



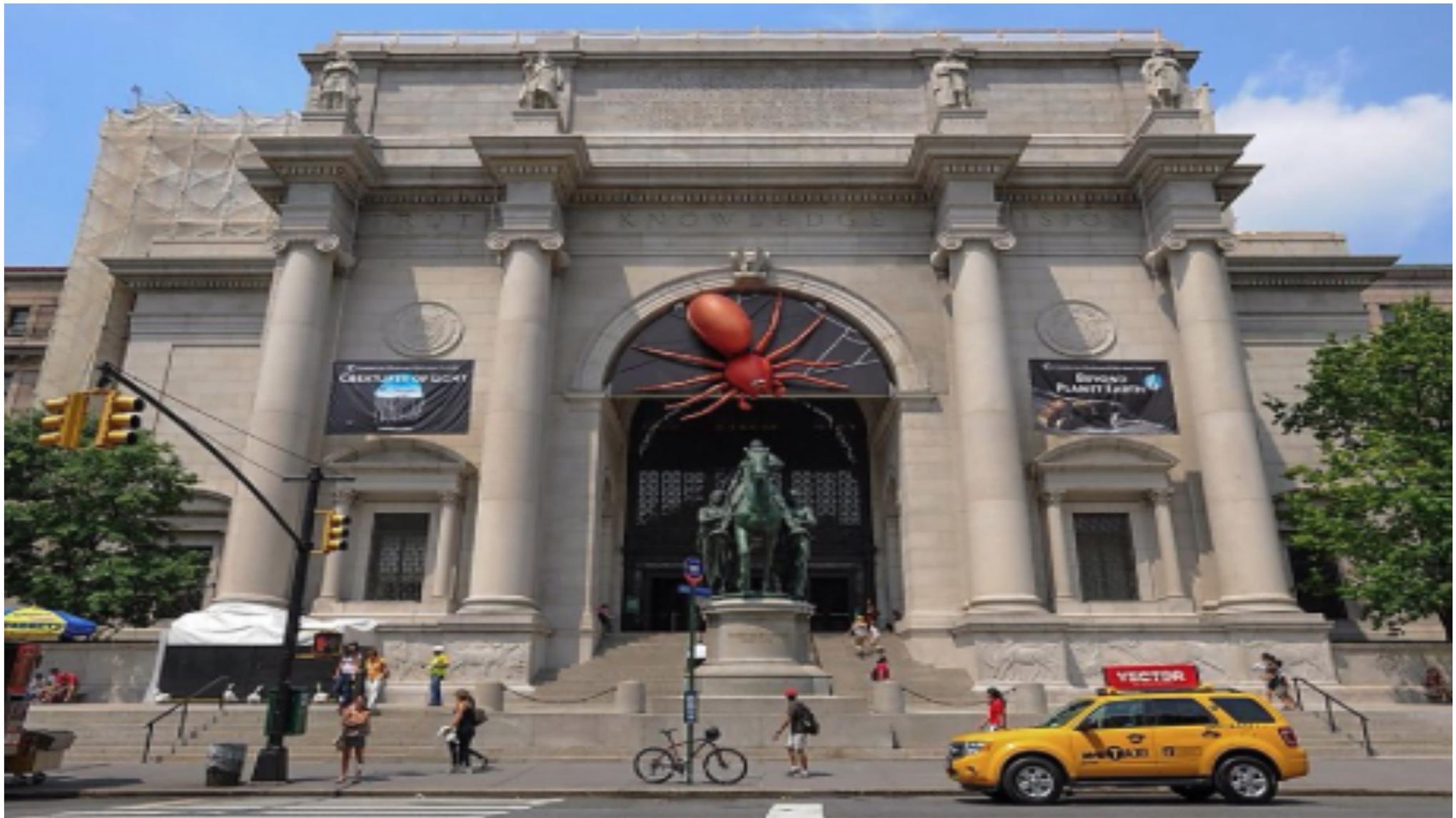
# Creating Healthy Organizations

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Creating experiences that transform the heart, mind and practice.



