



THE
EMPOWERED
PRINCIPAL
PODCAST

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**The Empowered Principal Podcast
Workbook
January
Relationships**

The Empowered Principal Podcast

January

Episode # 53

Building a Relationship with YOU

Your Two Selves

Your Heart:

Our heart, is the part of you that is all knowing. It knows who you are, what you are called to do, what you love, what you stand for, and why you are here. It is pure love, pure perfection, and pure knowledge. Nothing can penetrate it. It is the part of you that was created before you were born and the part of you that remains when you cease to walk the Earth.

Your Brain:

Your brain is the part of you that produces thought. It generates thousands of thoughts per day. The brain's task is to keep you alive and functioning. It is constantly analyzing your surroundings and creating thoughts that tell you whether or not something is deemed safe.

The brain thrives on consistency, certainty, and efficiency. It's like an assembly line. It wants you to live a life that is predictable and reliable so it can continue to feel safe and secure. This helped us evolve and revolutionize our physical conditions as cave people, yet it is the very thing that holds us back from continuing to evolve our emotional and mental conditions in current times.

Your brain is influenced by your surroundings. The thoughts it creates are influenced by the people in your life, the conditions under which you live, and the experiences that you go through. This means that you have the ability to influence how it thinks and what you choose to believe.

Exercise: Brain Drain

1. Brain Drain: Taking the role of the Observer
 - a. The first step is to observe your thoughts and your desires from a neutral standpoint. Imagine yourself sitting in a movie theater. Thoughts run across the screen and you are watching them happen separate from you. They don't have any meaning. They are just words across the screen.
 - b. Every day, choose a time to write down the thoughts that appear in your brain. It is most beneficial to select a time when your brain is highly active. This may be first thing in the morning or before you go to bed. Write down as many thoughts as you can. This is called a brain drain. It gets the thoughts out of your body and onto paper.
 - c. Write as quickly as you can and try not to judge or dive deeper into any one thought. Let your stream of consciousness flow and write whatever comes to mind. There is no wrong thought or no wrong way to brain drain.

Exercise: Competing Thoughts

You experience incongruence when you have opposing thoughts. You want to be an impactful and respected school leader AND you don't want to have people not like your decisions.

You want more flexibility and freedom in your life AND you want the stability of a paycheck and employee benefits.

Competing thoughts can leave you feeling confused, disappointed, and stuck. You want to see where competing thoughts are creating incongruence in your life.

Complete the following sentences:

I would love to _____ but
_____.

If _____ weren't an issue, I would _____
_____.

I've always wanted to try _____ however
_____.

If _____ didn't matter, the first thing I would do is
_____.

Episode #54

Relationship with Others

Working with others can be one of our greatest challenges as humans. Let's take a look at the steps we can take to build relationships with new people.

Step One: Clean up our own thinking

Step Two: Analyze using the STEAR cycle

Exercise: Clean up Our Thinking

Brain Drain about _____ (name of person)

What's the story being created about this person?

How does this story make you feel about this person?

Is that how you WANT to feel about this person? YES / NO

If no, use the STEAR Cycle to observe how your thoughts trigger your emotions, which then impact how you approach and interact with this person.

THE STEAR CYCLE

S = Situation
T = Thought
E = Emotion
A = Approach
R = Result

S = _____

T = _____

E = _____

A = _____

R = _____

S = _____

T = _____

E = _____

A = _____

R = _____

S = _____

T = _____

E = _____

A = _____

R = _____

Exercise: HOW to Build Authentic Relationships

Write down ways you show up as your authentic self. How do you want to show up? How can you be honest, original, and willing?

Example:

I can be honest by saying no to committees I do not want to participate in. I can share my own mistakes with my staff.

I can be original by sharing my love of music with my team. I can ask questions that challenge the status quo.

I can be willing by listening to teacher and parent feedback. I can try new ideas and strategies.

HONEST:

ORIGINAL:

WILLING:

Episode #55

Why We Experience Conflict

Whenever we have conflict with another person, it is because we believe they should behave differently than they do. We think they should think differently, speak differently, decide differently, or act differently. We believe that if they change their actions, we will feel better.

This is never the case. Other people are not responsible for our emotions and we cannot manipulate their behavior in an attempt to feel better. It is our job to manage our own thinking and emotions and to allow them to manage their thoughts, emotions, and actions.

Mental Manuals

Name someone who you tend to have conflict with on a regular basis.

What is it about them that you don't agree with or like?

What is it that you believe they should be doing differently?

Why should they do it this way?

If they did exactly what you wanted, how would your life be better?

Do you believe they should follow your mental manual for them? Why or why not?

Are you willing to follow the mental manual they have for you? Why or why not?

How do you want to feel about this person / situation?

What thought would you have to think about them in order to feel this way?

Episode #56
Ending Relationships

Exercise: Three Significant Emotions

On a daily basis, what are your three most common emotions you feel as a principal?

- 1.
- 2.
- 3.

Why do you think you have these emotions on a daily basis?

What do you think this says about you and your life as a principal?

Are you content with these emotions on a regular basis? YES NO

What would need to happen for you to change these emotions?

What would you like your top three emotions to be?

- 1.
- 2.
- 3.

How do you believe your life would be different if you lived with the emotions you want instead of the emotions you have?

Exercise: Deciding When to Say Goodbye

1. If you had the choice of choosing any career or position in the world, would you choose school leadership today? Why or why not?
2. If money weren't an issue, would you come back next year?
3. If money were an issue, but you were guaranteed the same amount of total compensation as your principal position, what would you choose to do?

If the answer to these questions is not a resounding yes to school leadership, it may be time to consider saying goodbye.

How to Say Goodbye

1. Check the status of your daily emotions regarding your work and decide if these are the emotions you want to continue to feel.
2. Ask yourself, "Is this job best serving me? Would I choose it again today? Is this how I want to spend the rest of my career?"
3. If the answer to these questions is no, then it's time to create a plan for saying goodbye.
 - a. Identify what you want to do. This has to be SO compelling that you'll commit to it no matter what.
 - b. Create an exit strategy. Decide how and when you will say goodbye to your job. There is NO rush. You can have a 1 month plan or a 5 year plan.
 - c. Communicate your intent when appropriate.
 - d. Take as much action as possible to put your new career into motion. Set up as much as possible for the incoming leader. Provide as much value to your organization as possible prior to leaving. Express gratitude for all who've supported you along the way. Hustle on the side to get your new endeavors up and running.
 - e. Follow through and allow yourself to feel the emotions that come with saying goodbye. Commit to saying goodbye and choose not to feel regret. Our emotions are a choice based on what we choose to believe. If we believe we've made a mistake, then we feel regret. If we believe that there are no wrong decisions and that no path is perfect and there will be problems regardless of our choices, we can choose to follow what feels best and commit to the work of achieving the life we want.

Exercise: Identify Your Dream

*List the first answers that come up for you. Do not judge or filter your answers.
The more open, the better!*

If I didn't care what people thought, I would...

If I were sure I'd succeed, I would...

If I had the nerve, I would...

If I could be certain it was the right choice, I would...

If I weren't worried about the future, I would...

If I had the freedom, I would...

My DREAM job would be to:

Exercise: My Exit Strategy

My Exit Date:

When and How I'll Communicate my Plan:

What I want to have in place at work before I leave:

What I need to have in place personally before I leave:

What problems do I anticipate coming up?

What is my strategy for overcoming them?

How will I handle negative emotions through the process?