



# **LEADING WITH STORY**

## **January 22, 2024**

Lani Peterson, Psy.D.



# Psychologist



Speaker...Storyteller



Story Coach

Understanding of the power of story to deepen connection to self and others through:

- **Creating awareness.**
- **Deepening responsibility**
- **Connecting to sustaining stories**
- **Deepening insight**
- **Clarifying roadmap**





HALT!





# Looking Back to Look Forward

---



Who are you?

- Where did you come from?

Where are you going?

Why are you going there?





photo - Mohammad Ranjbar



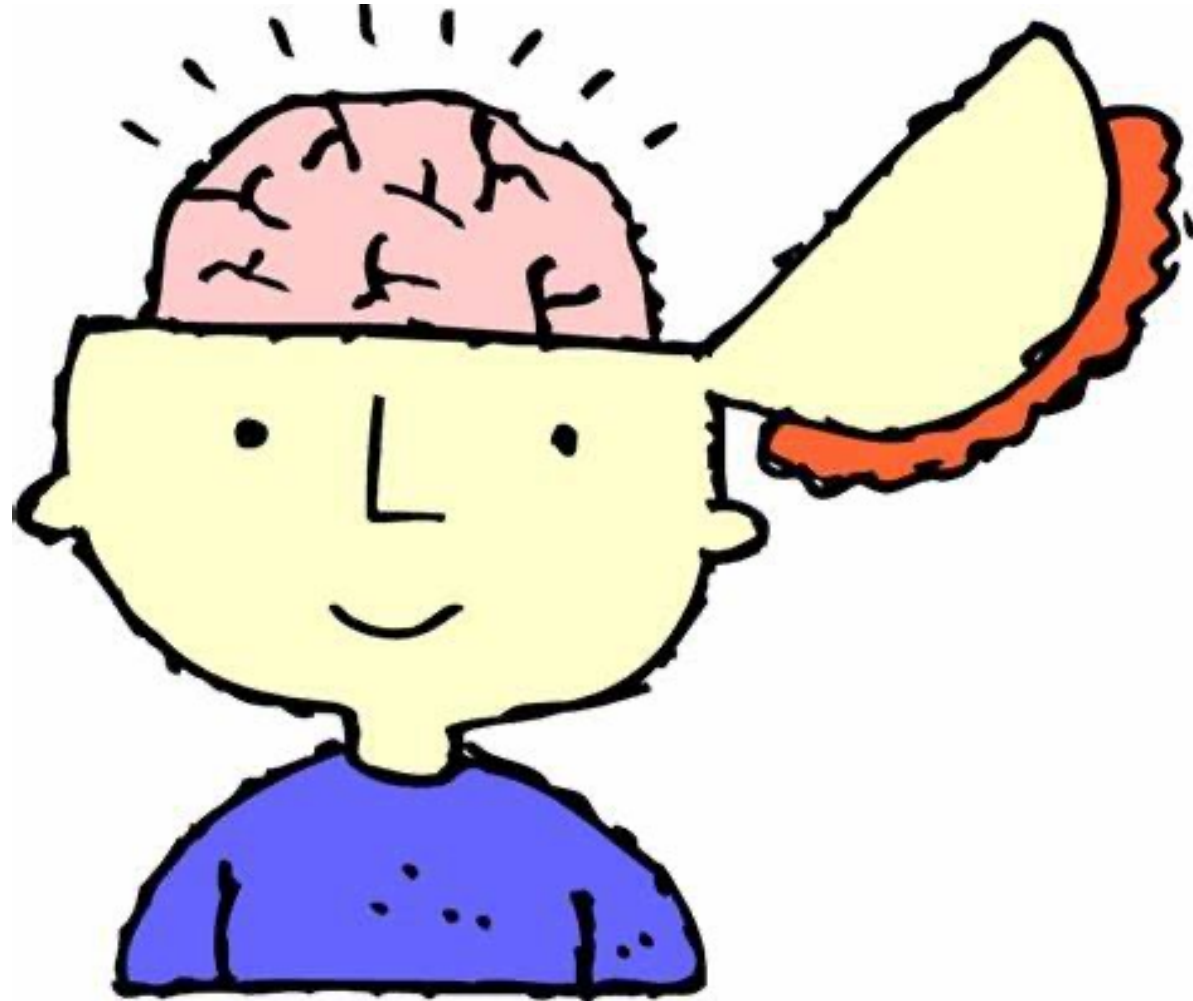
**“If the path before  
you is clear, you're  
probably on  
someone else's.”**