## 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 »](#)

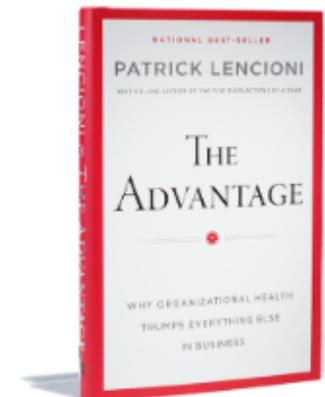
[Summary Article »](#)

[Getting Started Road Map »](#)

[Glossary of Key Terms »](#)

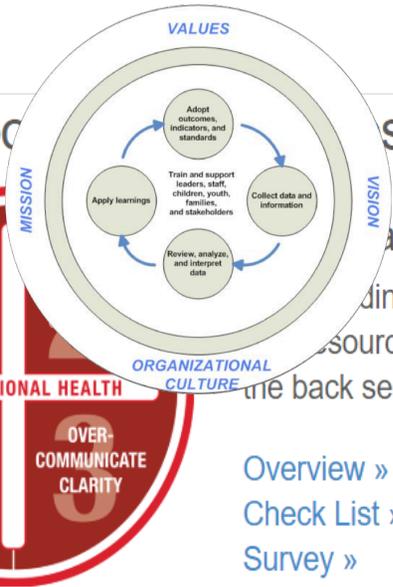
[Webinar »](#)

[The Hub, a Table Group Publication»](#)



<https://www.tablegroup.com/organizational-health>

Free Tools



## Organizational Health Model

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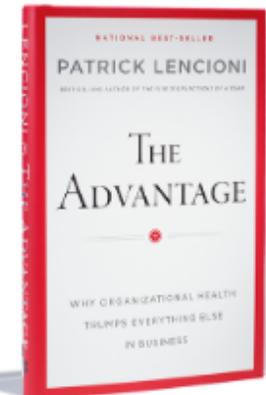
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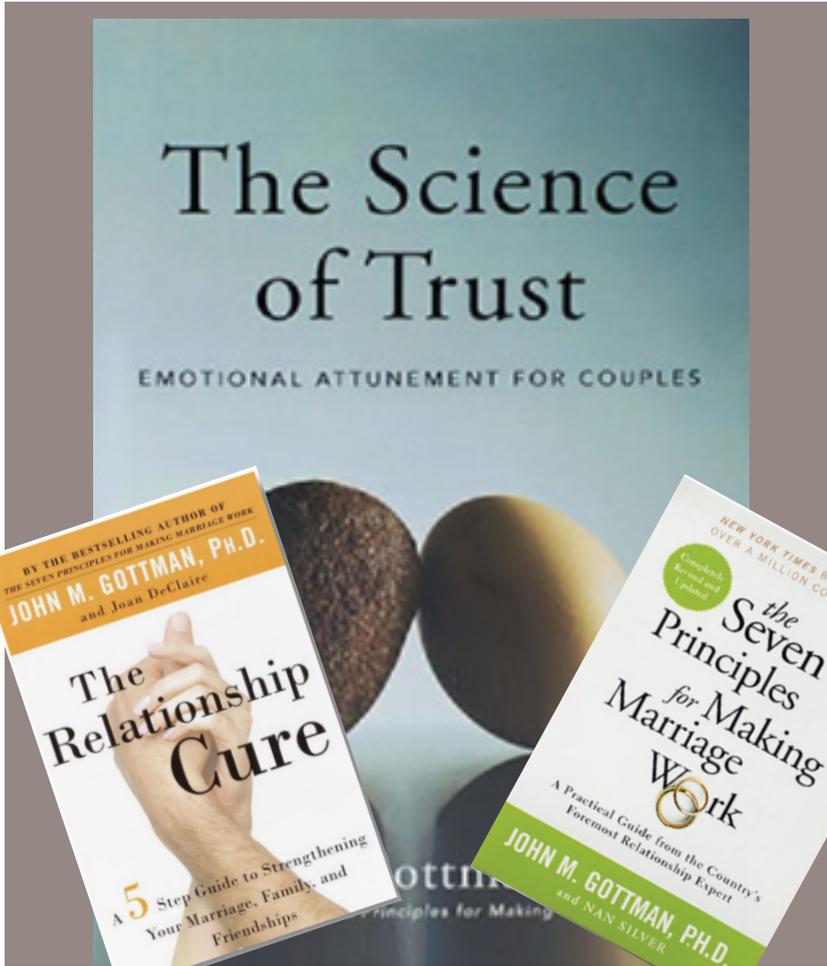
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<https://www.tablegroup.com/organizational-health>



