

HULINGS AND ASSOCIATES, L.L.C

David J. Hulings
Motivational Transition Coach



www.hulingsandassociates.com
231.865.1455 • djhulings@gmail.com

The Power of Collective PACE
(Dealing with the Impact of COVID 19)

Hulings and Associates, L.L.C.
17634 Dustin Drive, Spring Lake, MI 49456
231-865-1455

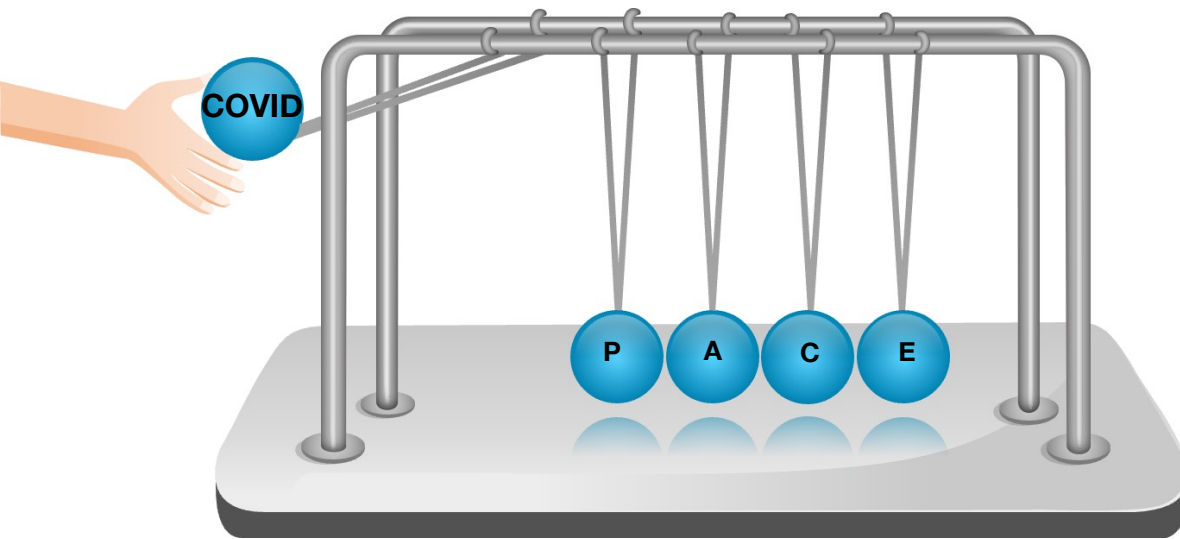
djhulings@gmail.com

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Author: *Just Middle Manager and Archetypes and the Drama of Change*

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Crisis and Collective PACE



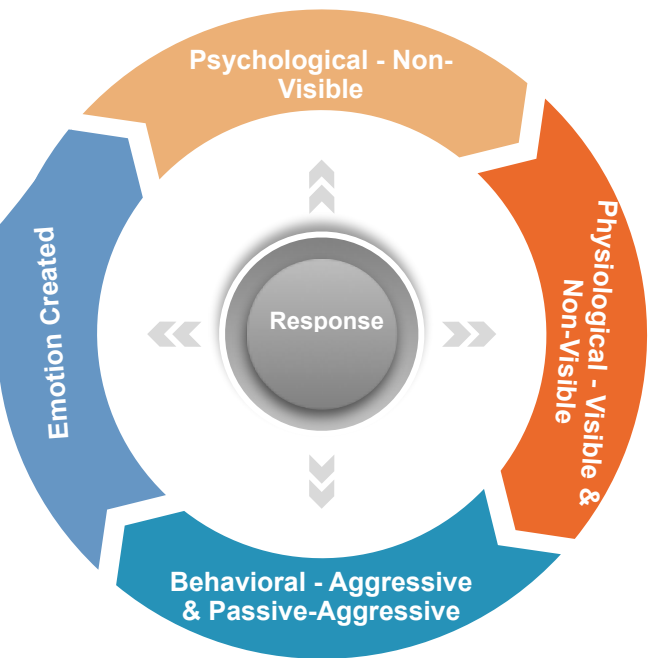
How do you re-frame to change emotion?

