BEing agile

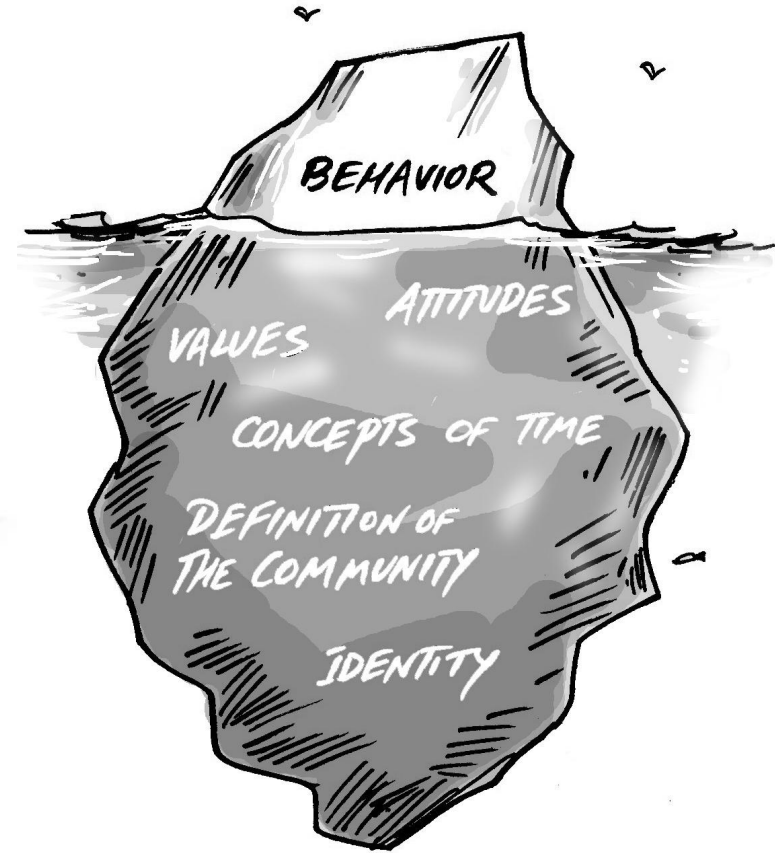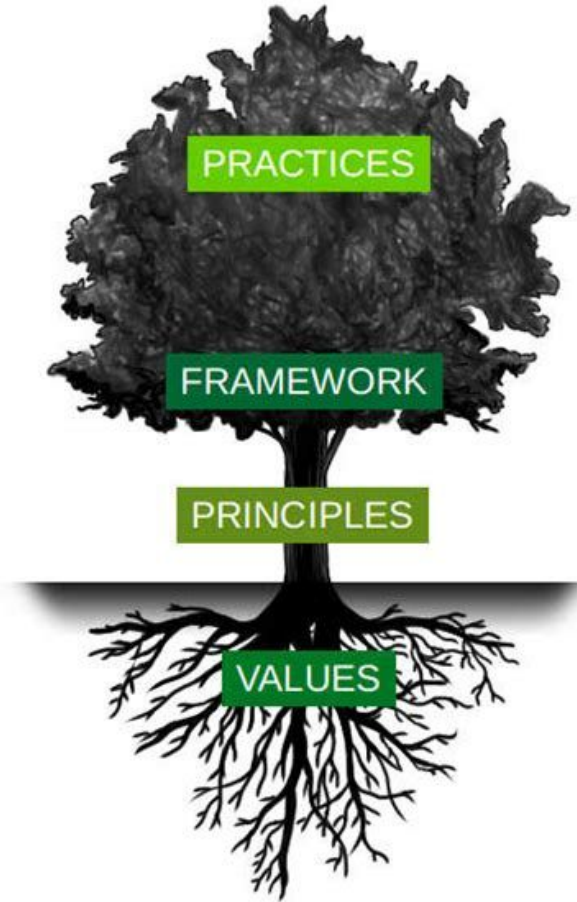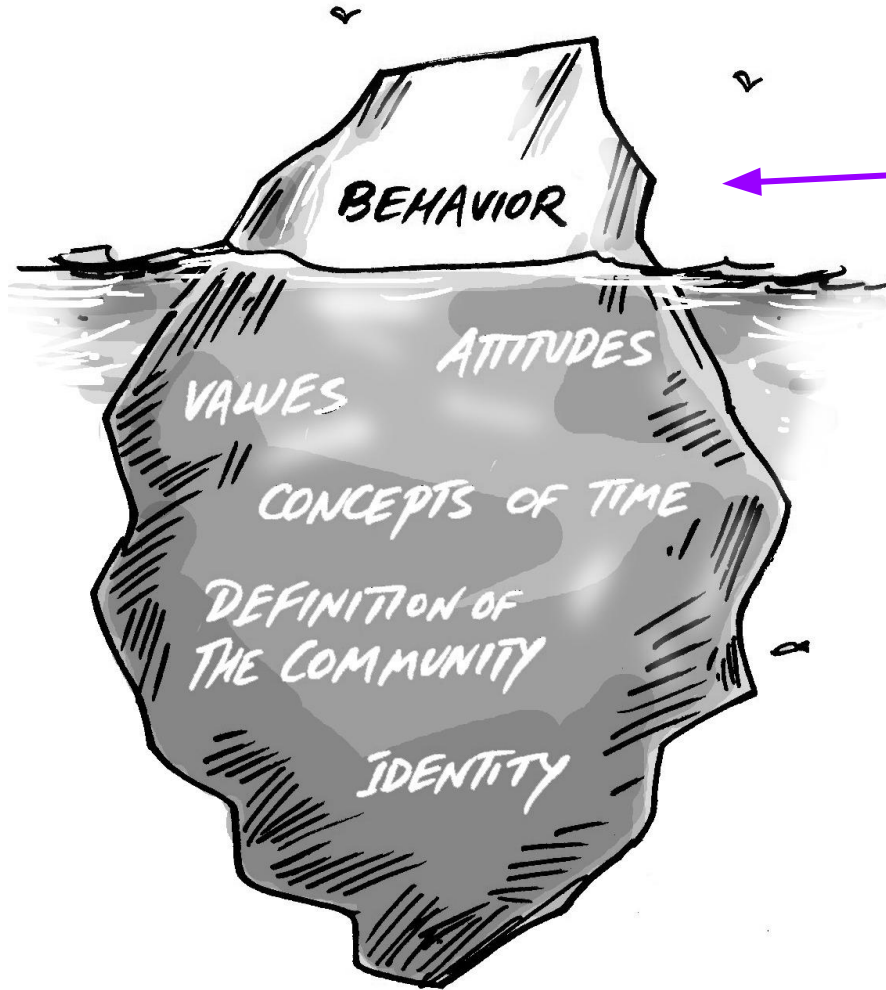## Self development for agile practitioners