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

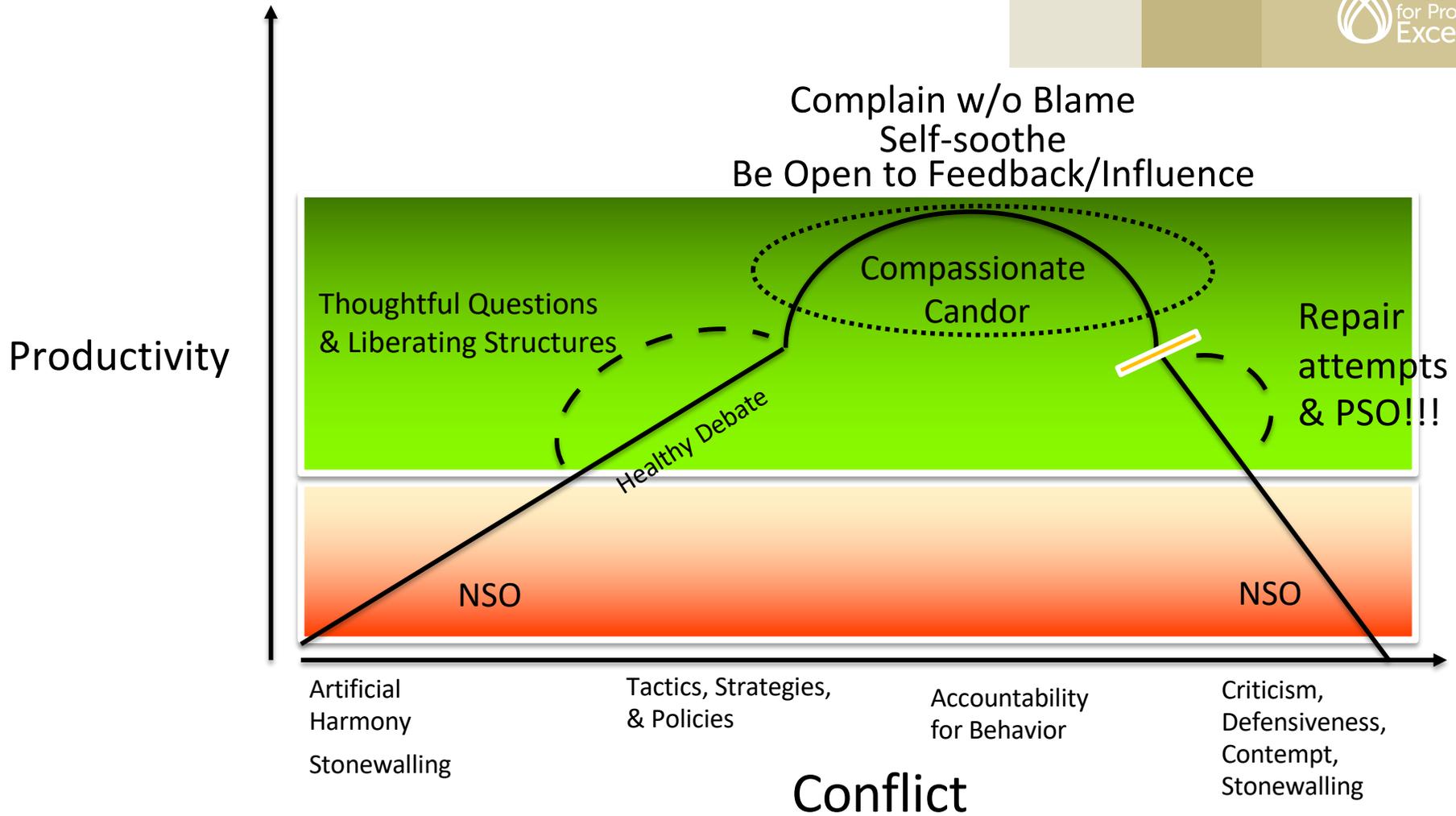
A graphic with a list of relationship principles and callout bubbles. The list includes: 'Create a Shared Culture', 'Facilitate...', 'Emotion Becomes Reality', 'Support and Engage', 'Provide Positive Feedback', and 'Develop Collaborative...'. There are three callout bubbles: a teal one saying 'Social-Emotional Ninja? Chapter 6!', an orange one saying 'Basics? Chapter 4!', and a grey arrow pointing left saying 'Everyone can read'. At the bottom, it says 'Sound Relationship Workplace'.