STEP #1 - To protect your attitude response, you have to identify how you are interpreting the catalyst. Using the emotional wheel on the next page, identify what emotion your interpretation is creating.

Catalyst

INTERPRETATION
OF CATALYST

STEP #2 - To adjust the behavior of your response you: a) intentionally adjust your cognitive interpretation of the catalyst; b) intentionally create space in your mind for alternative interpretations; c) intentionally allow this adjusted interpretation to change your emotion - you can't fight it. As you reframe it, chemicals are released in your brain to change the previous emotion.



Emotional Wheel (Plutchik-wheel-of-emotion)

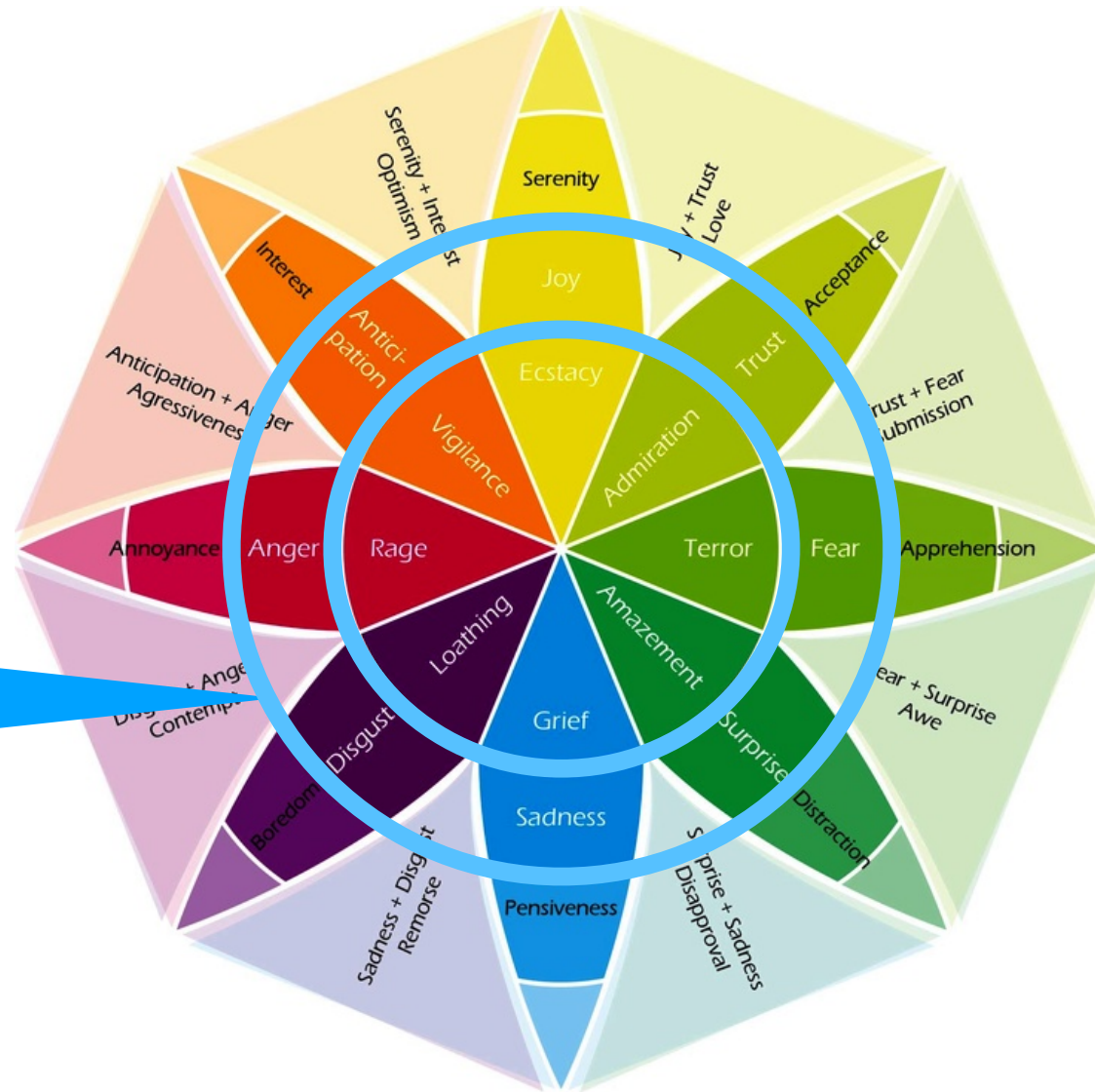


Article: The link between thoughts and emotions: How to change your feelings by changing your thinking (summary of David Burns, *Feeling Good*)