What we'll cover today

- Some theories & models to consider
- Some metaphors to help explain
- Why BEing agile matters
- 4 habits to unlearn on your way to BEing agile
- Formulae for BEing agile
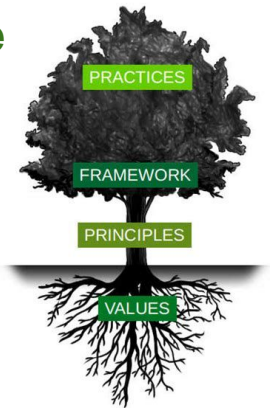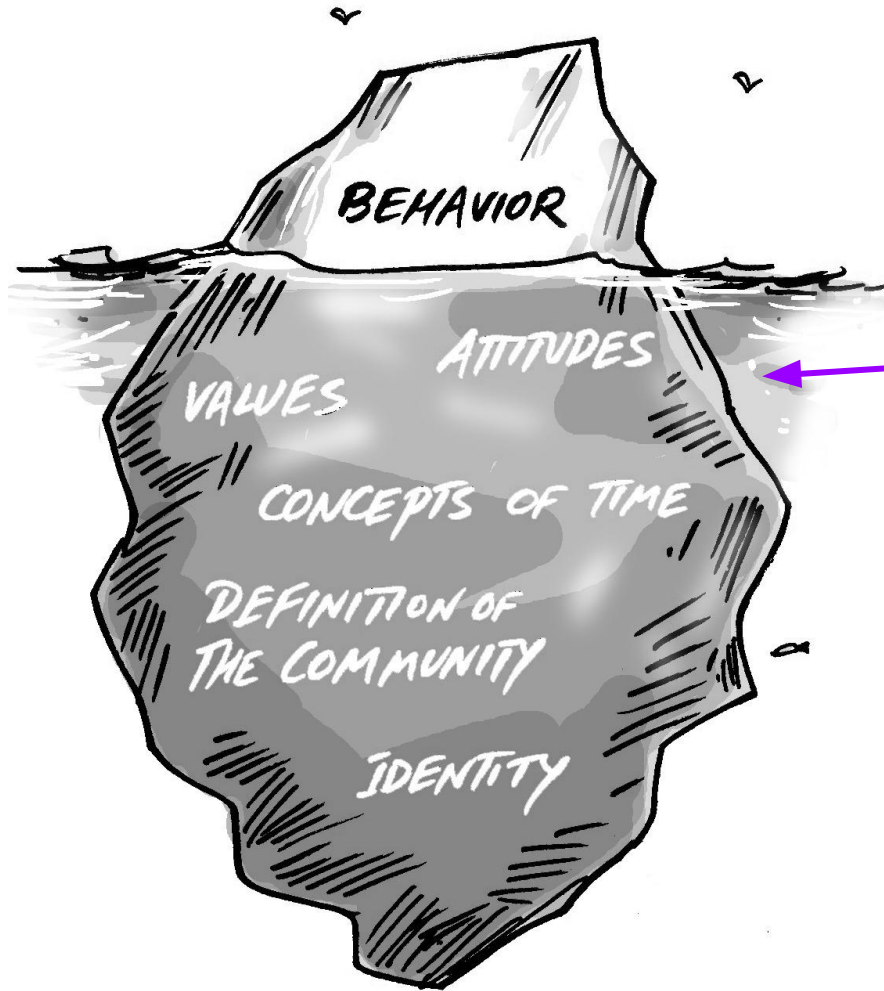- Experiences & stories from the field

DO agile

KNOW agile

BE agile

PRACTICES

FRAMEWORK

PRINCIPLES

VALUES

BEHAVIOR

ATTITUDES

VALUES

CONCEPTS OF TIME

DEFINITION OF THE COMMUNITY

IDENTITY

During the first half of the twentieth century, John B. Watson devised methodological **Behaviorism**, which rejected introspective methods and sought to understand behavior by only measuring observable behaviors and events.

BEHAVIOR

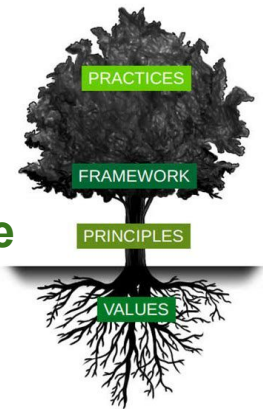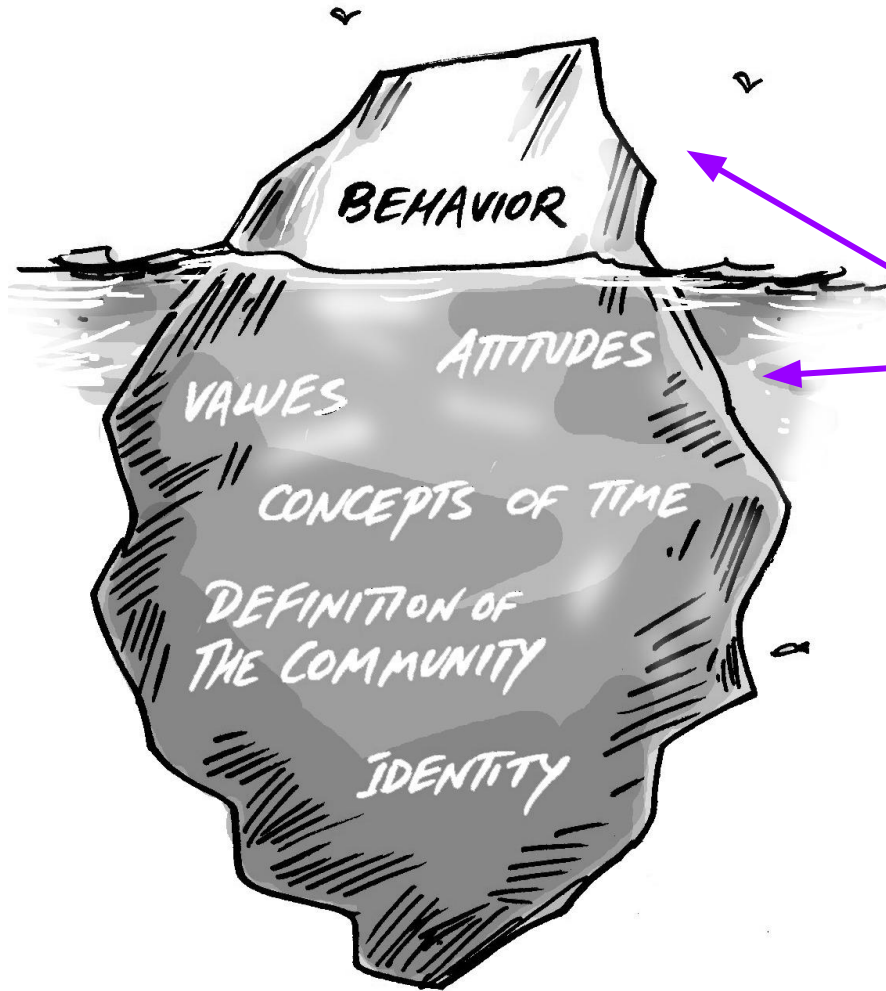ATTITUDES

VALUES

CONCEPTS OF TIME

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IDENTITY

DO agile

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FRAMEWORK

PRINCIPLES

VALUES

Cognitive psychology is the scientific study of mental processes such as "attention, language use, memory, perception, problem solving, creativity, and thinking".[1]

The origin of cognitive psychology occurred in the 1960s in a break from behaviorism, which had held from the 1920s to 1950s that unobservable mental processes were outside of the realm of empirical science.
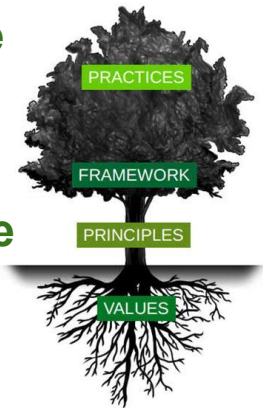
KNOW agile

Cognitive behavioral therapy (**CBT**) focuses on challenging and changing unhelpful cognitive distortions (e.g. thoughts, beliefs, and attitudes) and behaviors, improving emotional regulation,[2][4] and the development of personal coping strategies that target solving current problems.