**Joseph Campbell**



# How our Brains Work with Story

---

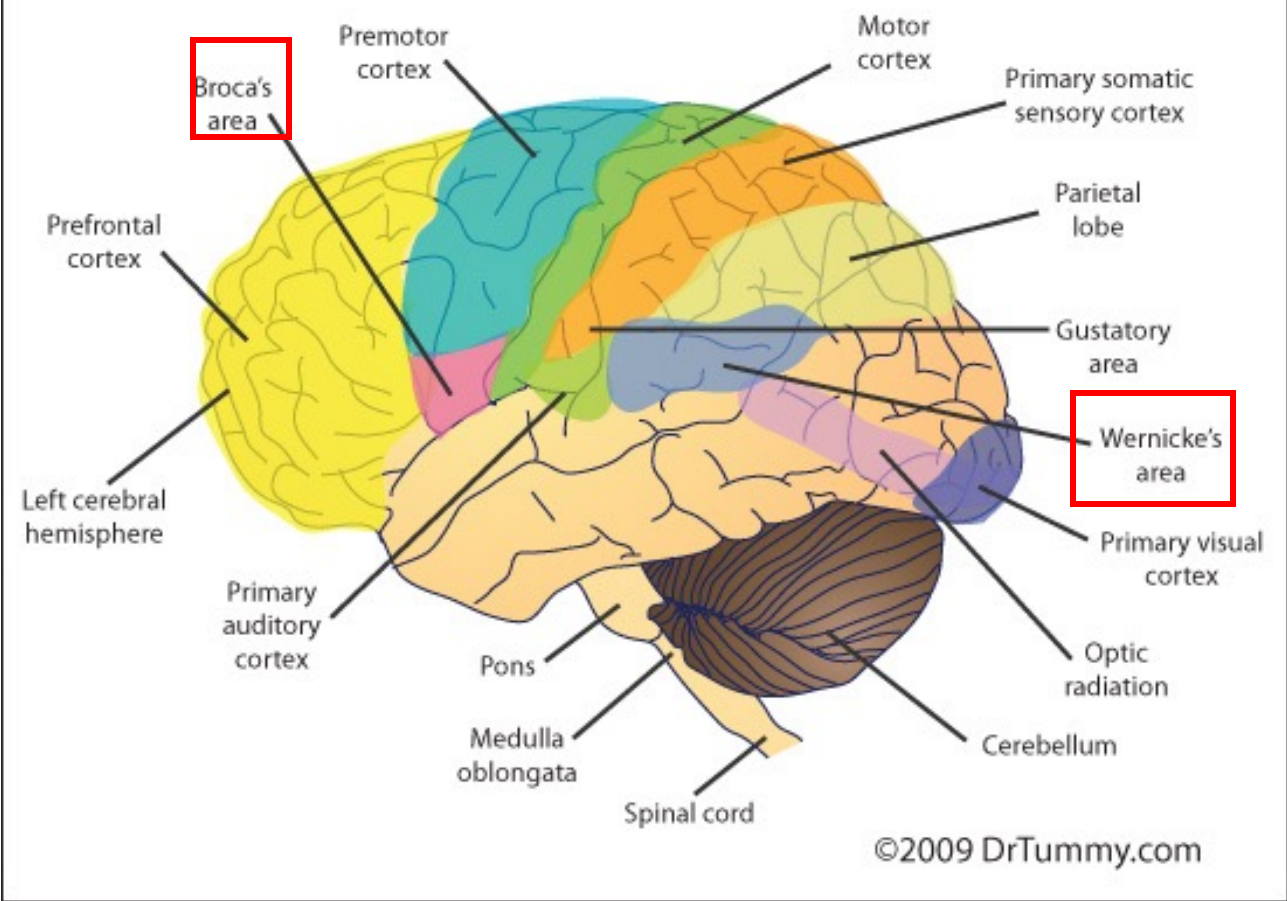






# The Brain

## Functional areas





# YOUR BRAIN ON STORYTELLING

LANGUAGE PROCESSING

LANGUAGE COMPREHENSION

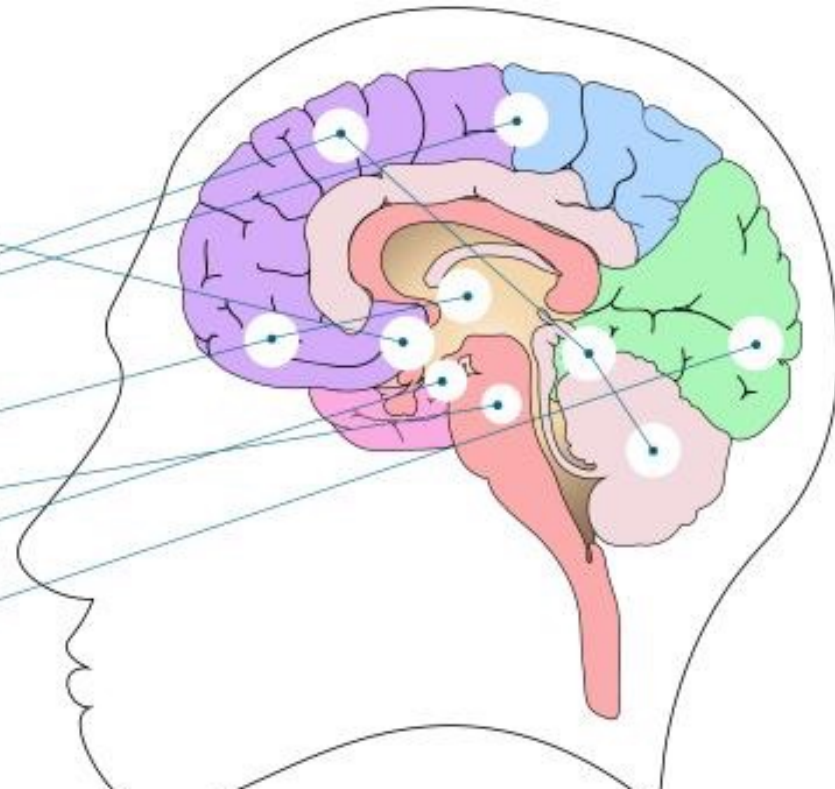
MOVEMENT

EMOTIONS & MEMORY

SCENTS

SOUNDS

VISUALS



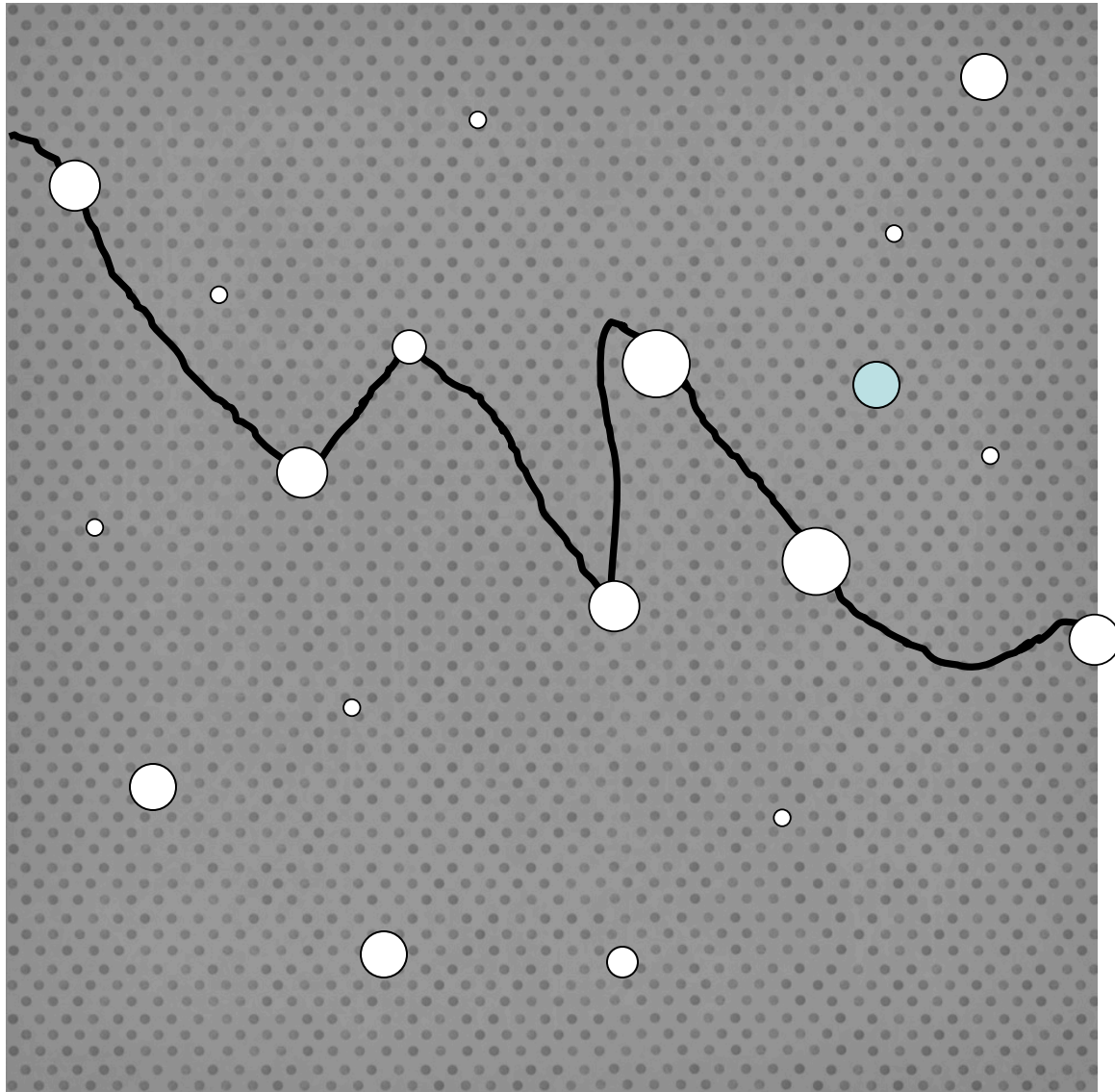
# What Happens When a Story is Told

---

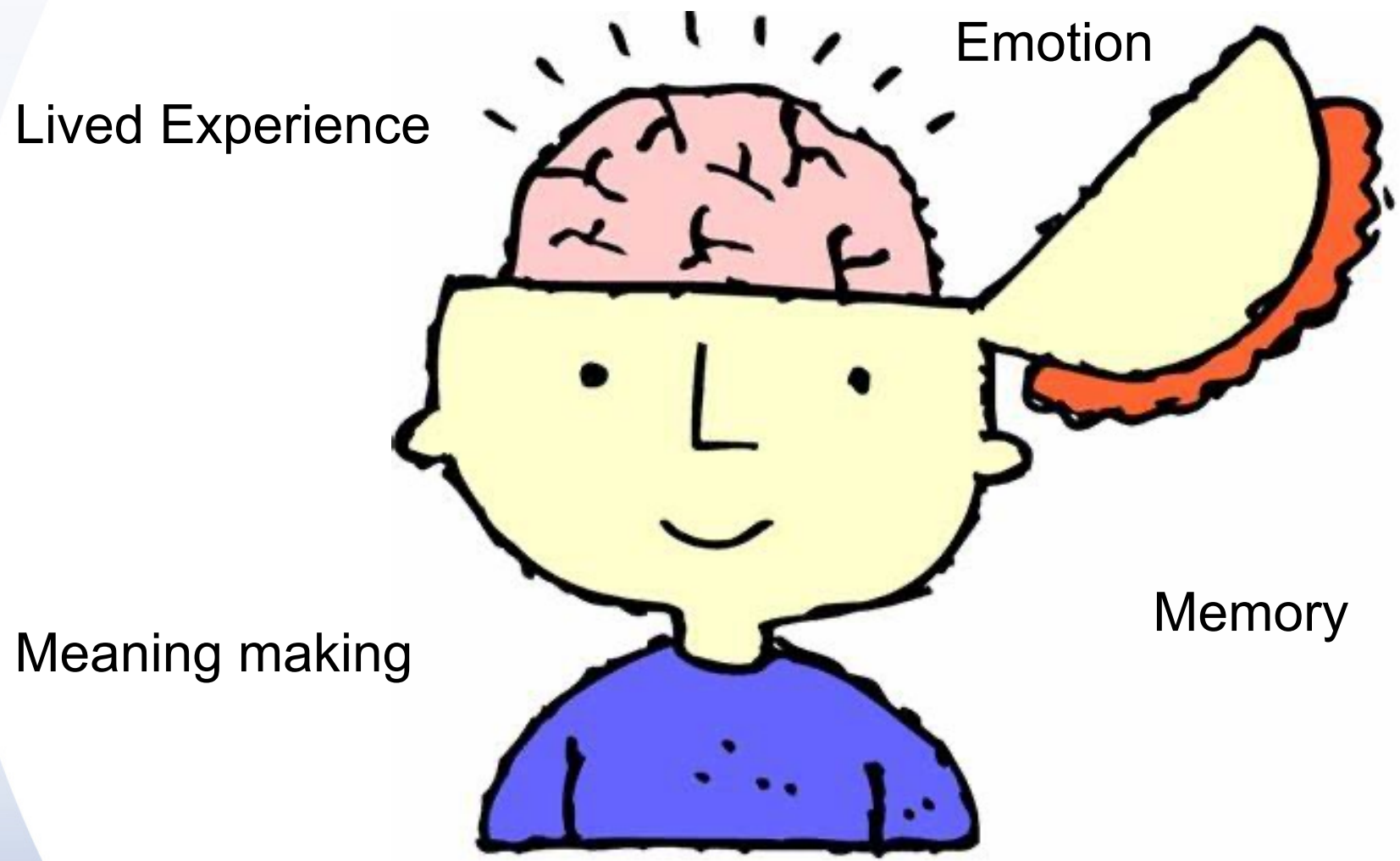
- **Connection**
- **Meaning-making**
- **Insight and Understanding**
- **Values and beliefs**
- **Culture**
- **Influence**
- **Change**- we are co-creating our reality through our stories



# Weaving Moments into Stories



# OUR BRAINS ON STORY



BEHAVIOR -Reaction or Response?

The image features a quote by Anaïs Nin centered on a green, textured background that resembles marbled paper or stone. The text is in a white, serif font. The quote reads: "We don't see things as they are, we see them as we are." The background has vertical and diagonal streaks of varying shades of green and blue, creating a sense of depth and texture.

We don't see things  
as they are,  
we see them  
as we are.

