small acts of KINDNESS
- Read or watch something FUNNY
- View some ART
- Create your own coffee break
- Go to a fun place
A word from Fred Kofman on Difficult Conversations at leanin.org
Stay Open to Influence/Feedback

You know, you might be right. Let me ask you some questions ...

How can we work together more effectively?

What would you like to see in the future?

Let’s check in - what are you feeling right now?
What am I feeling right now?
Coaching Our Peeps

Breath ... mindfully

Change your self-talk ... mindfully

Take your time ... 20 minutes?

On a scale from 1-10 (10 is completely open and non-defensive), how open to feedback would you rate yourself?

On that same scale, what number do you think I would come up with?
Steps to take …

1. Design a way to evaluate! (really, do this first!)

2. Start a book club & Start at the top  
   a) *Change Your Questions, Change Your Life*  
   b) *The Science of Trust (start with chapters 4&6)*  
   c) *The Advantage*

3. Train and coach to the three crucial behaviors; write them into performance evaluation expectations

4. Maintain focus over several years until you see the results in the evaluation tool
Thank You!
We envision a world where the quality of life for individuals, organizations, and communities is transformed to a healthier place.