

Eliminating Thought Circles

Worry and Angry Thought Circle:

- Jumping to conclusions
- Imagine the worst possible outcomes
- Highly judgmental

Invitations to Worry Thought Circles:

Invitations to Angry Thought Circles:

Stopping Thought Circles in their tracks:

- Be aware
- Say: "Not now"
- Put it in the Parking Lot

Beware of Tornadoes: The Power of Social Influence towards Negativity

Watch: knowing where conditions are right for producing Tornadoes.

Warning: the first sign of a Tornado occurs when a negative statement is made or someone not present is mentioned in a negative way.

Touchdown: you are pulled in and become a participant.

Protection from Tornadoes:

1. Identify the Tornado as such
2. Listen without taking it to heart
3. Respond by saying, "I hear you"
4. Switch to a positive topic
5. Leave the scene
6. Expand
7. Limit
8. Terminate

CREATING A TOP 20 CULTURE

Job #1: Help Others Succeed

How could I help others succeed in ways that I am not currently doing?

Communicate 'You Matter'

1. Seek the other's benefit.
2. Listen to understand.
3. Value differences.

Honor the Absent

1. Thin Ice!
2. Problem Naming or Problem Solving.
3. Keeping My Lake Clean:
 - A. How do I communicate "Dump Here?"
 - B. How do I or could I communicate "No Dumping Here?"
4. Name is Sacred
5. Practice the 2-out-of-3 Rule: Say someone's name.
Say something negative.
Say it to someone else.

See the Problem, Own the Problem

Assessing Our Culture:

- 8-10 Significantly present in our culture
6-7 Often present in our culture
4-5 Seldom present in our culture
1-3 Significantly absent in our culture

_____ Job #1: Help Others Succeed

_____ Communicate 'You Matter'

_____ Honor the Absent

_____ See the Problem, Own the Problem

Conflict Resolution

Describe Conflict in the Frame

	<u>Toe-to-toe</u>	<u>Heart-to-heart</u>
•SEE person	- Win-Lose - Value the 'thing' - Opponent = adversary - Save face	- Win-Win - Value the relationship/other - Partner - Keep self-respect
•FEEL	- Angry, resentful, judgmental - Belligerent	- Calm, willing, open - Cooperative
•DO	- Now when Below the Line - Interrupt - Attack with "you" statements	- Later when Above the Line - Listen to understand (paraphrase) - Talk with "I feel" statements
•GET	- No resolution: problem is buried alive - Mutual loss: L-L - Worse relationship - Impossible 'Next Time'	- True resolution: a better way or 3 rd Alternative - Mutual benefit: W-W - Improved relationship - Better 'Next Time'

Toe-to-toe Strategies:

- Historian
- Comparer
- Apathetic
- Mimic/Tone
- Intellectual
- Drill Sergeant
- Grammar Teacher
- Lawyer

Use the Problem Ball

- 1) Stand heart-to-heart
- 2) Each person shares what he/she needs
- 3) Work together to see if you can discover what would be mutually beneficial

Prepare

- 1) Listen
- 2) Identify what's important to me
- 3) Communicate Win-Win; Believe there's a better way than mine.

TOP 20 TRAINING'S MISSION

To empower people to reach their true potential by providing light-hearted, life-changing seminars and materials that create sudden and substantial growth in emotional intelligence.

TRAINING and EDUCATIONAL MATERIALS

Training: Sessions are scheduled to meet the particular needs of a school or district. Specific training is available for:

Educators — Creating a Culture of Learning and Engaging Disengaged Students

Students — Kaizen Retreat (Grades 5-8; 2 hours; topics include listening in the zone, helping others succeed, eliminating negativity, celebrating confusion and making things better after messing up)

Coaches — Developing Potential in Athletes and Teams **Parents** — Guiding Our Children Through Life's Challenges

Training ranges from one hour to three days including keynote presentations and professional development sessions for individual schools or entire districts.

1 Day, 2 Days or Half-day Trainings include a combination of the following topics:

Living Above the Line: How Our Thinking Governs Our

Knowing How to See Things Differently: The Frame

Tending to the Inner Life of Students: Helping Students Get from Fear to Confidence Helping Students

Learn from Mistakes and Move Outside Their Comfort

Creating Safe Connections in the Classroom That Foster Student Engagement Keeping Stupid in the Box:

Eliminating Student Roadblocks for Success

Sending Messages That Foster Potential Activating Beliefs

Creating a Culture of Safety

Helping Students Focus and Listen in the Zone

Reducing Negativity: Eliminating Thought Circles and Tornadoes

Resolving Conflict Heart-to-heart

Practicing Instant Replays: Making Something Better after Making Something Worse Leading from the Inside Out

Pricing varies according to time and group size.

Books: *Top 20 Teachers: The Revolution in American Education*

Top 20 Teens: Discovering the Best-kept Thinking, Learning and Communicating Secrets of Successful

Teenagers Top 20 Parents: Raising Happy, Responsible and Emotionally Healthy Children

1-19 Copies: 20+ Copies: 100+ Copies:

Teacher and Teen Books

\$20 \$18 \$16

Parent Books

\$17 \$15 \$13

Paul Bernabei, Tom Cody and Willow Sweeney are co-founders of Top 20 Training. They have spent over 80 years teaching, counseling and coaching in St. Paul schools and have trained over 200,000 teachers and parents throughout the United States. Their presentations on Top 20 concepts provide immediately applicable concepts and strategies for creating a more positive school experience for students and staff. Their work with schools and organizations focuses on developing more effective workplace teams and cultures.

They have co-authored ***Top 20 Teachers: The Revolution in American Education, Top 20 Parents: Raising Happy, Responsible and Emotionally Healthy Children*** and ***Top 20 Teens: Discovering the Best-kept Thinking, Learning and Communicating Secrets of Successful Teenagers.***

To order Top 20 Training products or for more information, contact Top 20 Training at: www.top20training.com • info@top20training.com • 651-690-5758