- Anaïs Nin





# Evolution of a Thin Story





What we see depends mainly on  
what we look for

---



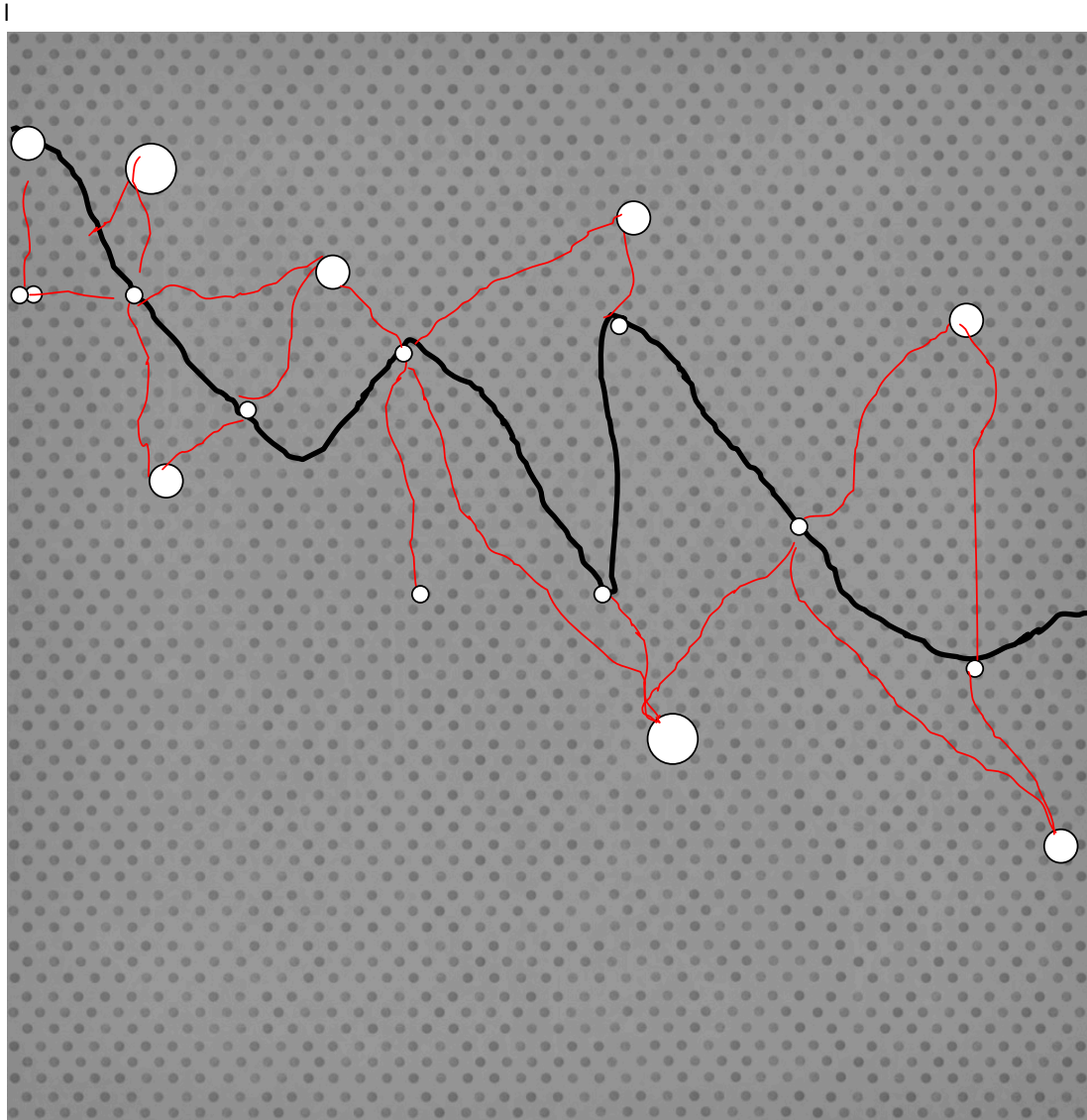




# JoHari's Window as Story Exchange

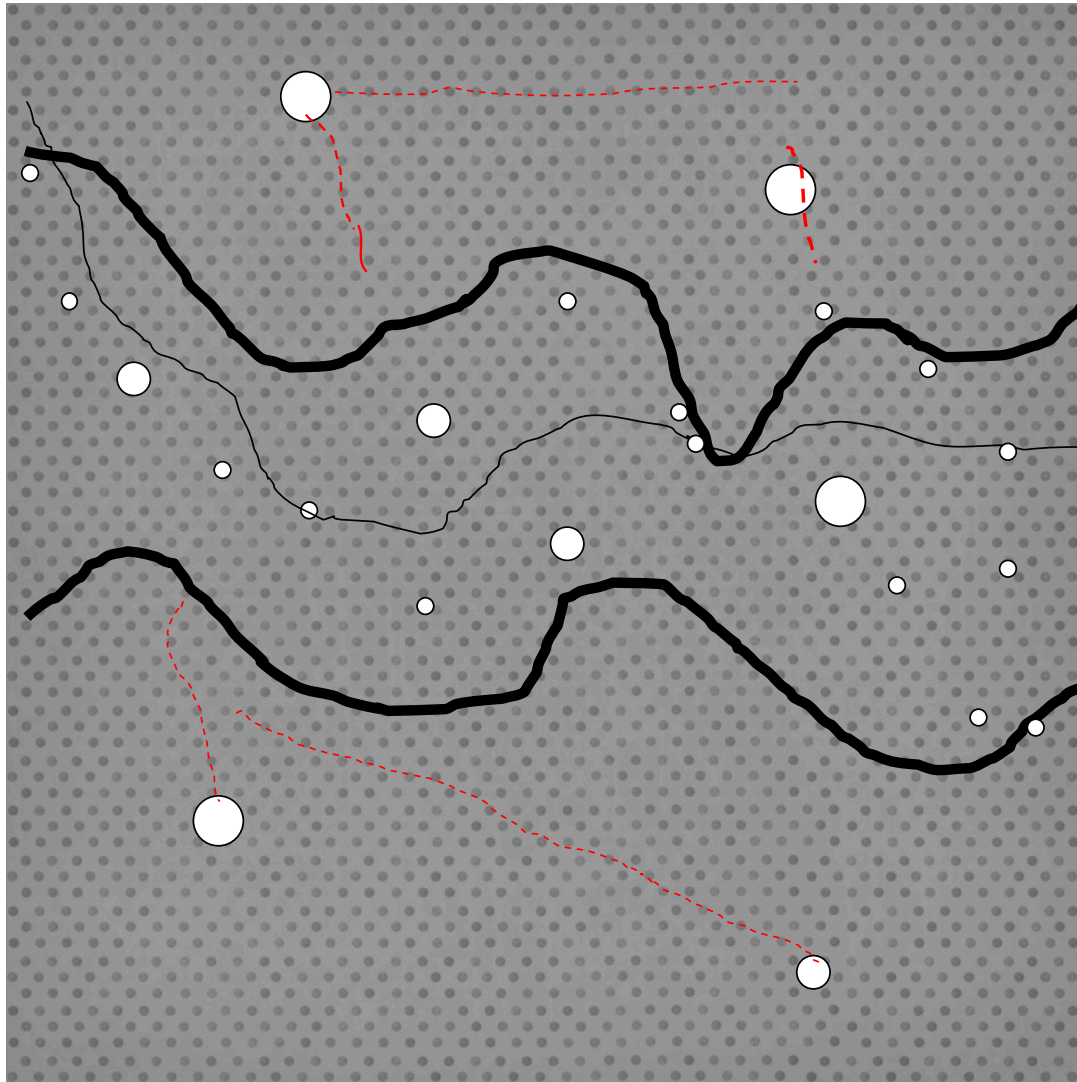
	<b>Known to Self</b>	<b>Not Known to Self</b>
<b>Known to Others</b>	Public	Blind
<b>Not Known to Others</b>	Hidden	<b>Unknown</b>

# THICKENING A STORY

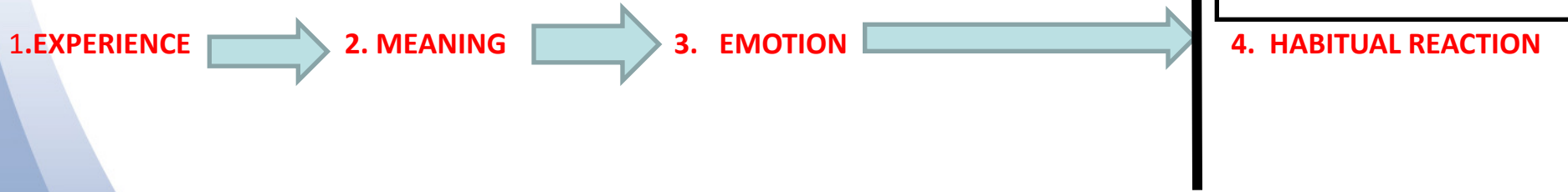




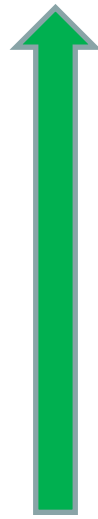
# LEADING TO A STRONGER STORY WITH MORE OPTIONS



PAUSING TO CHOOSE RESPONSE  
= RESPONSE-ABILITY



Challenge  
Meaning



PAUSE



Listen to Self  
Listen to Other



## THIN STORY



## THICK STORY







Leadership is grounded in:

---

Story  
Intelligence



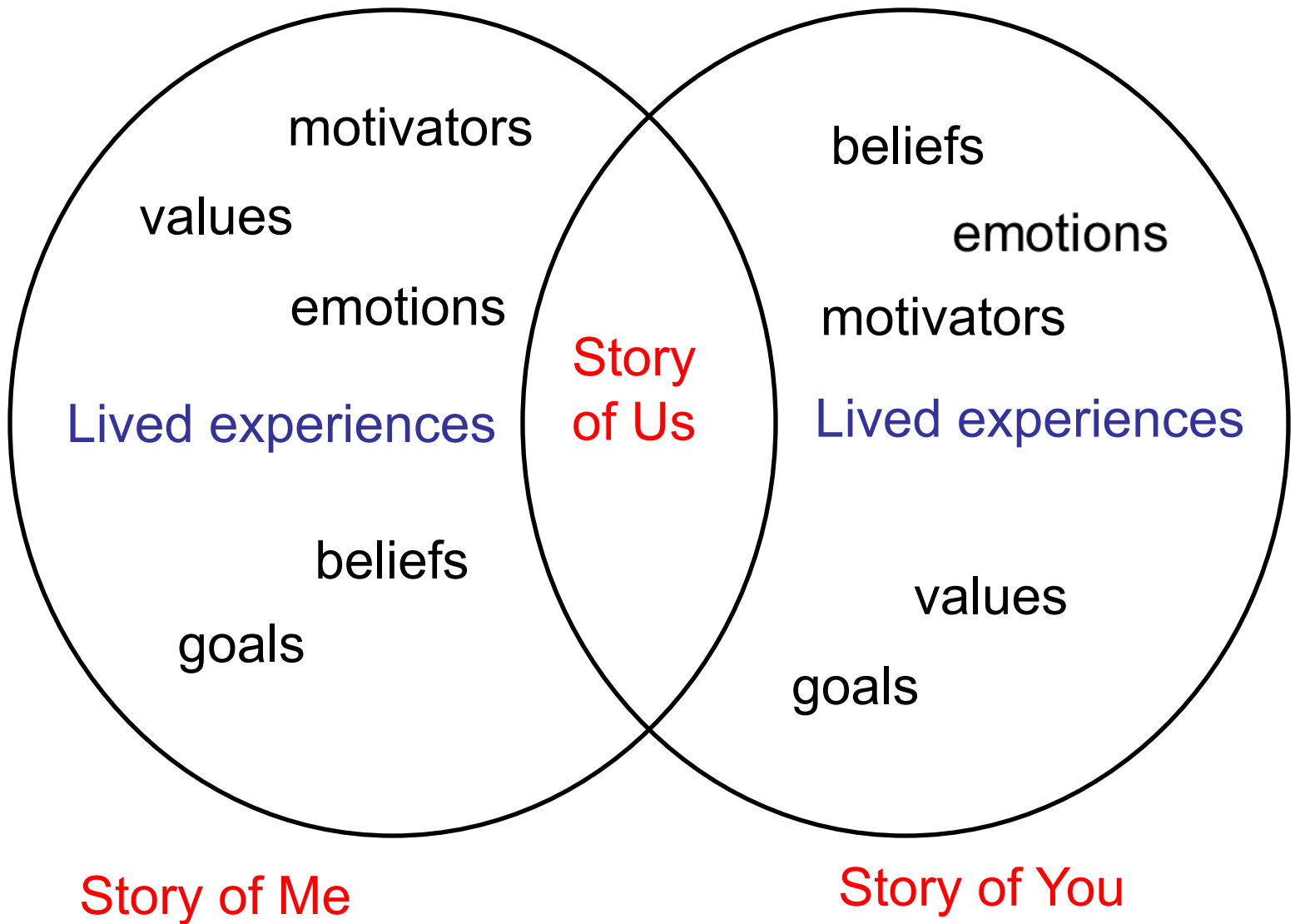
# Ubuntu: “I am who I am..”



because of who we all are together.”

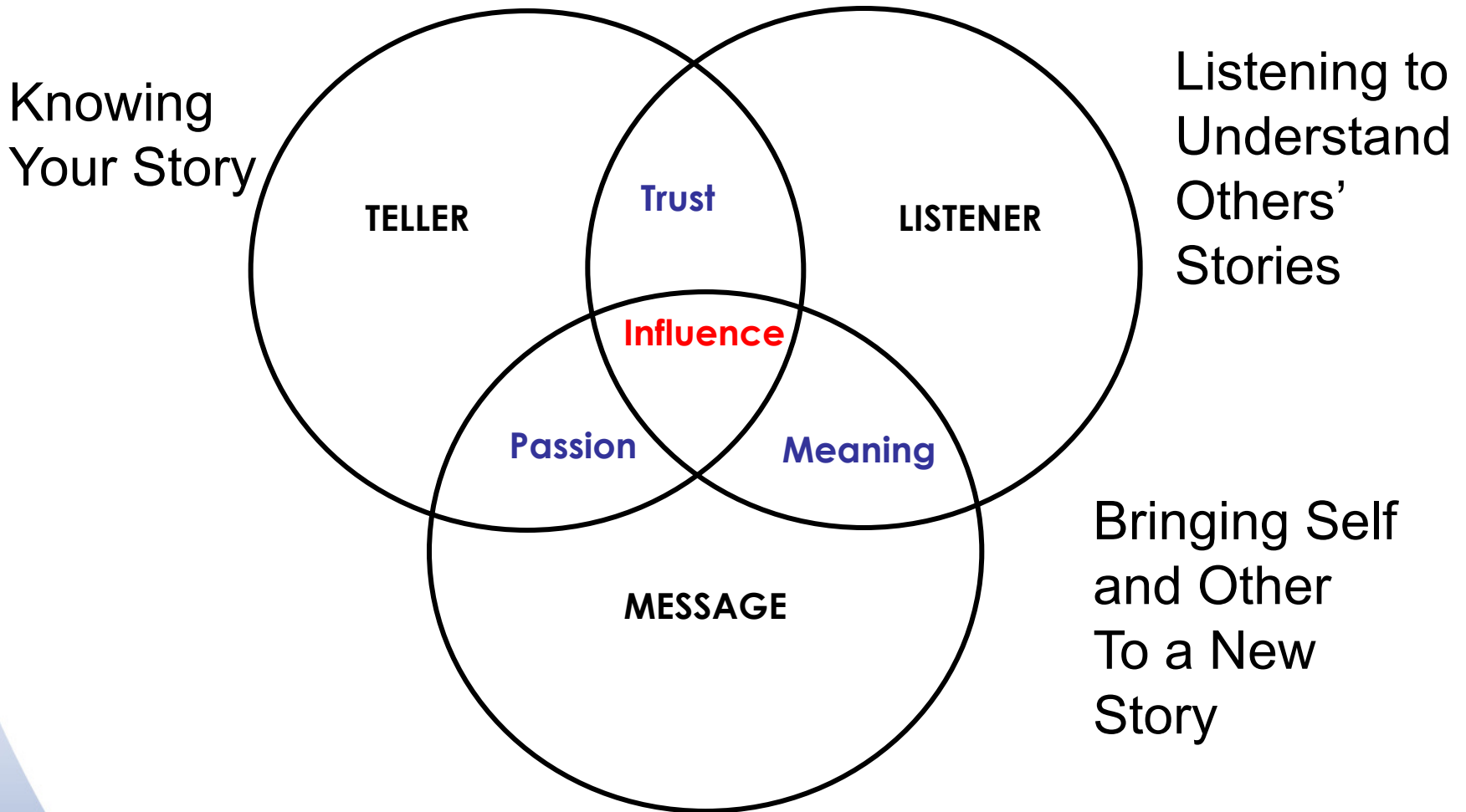


# Communication is the intersection of our stories





# STORY INTELLIGENCE



## YOU AS TELLER

What are the **stories** you use to guide yourself?

What do they reveal about your underlying **values** and **beliefs**?

What are the stories that you tell others?

Are you **congruent** with what you believe, **say** and do?



## YOU AS LISTENER

What are the **stories** you **listen for** and **elicit** from others?  
What are the **lenses** though which you make  
**meaning** of another's stories?