"problem-focused" and "action-oriented"
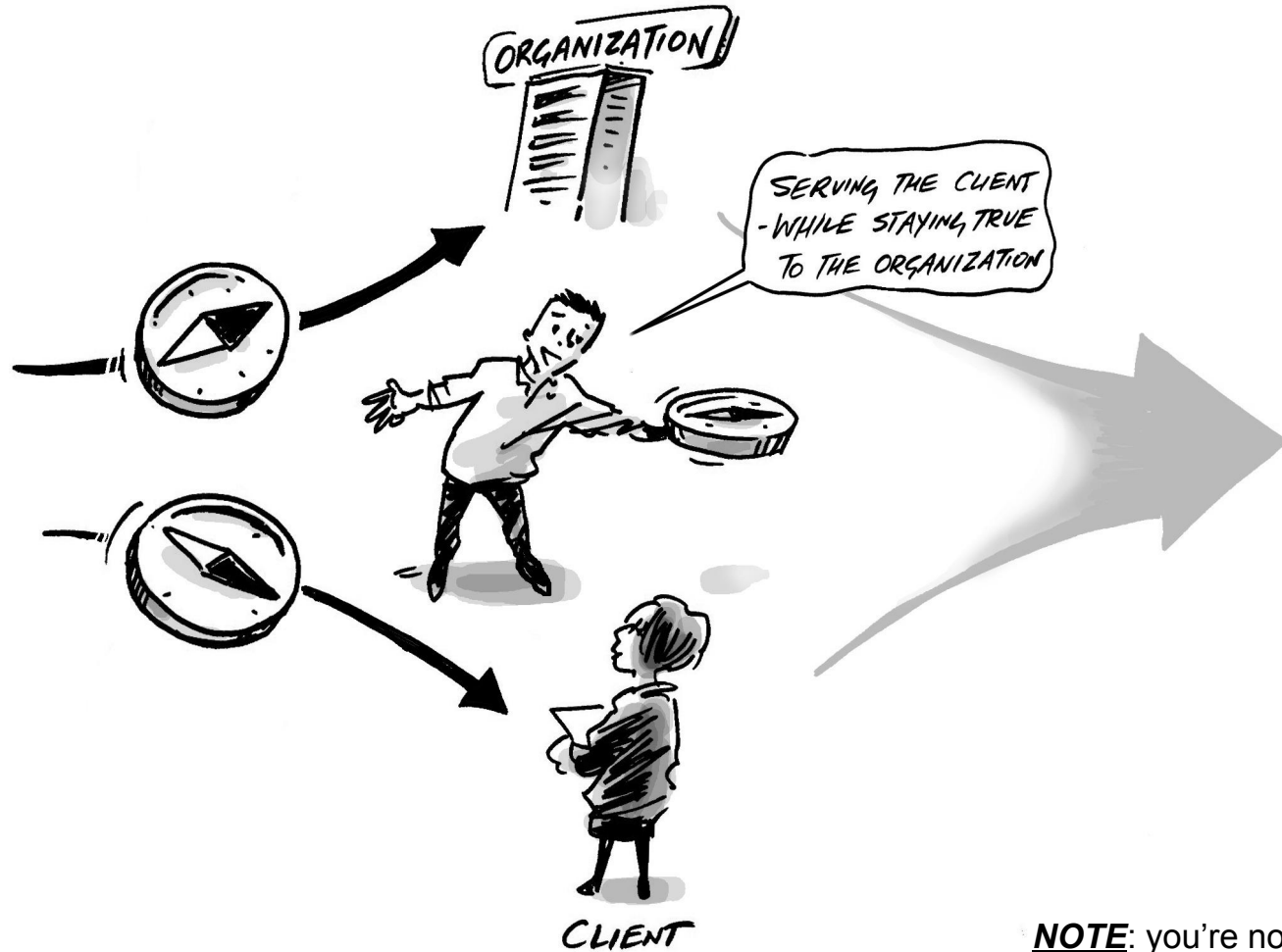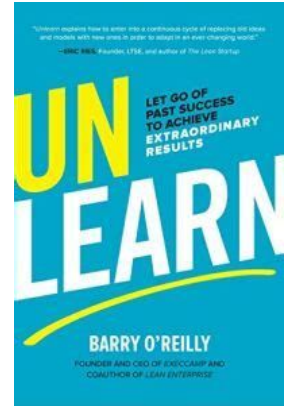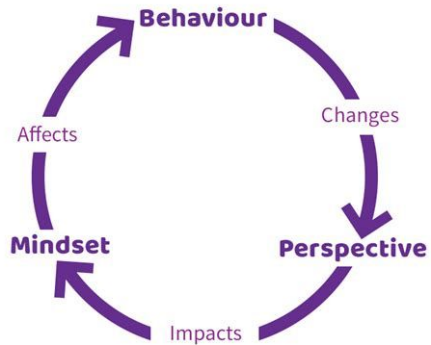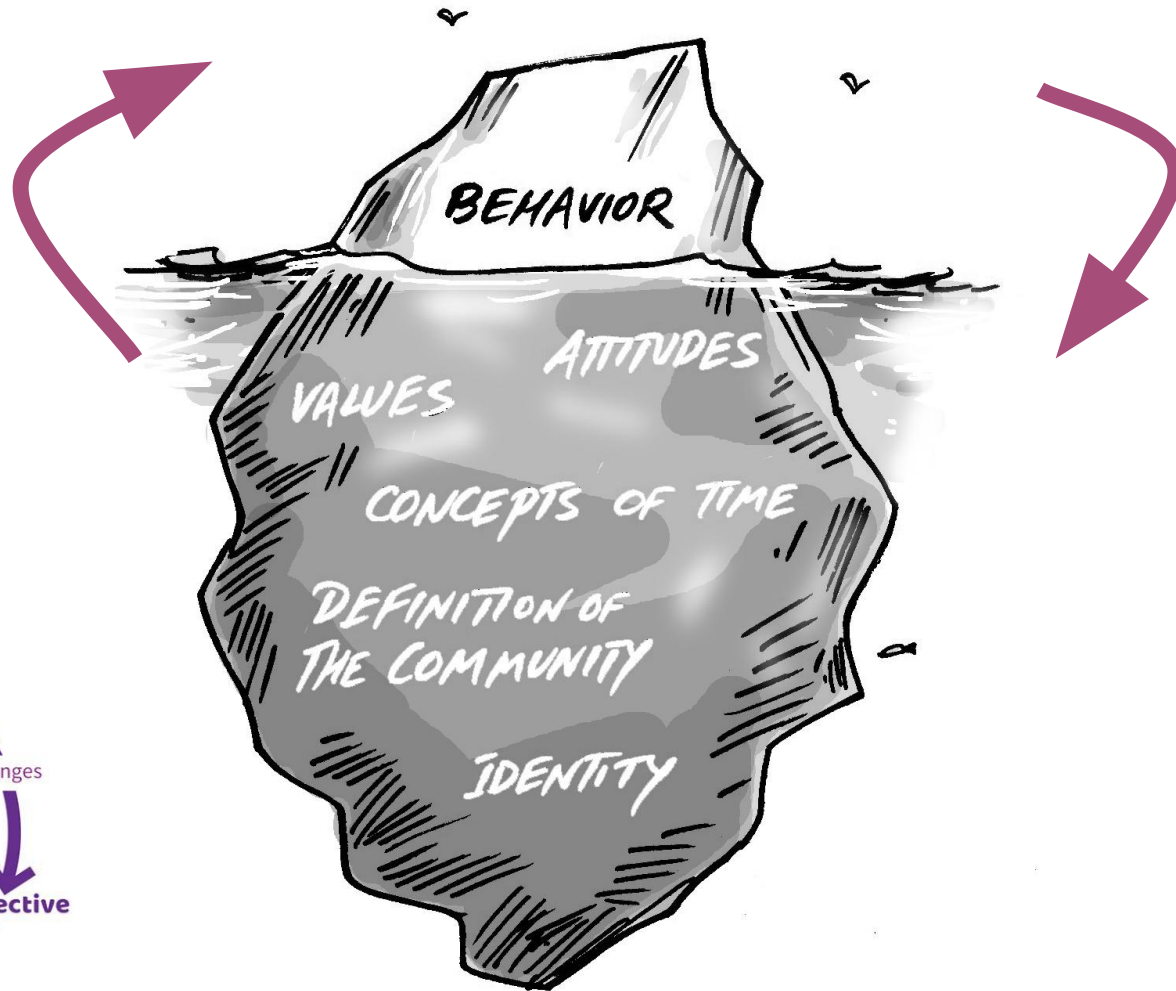
DO agile