Social-Emotional Ninja? Chapter 6!

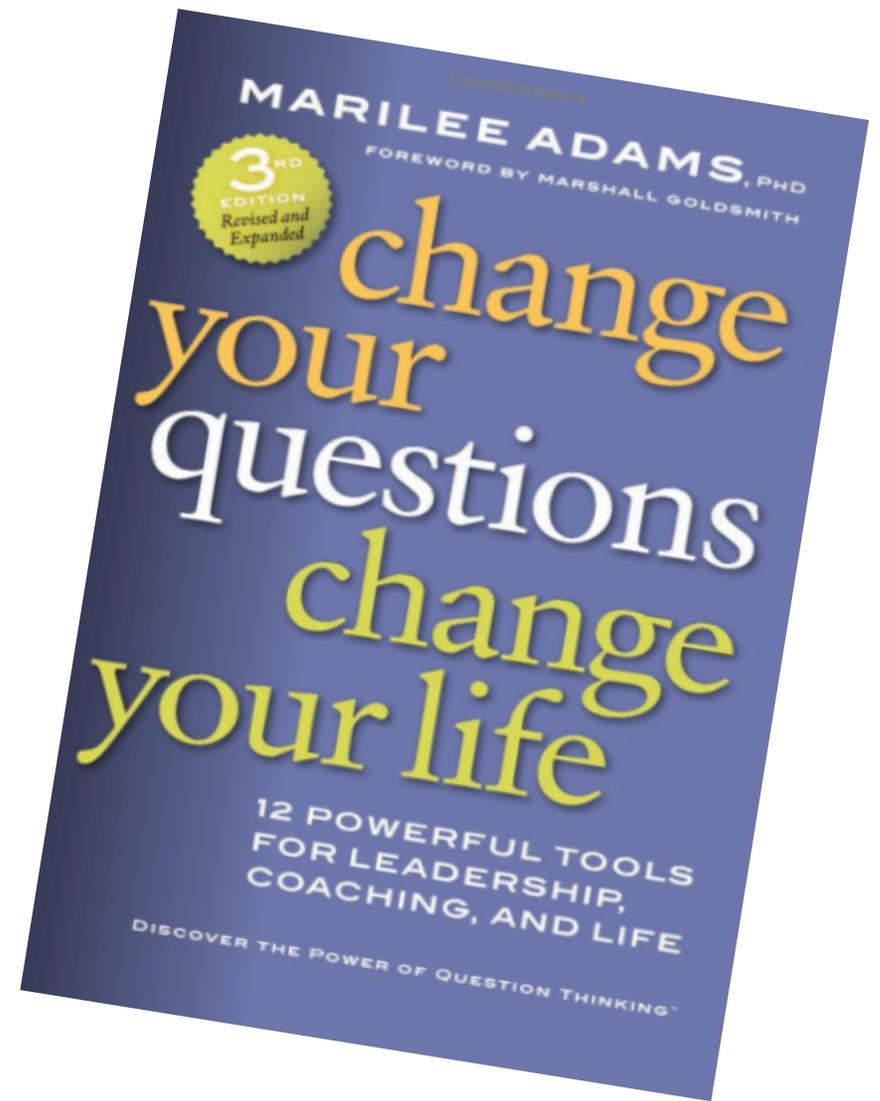
Basics? Chapter 4!