# Bringing Self and Other to a New Place

---

## MESSAGE

Creating a **stronger story** together

WE ARE ALWAYS IN THE PROCESS OF EVOLVING OUR:

- Beliefs
- Values
- Passions and interests
- Skills and abilities
- GOALS AND BEHAVIORS
  - VALUES IN ACTION



---

Story Intelligence

enables

Response-Ability



## HOW WE LISTEN



## WHEN WE SPEAK

## HOW WE SPEAK



## WHAT WE SPEAK



## HOW WE ACT

- KNOW YOUR FILTERS
- PAUSE
- CHALLENGE YOUR MEANING AND ASSUMPTIONS
  - Seek first to understand
- CHOOSE RESPONSE
  - That empowers self and empowers others

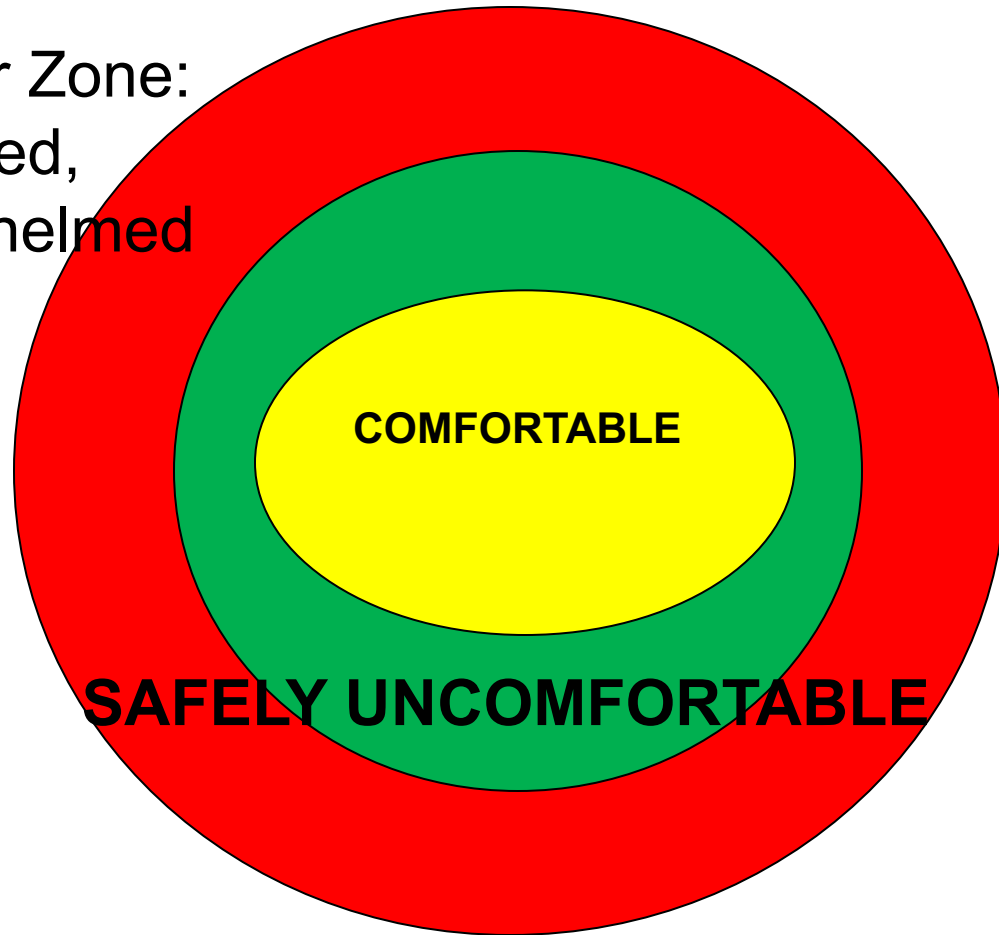
# Safety Agreement

---

- **You own your story**
  - There is no right or wrong in what you tell.
- **You are responsible for your stories**
  - You are always in control of what and how much you share.
- **Listening to another's story is a privilege and a gift for which you are a caretaker not an owner.**
  - Do not share another's story that has been entrusted to you
- **Challenge yourself to be Safely Uncomfortable**

# Challenge Yourself to be Safely Uncomfortable

Danger Zone:  
Activated,  
Overwhelmed



Self-challenging to be open with intention and awareness of vulnerability



## Part 2 STORYING THE JOURNEY

---



# Your Personal Journey to NOW

**How did you come to be doing this job in this career at this time in this place?**

- What were the early life experiences that shaped your path?
- What were some of your challenges in getting here?
- Who were the mentors along the way who supported your personal vision?

# APPRECIATIONS



**HEAD:** What I heard as **Most Important Messages**



**HEART:** What I heard as underlying **emotions**.

What I felt in hearing this story.



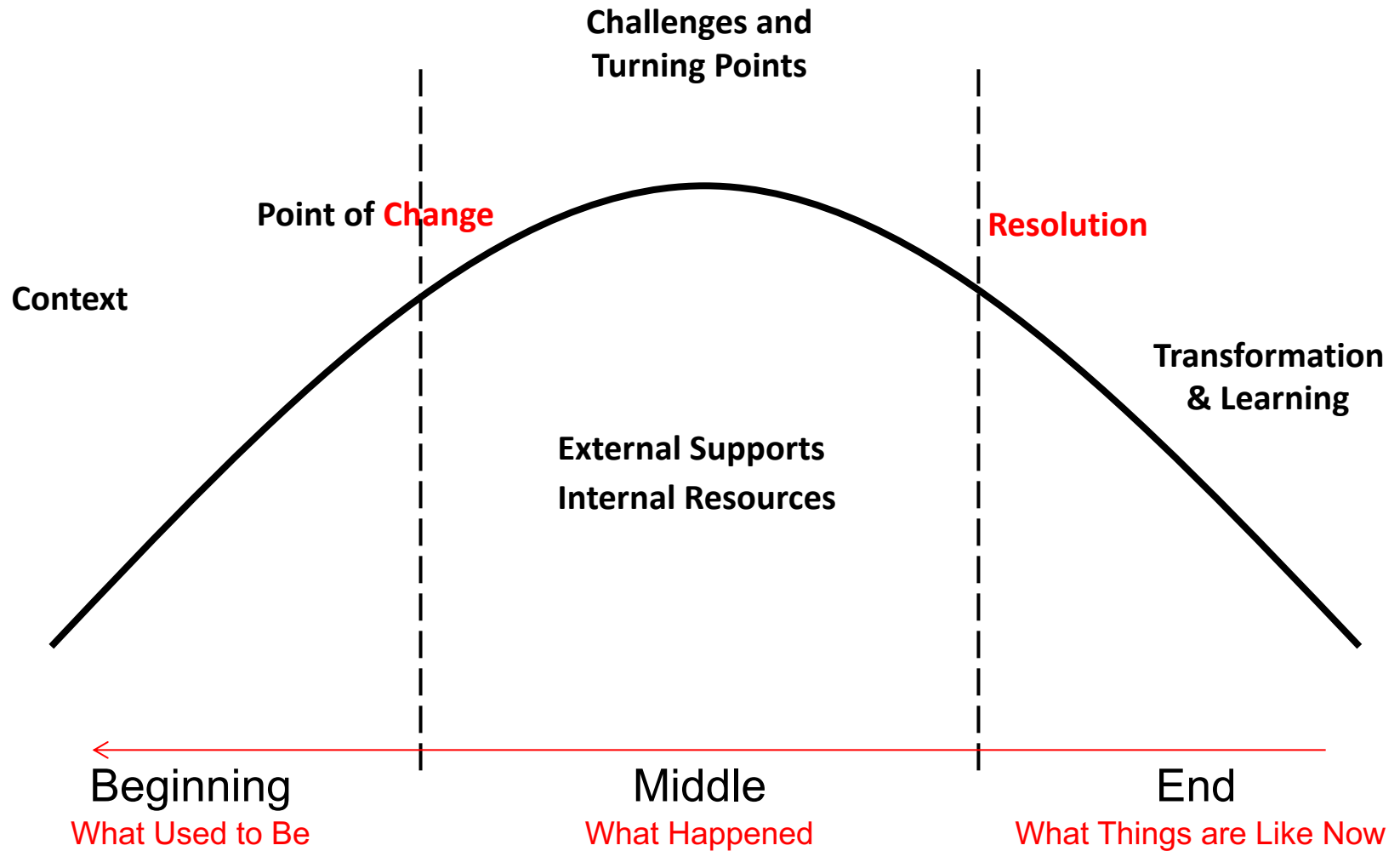
**HANDS:** What I **learned** about the teller's  
underlying strengths and values