KNOW agile

Sow a thought and you reap an action; sow an act and you reap a habit; sow a habit and you reap a character; sow a character and you reap a destiny.
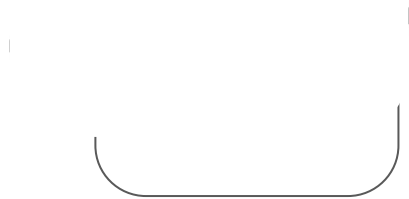
(Ralph Waldo Emerson)

What thoughts does someone
BEing agile continuously sow?

NOTE: you're not serving yourself

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Behaviour

Changes

Affects

Mindset

Perspective

Impacts

UN LEARN

LET GO OF PAST SUCCESS TO ACHIEVE EXTRAORDINARY RESULTS

BARRY O'REILLY

Habit #1: the expert reaction

“In the beginner's mind there are many possibilities. In the expert's mind there are few.”
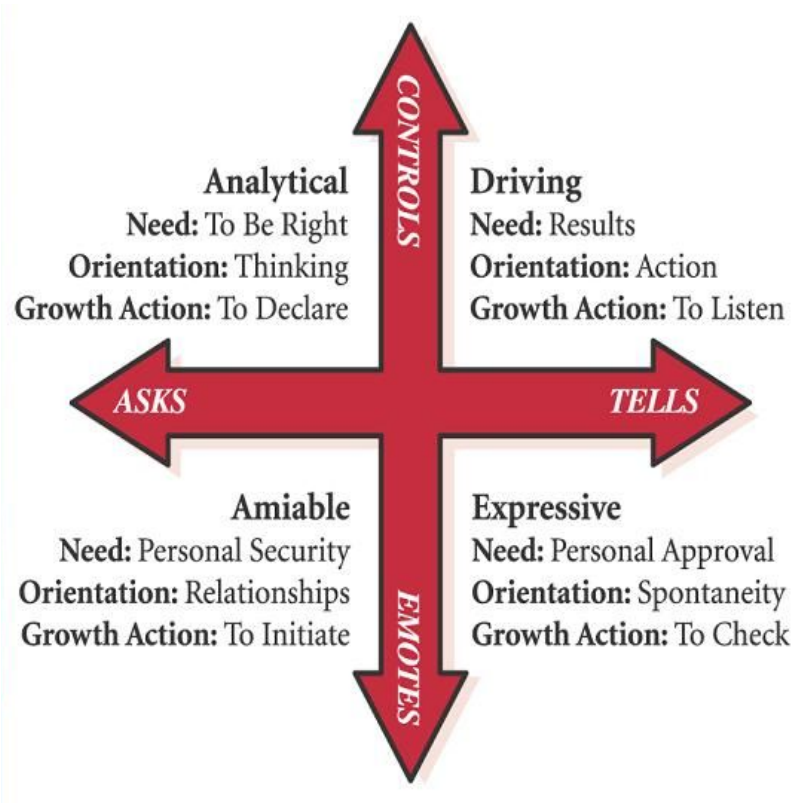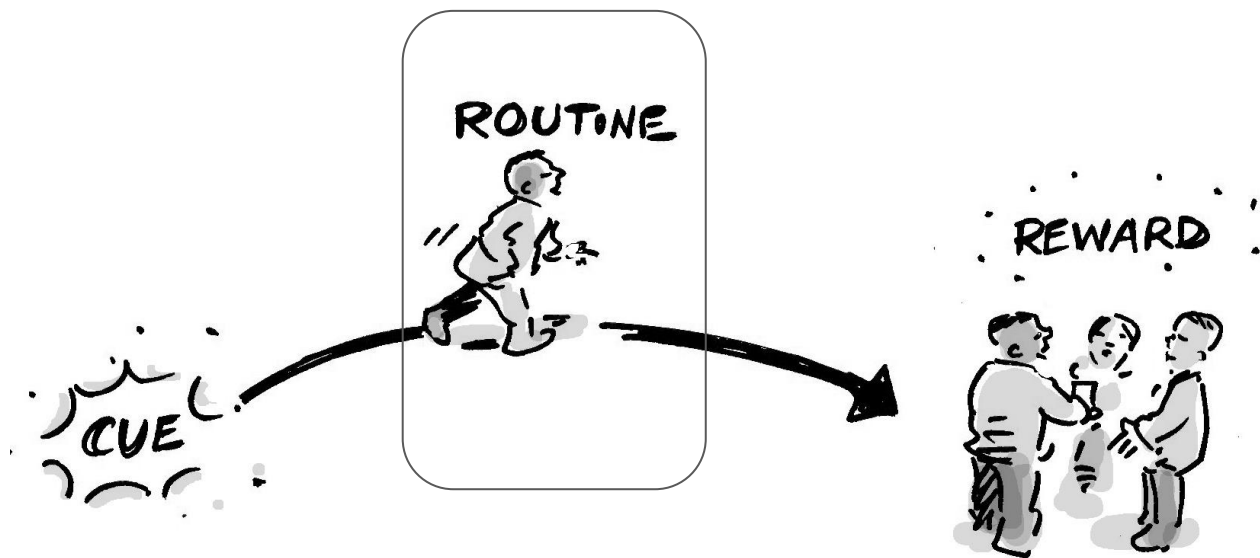Shunryu Suzuki

Habit #2: emotion avoidance

Habit #3: problem solver

Habit #4 social needs

When __*<<I notice the urge to be right>>*_____ ,
I will try ____*<<hold back my opinion>>*____,
which is not like me as I would usually *<<be the first to solve any problem >>*___,
because I want to avoid feeling __*<<stupid or left out>>*___.

The following will happen *<<I'll earn the team's respect and ensure everyone knows I won't tolerate safety destroying behaviour>>*

Insights reflections *<<insert personal reflections, lessons and insights>>*

TOPIC: *Uncomfortable silence*

When, where, who of the test: *in the next two days*

When __ *<<I ask a question and there's no immediate response>>*_____ ,
I will try _____ *<<sit in silence and let people come up with ideas>>*____,
which is not like me as I would usually ___ *<<fill the silence with my ideas>>*_____,
because I want to avoid feeling __ *<<awkward and uncomfortable>>*___.