Everyone can read

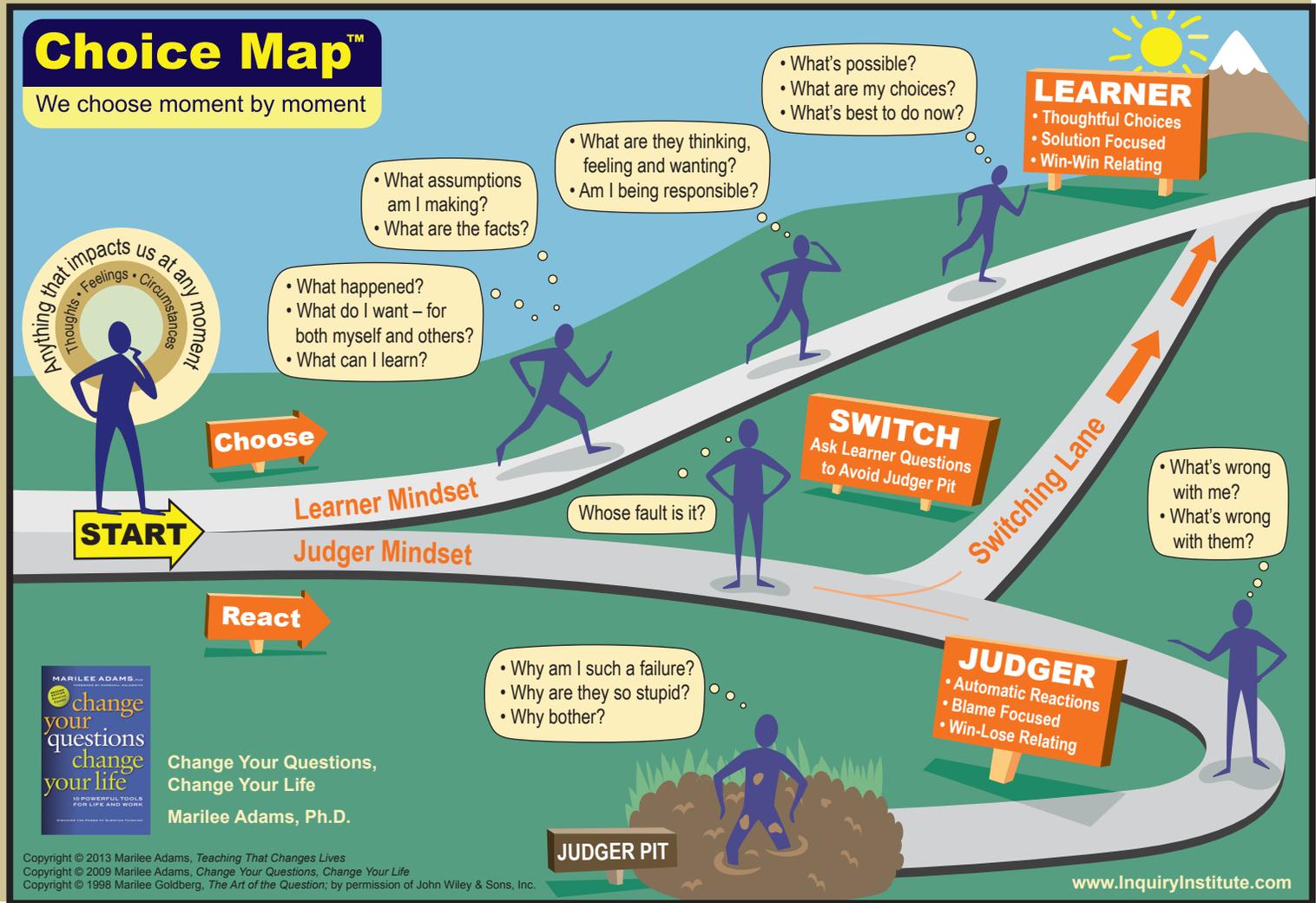
Sound Relationship Workplace

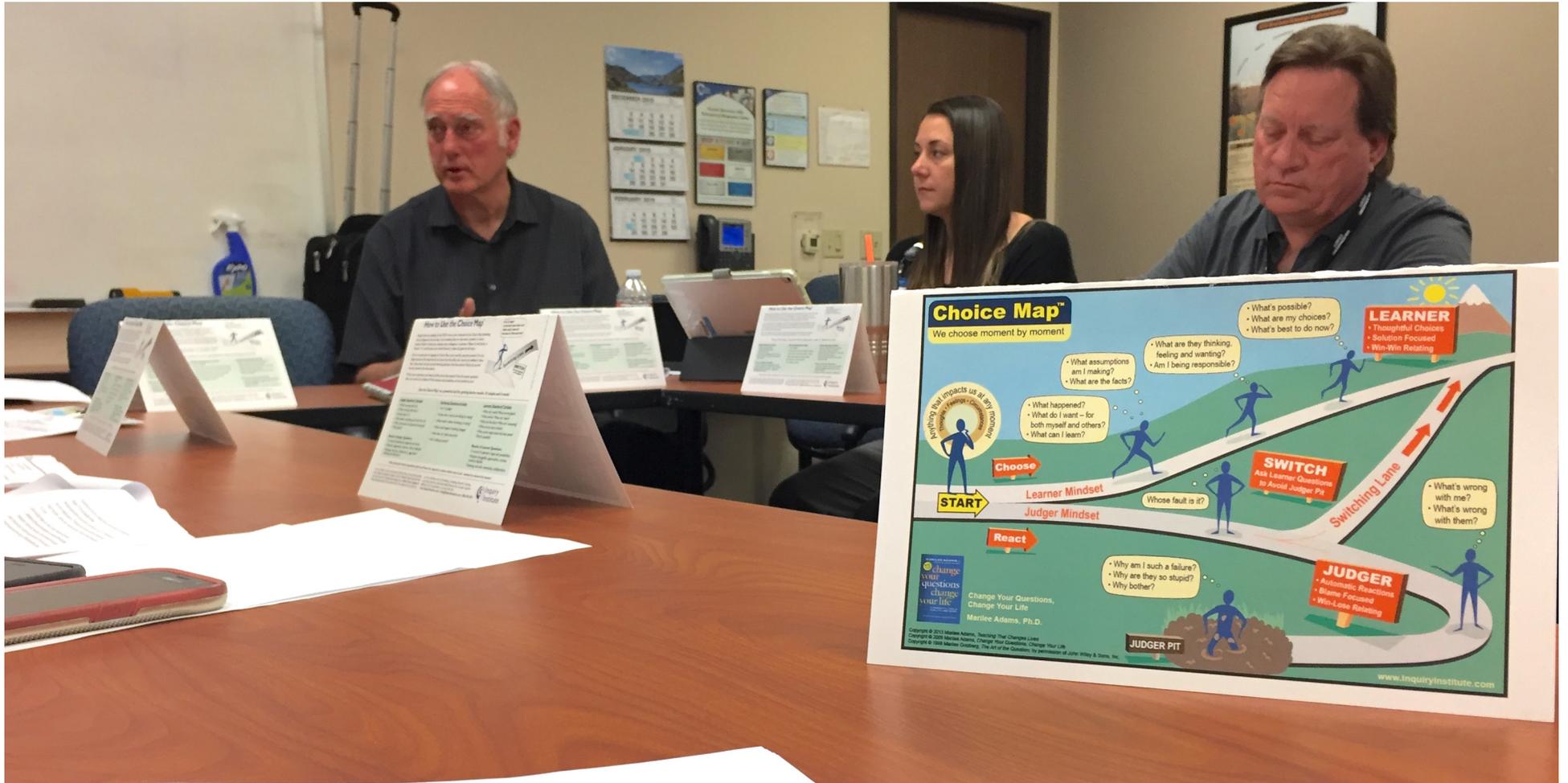


Two sets of questions ...



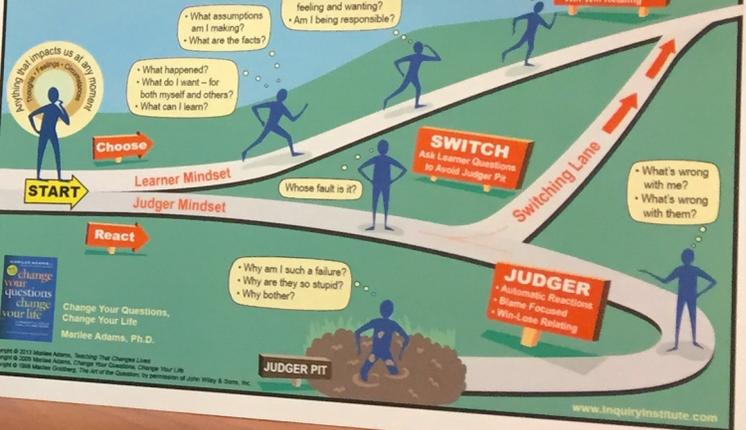
What would be helpful about using the Choice Map?