©Johnny Sajem \* illustrationsOf.com/1069121



**QUESTION:** What would bring greater clarity to  
understanding the story.

# What is a Story?





# CONTEXT: The hand you were dealt

---



# Where does our story begin?

## The Story of Chance

Birth date/ Time in history

Gender

Siblings /Birth Order

Health at birth

Location/Geography

Ethnicity/Race

Cultural heritage

Extended family

Community/Friends

## **Early Caretaker's Influences,**

### **Messages and Values:**

(Mother(s), Father(s), Grandpare

Other) Parents: Temperament

- Education
- Values
- Discipline
- Religion
- Socio-economic background

Family Mottos?

**Early Caretaker's Influences  
(Mother(s), Father(s), Grandparents, Other)**

## CIRCLE OF ORIGIN

**Other Influences, Messages and Values**

**PAST:** The story I walked into

**PRESENT:** The story I am creating

**FUTURE:** The story I envision



# STORY EVOLUTION: I USED TO BE, BUT NOW I AM, AND I PLAN TO BE

---

## •Past:

- Who I was when I entered this position: education, experience, skills, responsibilities.
- What values and passions brought me here.
- What I inherited

## •Present:

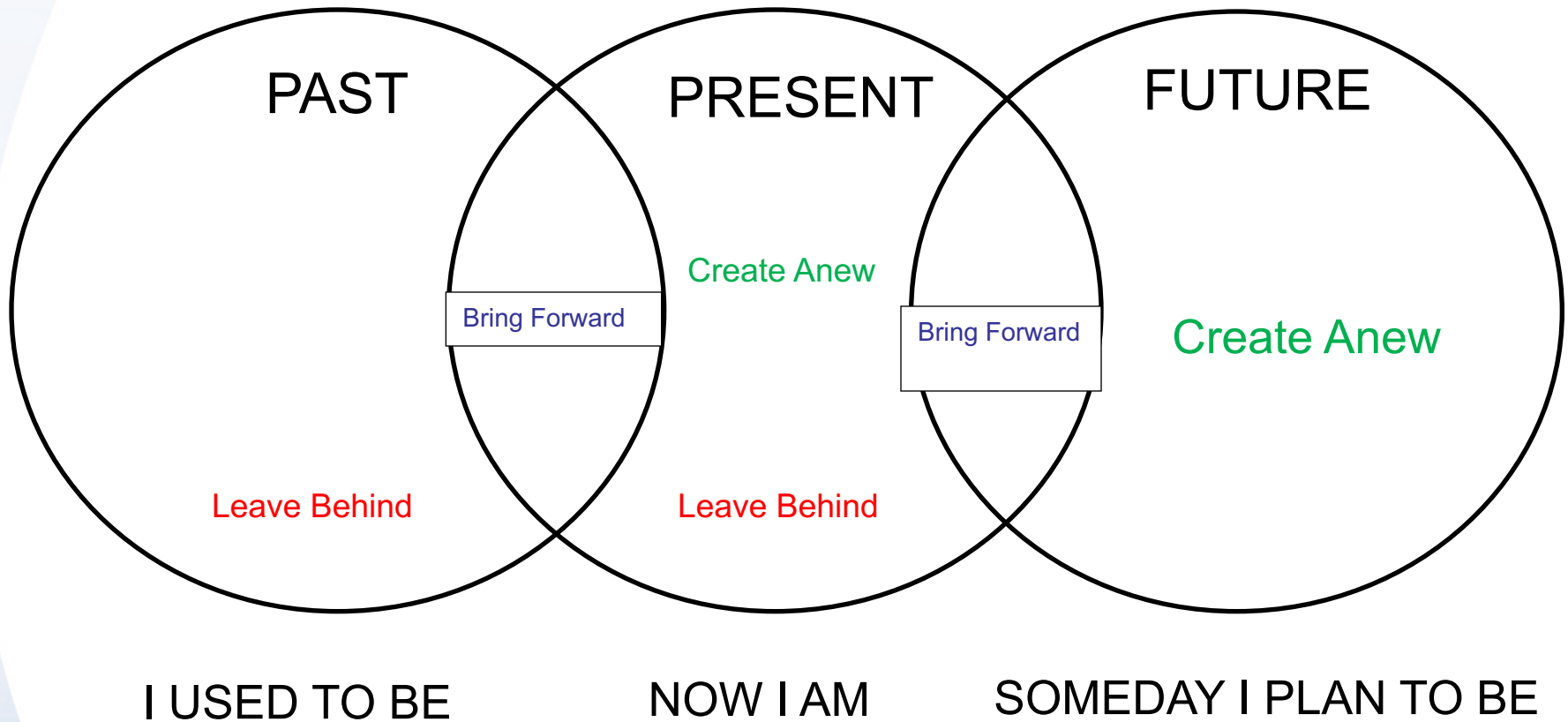
- What experiences, and accomplishments am I most proud of?
- What skills, tools, capabilities have I developed?
- What values and passion continue to motivate me

## •Future:

- What skills and tools do I want to develop before I leave this position?
- What experiences do I want to have before I move on from this role?
- What do I want my impact/legacy to be here?



# MOVING MINDFULLY FROM CHANCE TO CHOICE



# THE LEADERSHIP JOURNEY is in the Intersection of Chance and Choice



# CAREER INSIGHTS:

## KNOW WHERE YOU ARE NOW AND HOW YOU GOT HERE

**Career Start**

**Now**

**Future**

- 
- **In which roles did you feel most congruent?**
  - **A moment when were you most inspired?**
    - Passion
  - **What do you see as your greatest strengths?**
    - Capabilities
  - **A time when your skills were best utilized?**
  - **When were you most challenged?**
    - Growth areas
  - **Where did you have the greatest impact?**
  - **When did you learn the most?**
  - **How did each position fit (or not fit) into your larger developmental plan.**

## **TELL ABOUT A TIME WHEN YOUR ACTIONS MADE A DIFFERENCE:**

**Think about where to begin your story:**

- **What was the problem that needed to be solved.**
- **Why was it important. To whom was it important?**
- **What did you do?**
- **What was different afterwards?**
- **How were you different afterwards?**

## **TELL ABOUT A TIME WHEN YOU FELT INSPIRED BY YOUR WORK**

What are you most passionate about in the work that you do and why?





# VALUES, PASSION, AND GOALS TOGETHER REVEAL PURPOSE

---

- Your life story will reveal your values and passion.
- What you do every day reveals your values in action.
- Your purpose is the intersection of your values, beliefs, passions, skills and capabilities as they grow and unfold through your evolving goals.



---

**PAST:** The story I came from

I AM

**PRESENT:** The story I am creating

I CAN

**FUTURE:** The story I envision

I WILL

# CREATING A PERSONAL MISSION STATEMENT

---

## **I am**

**Beliefs, passions, values, character, traits**

## **I can**

**Skills, abilities, unique talents**

## **I will**

**Vision statement – goals**

**Mission statement - values in action**



---

What part of your  
story does another  
need to hear?