The following will happen *<<I'll earn the team's respect and ensure everyone knows I won't tolerate safety destroying behaviour>>*

Insights reflections *<<insert personal reflections, lessons and insights>>*

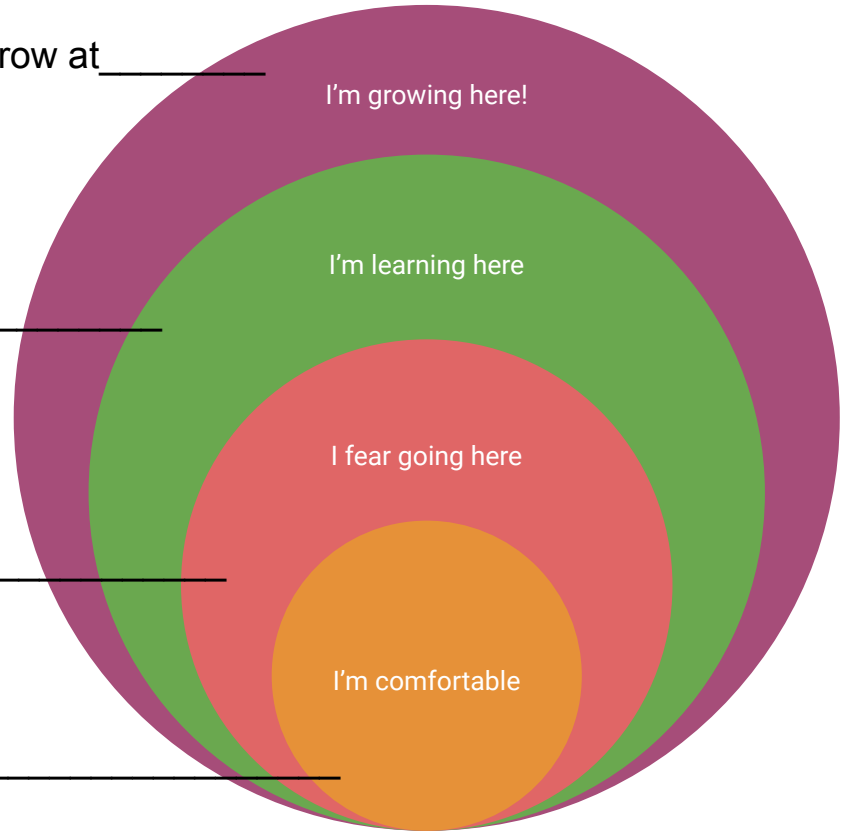I have the capacity & passion to grow at_____

I'm growing here!

I'm learning here

I wanna learn to_____

I fear going here

I need courage to face_____

I'm comfortable

I don't want to change right now_____

Thinking about your goal does it make sense as a "stretch"?

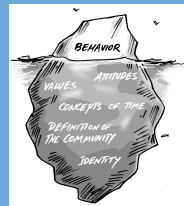Does your goal evoke feelings of nervousness or slight anxiety?

Are you convincing myself that this goal is challenging when it really is not. What's my intuition say?
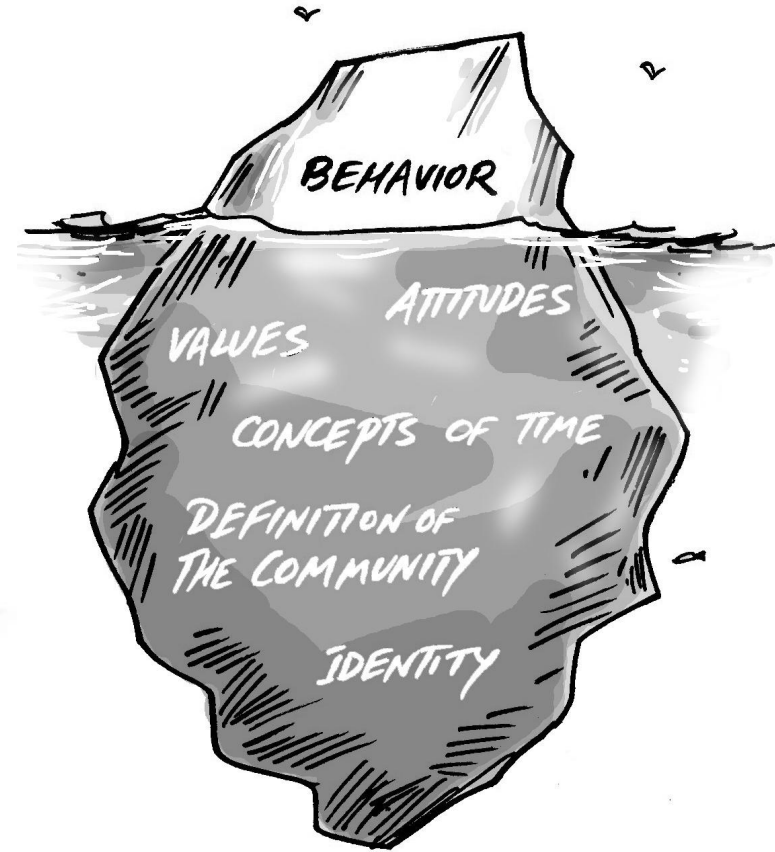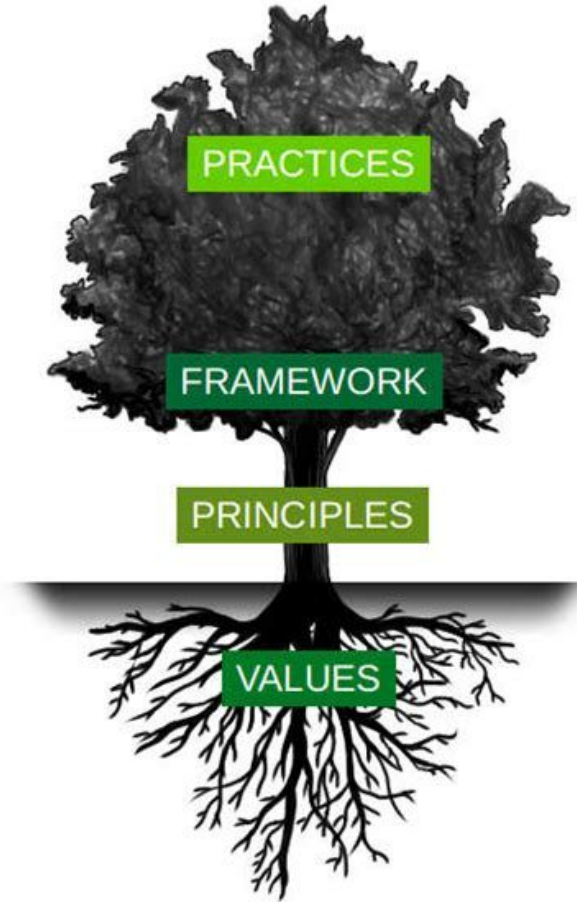