# Choice Map™

We choose moment by moment



Change Your Questions, Change Your Life  
Marilee Adams, Ph.D.

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

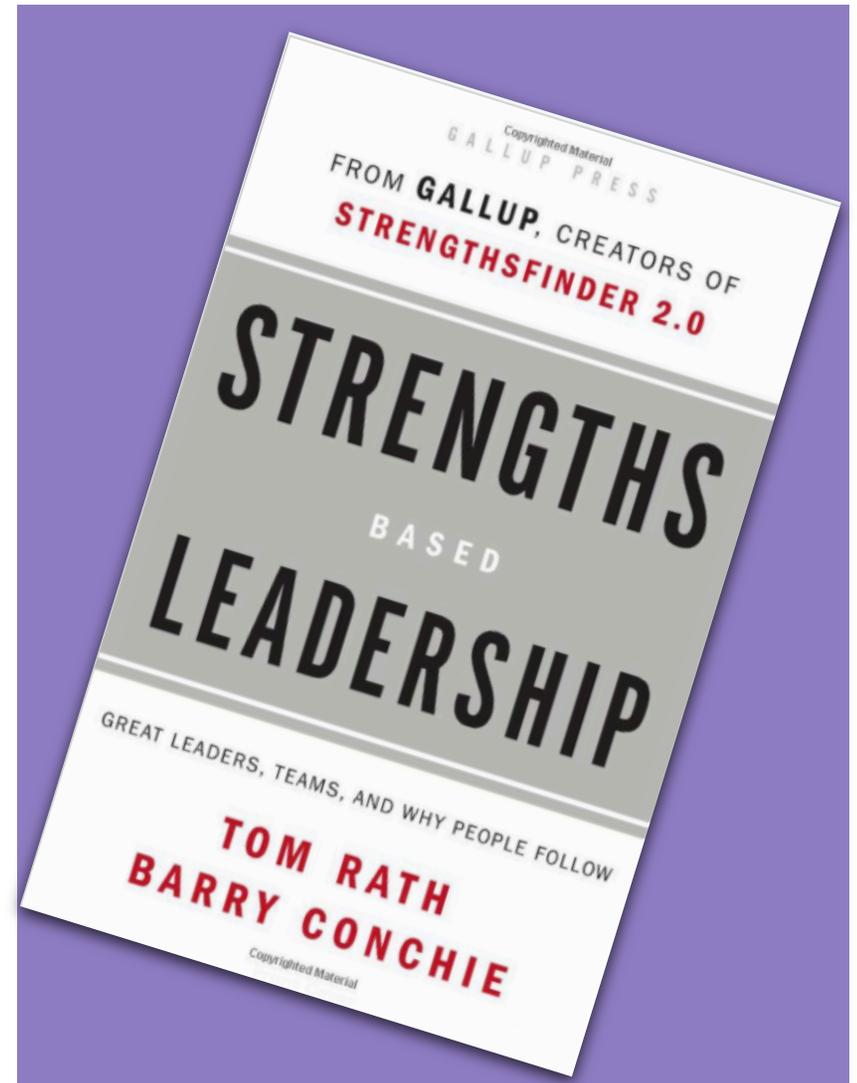
Trust

Compassion

Stability

Hope

Gallup Research 2005-2008; 11,000 respondents



Five things that  
scare us ...