---

**“The root of the word education is “educare” which means to lead forth a hidden wholeness in another person. A genuine education fosters self-knowledge, self-trust, creativity and the full expression of one’s unique identity. It gives people the courage to be more.”**

**Rachel Naomi Remen**



# Ubuntu: I am who I am because of who we are together





---

# END

# Agenda

---

- Understanding of the power of story to deepen connection to self and others through:
  - Creating **awareness** of how we speak and how we listen.
  - Deepening **responsibility** for the lens through which we view our interactions
  - Connecting to **sustaining stories** of who we are and their role in creating a **clear vision** of who we want to be.
  - Gaining **deeper insight** into our personal and collective leadership journeys to create a **clearer roadmap** of the future legacy story we want to work towards.

# STORY ELEMENTS

---

- **GOAL:** What did the main character want?
  - What do I want to be doing?
- **MOTIVE:** Why was that important?
  - Values
- **CHALLENGES:** What obstacles blocked success?
  - Inner and outer constraints
- **RESOURCES:** Who or what can help?
  - Inner and outer sustainers
- **CHANGE:** What was different at the end?
- **TRANSFORMATION:** How was the main character different at the end?
- **APPLIED LEARNING:** What else might be possible now because this happened?

# YOUR LEADERSHIP VISION STORY

---

- **GOAL: Where do I want my story to go?**
  - What do I want to be doing?
- **MOTIVE: Why is that important to me?**
  - Values
- **CHALLENGES: What stands between me and fulfilling that vision?**
  - Inner and outer constraints
- **RESOURCES: Who or what can support me?**
  - Inner and outer sustainers
- **CHANGE: What will be different around me?**
- **TRANSFORMATION: How might I be different when I arrive there?**
- **APPLIED LEARNING: What else might be possible with what I learn?**



# VISION STORY WORKSHEET

## 1. Context:

What is good now?

What could be better?

2. Goal: What I would like?

3. Motive: Why is it important to me?

### Beginning

What things are like now

## 4. Anticipated Challenges

What makes this hard?

## 5. Who or what is blocking me?

Thin Stories inside and out

## 6. Action Steps

How or where to begin

## 7. Strengths and Resources

Helpers Inside and Out

### Middle

What I want to happen

## 8. Change

What is different around me

## 9. Transformation

What is different within me?

## 8. Applied Learning

Where could it go from here?

### End

What things will be like

# Telling Your Vision Story

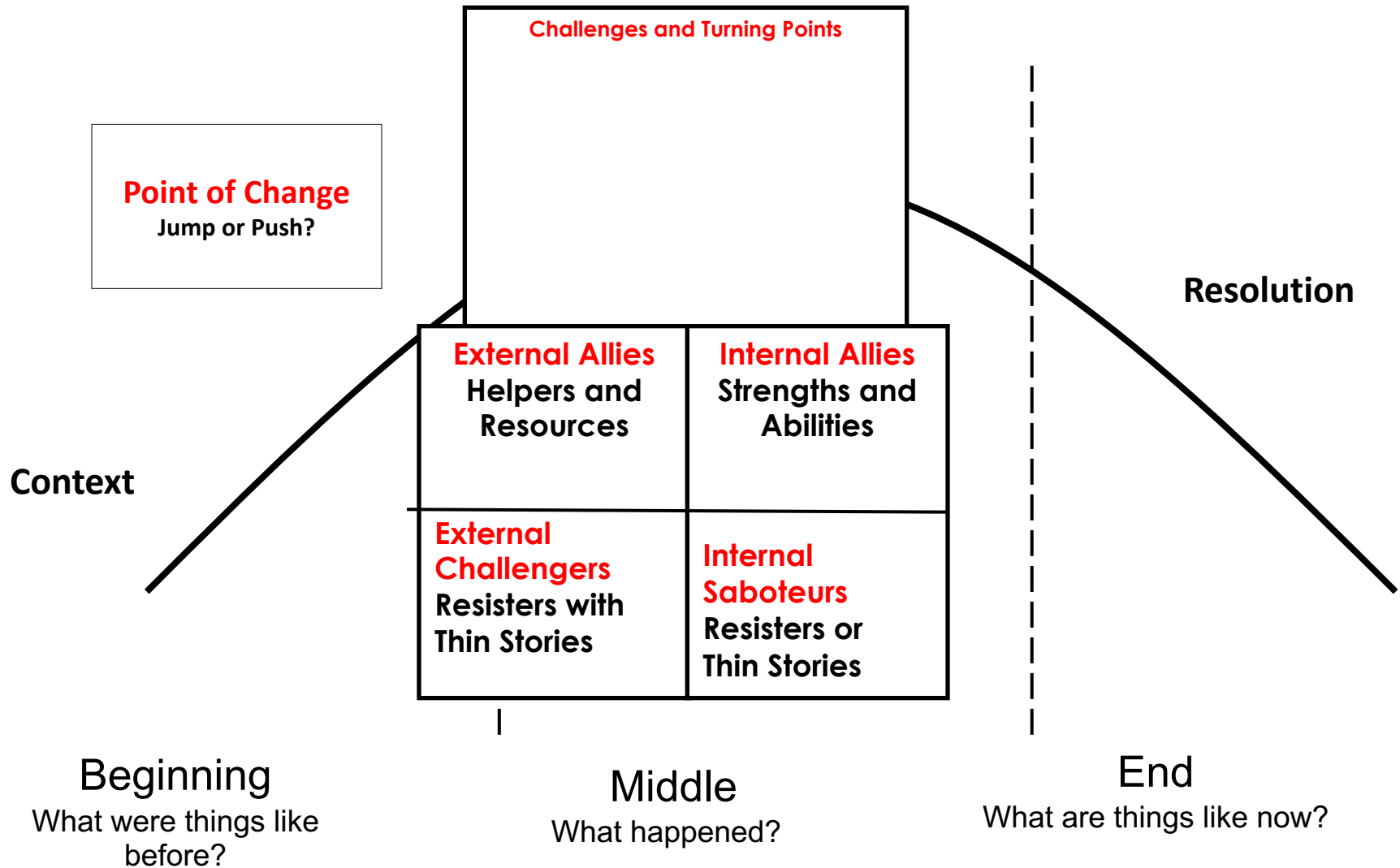
---

**QUESTION: Beginning in the now and looking ahead, what is the leadership journey I want to initiate?**

- **Tell the story of where you want to be in one to three years' time.**
  - What do you want to be doing?
  - What do you want to have accomplished along the way?
- **What skills or tools do you need to develop to accomplish your goals?**
- **How can you use this network to support your efforts?**

**Be prepared to come back to the large group to share one goal (or vision statement) that you are ready to commit to as part of your leadership journey.**

# You are not alone in the middle of your story



# How You Listen Matters

---

## Bringing Presence

### Being Attentive: (S.O.L.E.R.)

- Squarely face the person
- Open your posture
- Lean towards the sender
- Eye contact maintained
- Relax while attending

## Levels of Listening

- Level 1-Internal Listening
- Level 2-Focused Listening
- Level 3: Intuitive Listening

## VALUES AND PASSION LEAD TO PURPOSE

---

- Your life story will reveal your values and passion.
- What you do every day reveals your values in action.
- Your purpose is the intersection of your values, passions, skills and capabilities as they unfold and grow through your ongoing goals.
- Self-awareness will keep you on track.
- Authenticity is when you stay congruent with your values and passions through your actions.
- We evolve through our interactions with others.
- Leadership is when we are aware of and support others in their own stories of who they are and who they want to be.