TIPS:
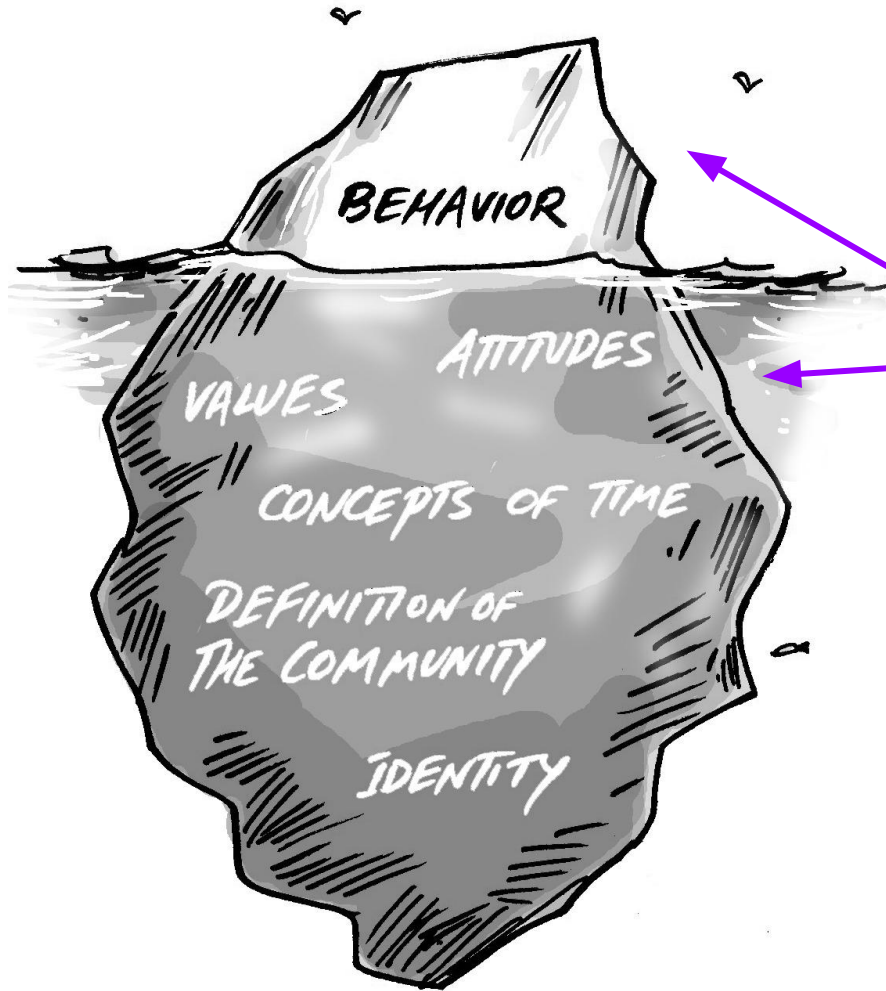- Ask your friendly "other"

- Re-check as the experiment is live

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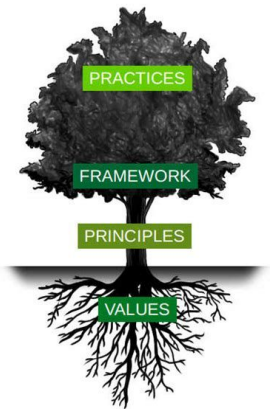
"problem-focused" and "action-oriented"

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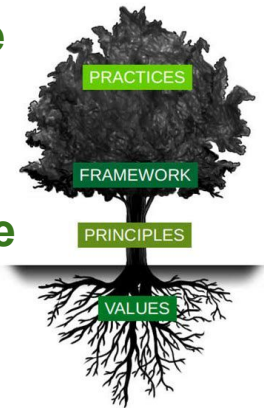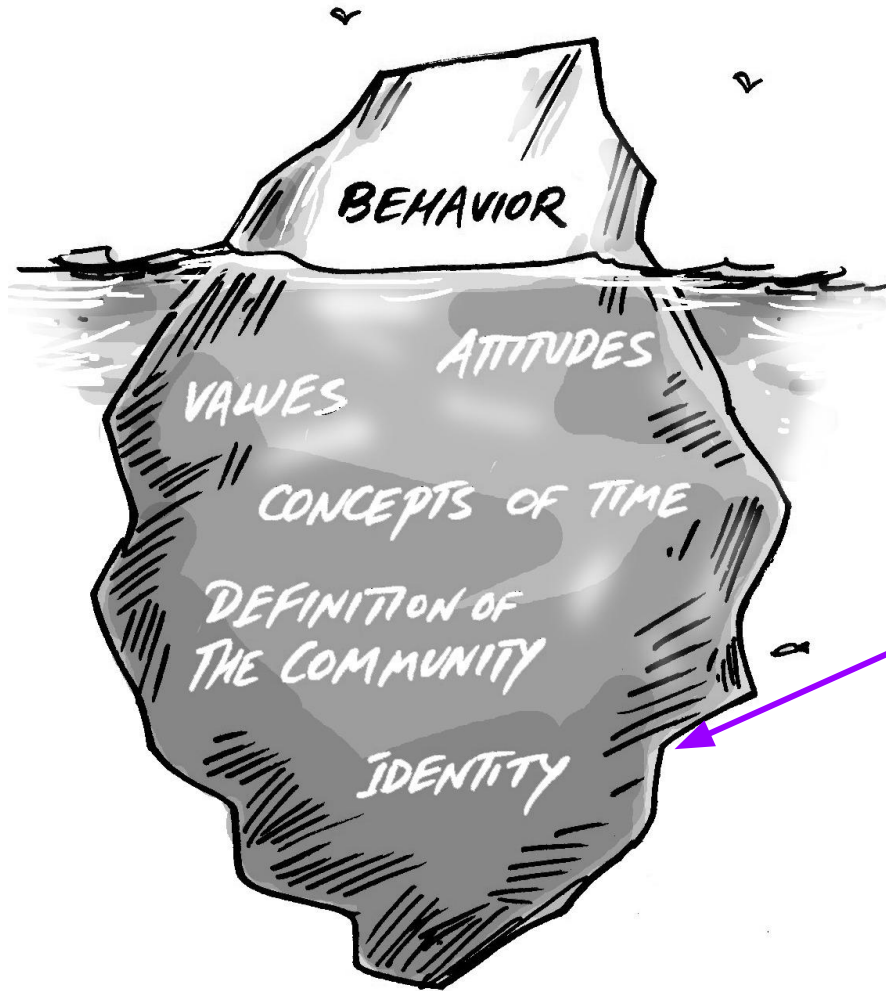
Psychoanalysis (from Greek: ψυχή, *psykhḗ*, 'soul' + ἀνάλυσις, *análisis*, 'investigate') is a set of theories and therapeutic techniques[i] used to study the unconscious mind,[ii]
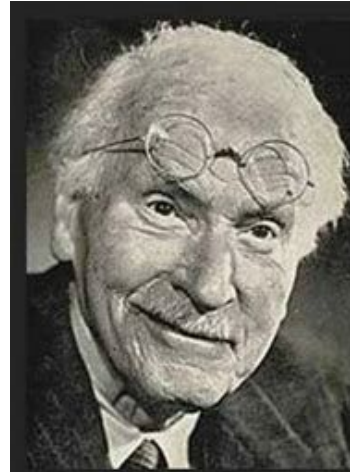
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You **shadow** is either an unconscious aspect of the personality that the conscious ego does not identify in itself; or the entirety of the unconscious, i.e., everything of which a person is not fully conscious. In short, the shadow is the unknown side.
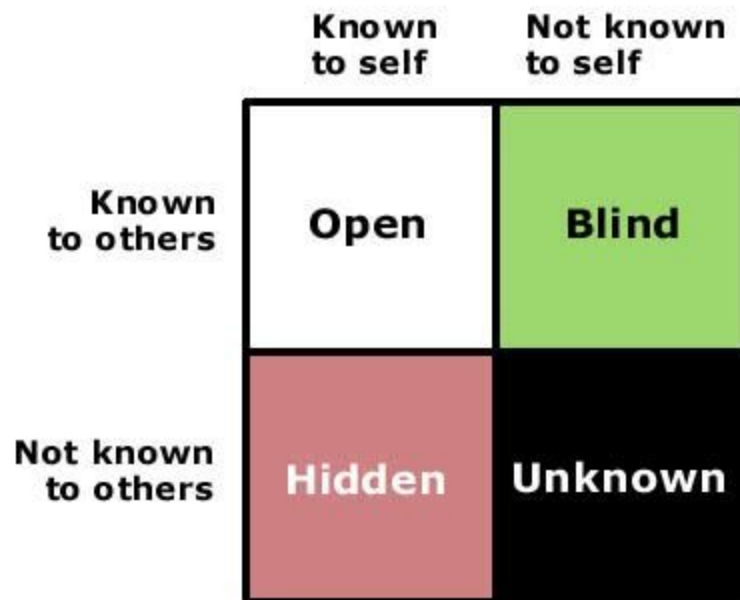
"One does not become enlightened by imagining figures of light, but by making the darkness conscious."