Any threats to

**S**tatus

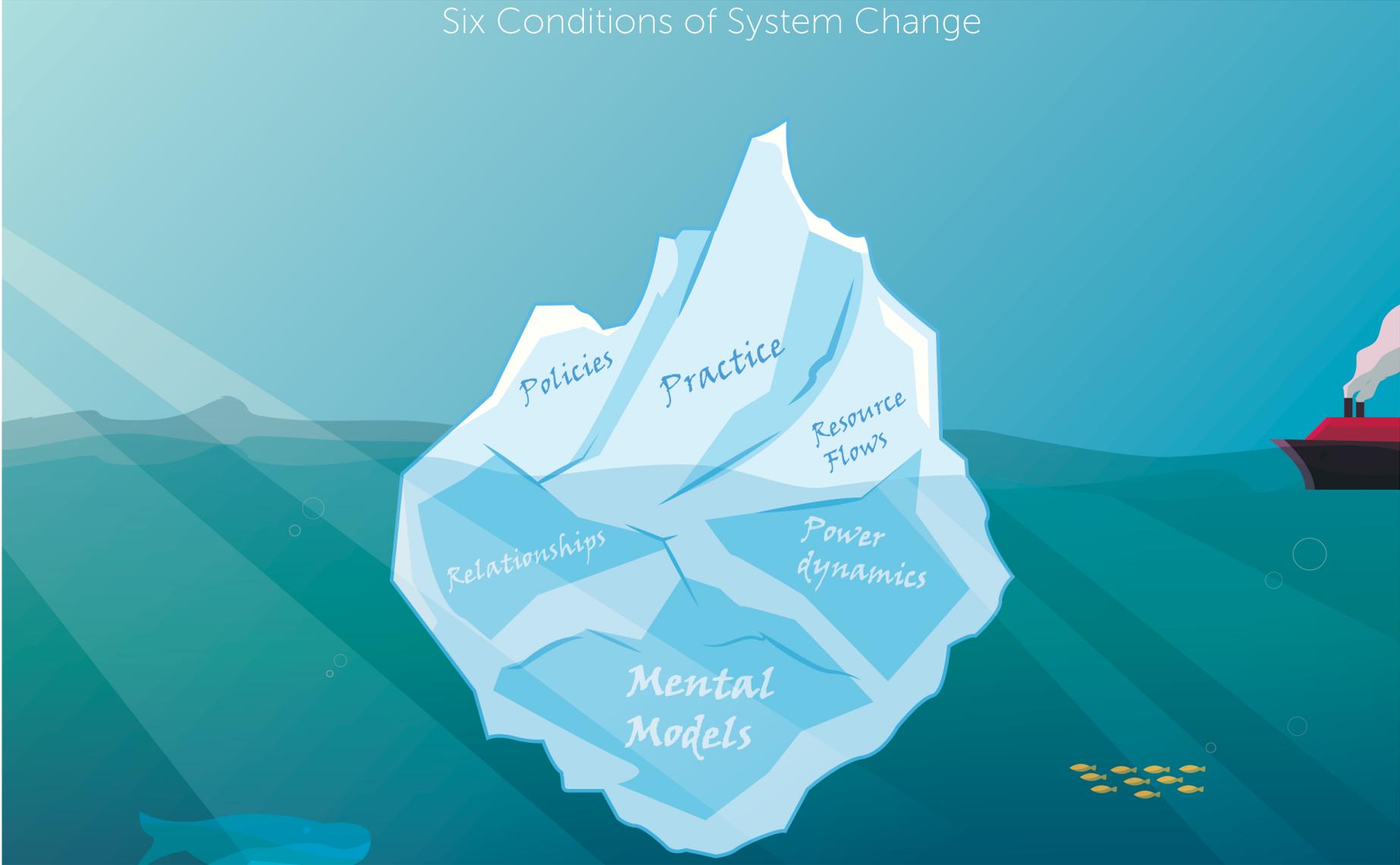
**C**ertainty

**A**utonomy

**R**elatedness

**F**airness

# Six Conditions of System Change



# 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?**





A word from  
Fred Kofman on Difficult  
Conversations at  
[leanin.org](https://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

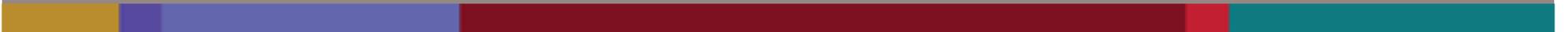
**Breath ... mindfully**

**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.