C.G. Jung

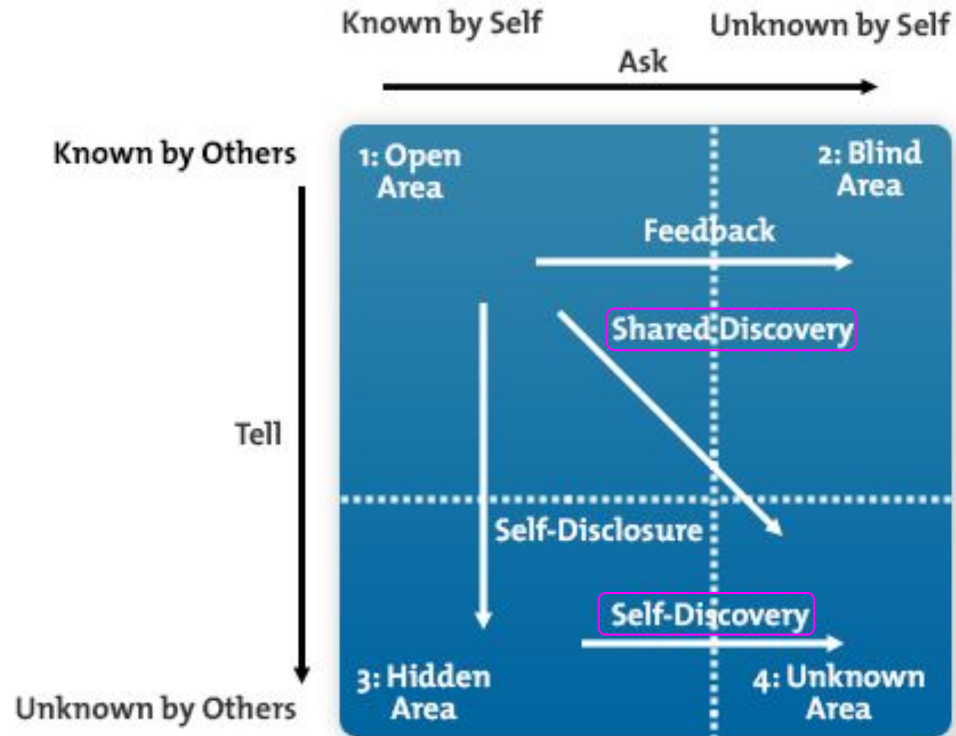**Wholeness for humans depends on the ability to own their own shadow.**

Carl Jung

DISCLAIMER: Niall is <u>NOT</u> a trained psychologist
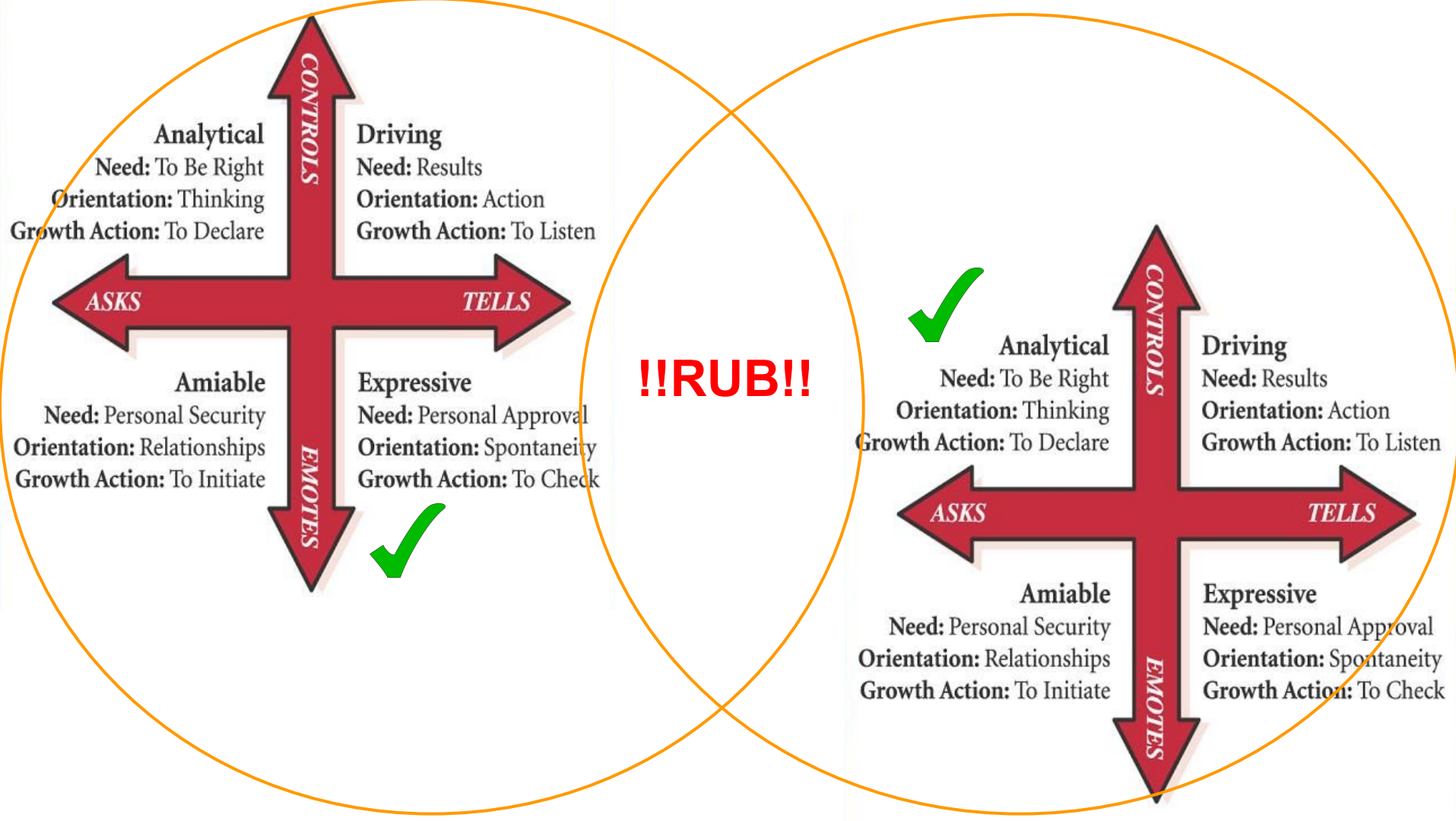
The Johari Window

Glimpsing your shadow / shedding light

- Adaptive versus technical learning goals

- Immunity to change coaching

- Mentoring / coaching

- Interpersonal clashes and conflict (best)

- Common patterns across your career / life

- Weak signals trying to talk to you

- All your fails & problems are your fault

- Triggers emotions (high / low)

- Psychometric testing blitz (assume they're right and you're wrong about you)
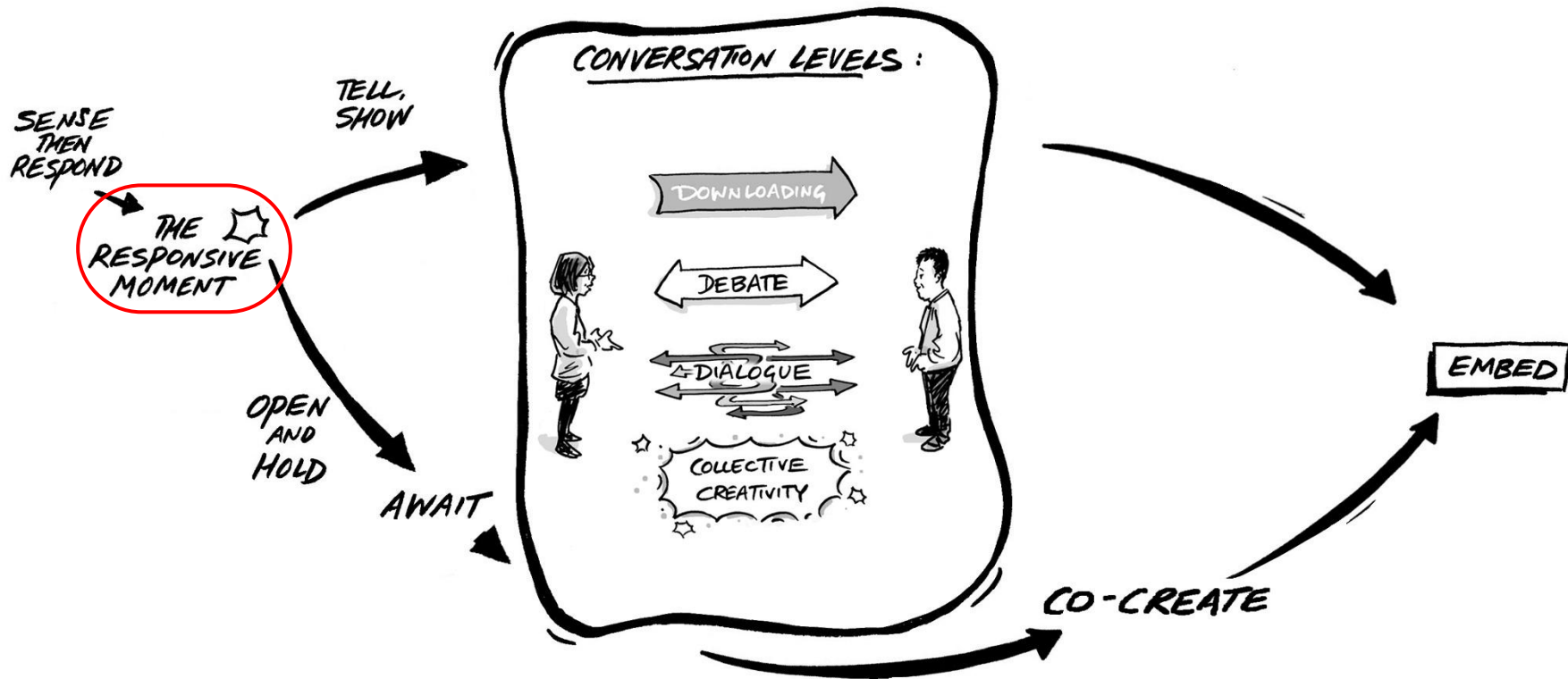
It's not all about you...

Photo: https://buddypunch.com/blog/communication-at-work/

PERSONALITY PIE

Observable Behavior
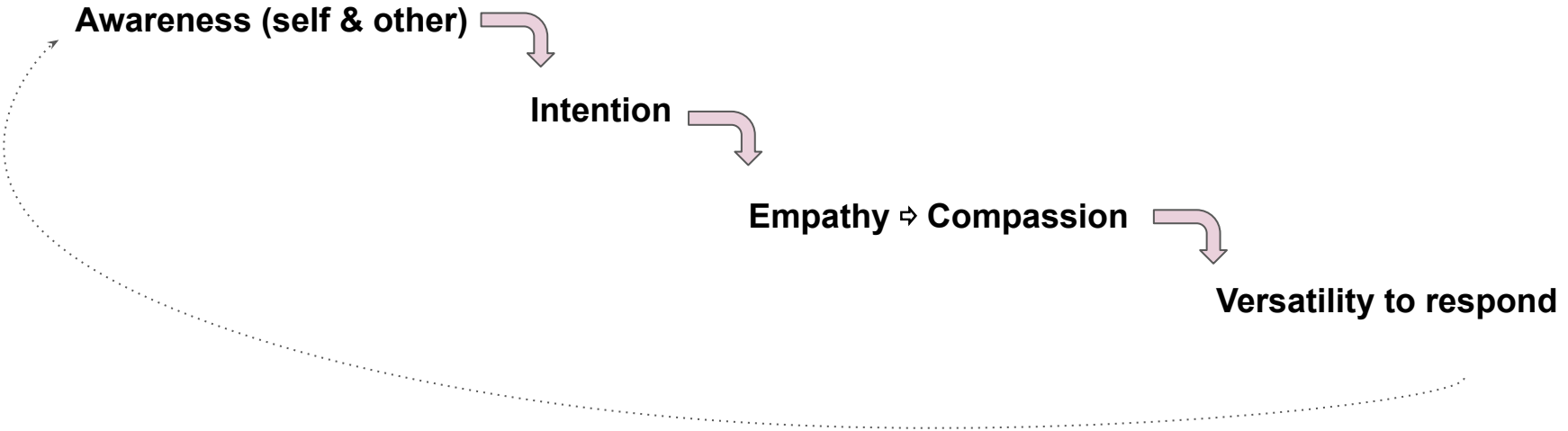**Say/Do**

Personality

Style is like the crust of the personality pie. It is the part that can be seen – the observable behavior.

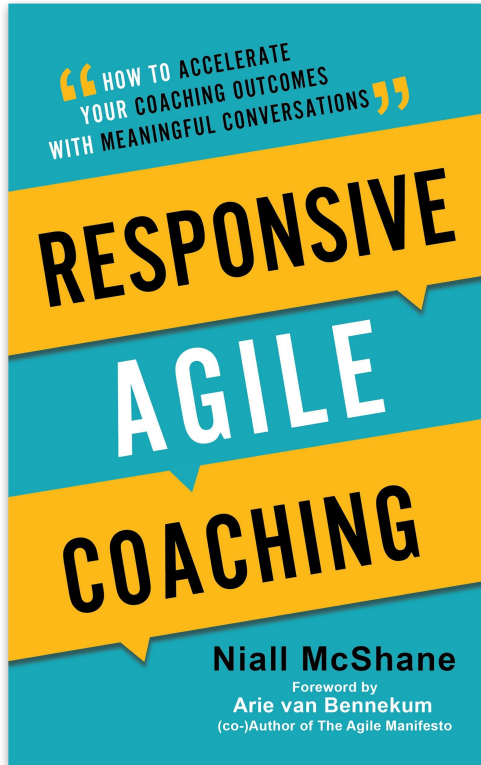Personality includes inner qualities – attitudes, aptitudes, dreams, values and abilities.

Source: tracom.com

SENSE
THEN
RESPOND

TELL,
SHOW

THE RESPONSIVE MOMENT

OPEN
AND
HOLD

AWAIT

CONVERSATION LEVELS:

DOWNLOADING

DEBATE

DIALOGUE

COLLECTIVE CREATIVITY

CO-CREATE

EMBED

Formulae for BEing agile

Awareness (self & other)

Intention

Empathy ⇨ Compassion

Versatility to respond

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www.niallmcshane.com