The author of this article (Miguel Villagra) summarizes Burns' book and gives us eight cognitive distortions we often make in our framing process:

1. All or nothing thinking (everything is black and white)
2. Overgeneralization
3. Mental filter
4. Disqualifying the positive
5. Jumping to conclusions
6. Emotional reasoning
7. Should statements
8. Personalization

Do you use one or more of these to frame your situations?



Between blue lines:

8 “base” emotions

Joy
Trust
Fear
Surprise
Sadness
Disgust
Anger
Anticipation

Reframing your Mind by Revolutionizing your:

COGNITIVE ANCHORS

(The subconscious patterns that **imprint a benchmark** we think we should obtain!)



We can't change it, because:

1. It works so well!
2. "Everyone" likes it!
3. This is what we/they know!
4. We are successful the way we are!

Two areas that cause us to hold on to our current paradigms are our *cognitive anchors* and our *assumed constraints*. The first step to revolutionizing paradigms is to identify both.



ASSUMED CONSTRAINTS

(The subconscious assumptions **that constrain us** from doing what we think we should do!)

When baby elephants are born in captivity, to wean them from their mothers' milk, they tie a rope around their leg and stake the rope to the ground. Eventually the baby knows it is "constrained" and can't reach their mom and they quit trying. That is when they untie the rope ... from the ground. But, they leave the rope attached to the front leg. Now the baby only "believes it is constrained." It is not, but believes it is. An assumed constraint is something we "believe" is preventing us from reaching the thing we want to reach.

We can't do that because ...

1. Not enough time?
2. Not enough money?
3. No permission?
4. _____ will say, "No!"

Identify your assumed constraint (what you think is “holding” you back)

Name it: What is holding you back from making the change? I can't change _____ because of: (What do you “believe” is constraining you to reach what you want?) Write down the core of what your mind is telling you to believe:	Is this a “real” or “assumed” constraint? Is there a part of this constraint that is real? Is there a part of this constraint that is false? Take the “belief” that you hold to be true in the first column and determine if the “belief” was true, is true, or will always be true? What is false about it? What portion is not true?	Out with the old, in with the new? Once you identify a false belief you are holding in your mindset, can you replace it with a new belief? Take the false belief and replace it with a new belief that you can move forward to reconstruct your thinking patterns:	To make this new truth real in your life, what are you going to do MORE OF?	To make this new truth real in your life, what are you going to do LESS OF?	To make this new truth real in your life, what are you going to do STOP DOING?	To make this new truth real in your life, what are you going to do START DOING?
Example: I can't better myself because I don't have time to do the thing I need to do.	Example: The part that is real is that I only have 168 hours in a week. The part that is false is that I am not using my 168 hours the best way I can.	Example: I am going to look at my 168 hours and, with intentionality, I am going to account for each one to give myself _____ hours to do what I need to do.	Example: I am going to be more intentional with my calendar.	Example: I am going to be saying “yes” to everyone less .	Example: I am going to stop volunteering for everything.	Example: I am going to start the one thing I keep saying I have no time for with the hours I have set aside to attain it.

Identify your cognitive anchor (what you think it “must” look like)

Name it: What do you want to change but your mindset is telling you it can't change, shouldn't change or would be worse if it did change?	What is the basis for your “cognitive anchor?” This is the reason you believe the thing should not change. What is the “belief” or “value” you think this “anchor” will achieve if you hold to this “anchor?”	Out with the old, in with the new? Now that you have identified the belief/value you are hoping to achieve with the current “anchor,” ask yourself, “Can the proposed change still accomplish the same belief/value, but in a different way? Can it even enhance your belief/value?”	To make this new truth real in your life, what are you going to do MORE OF?	To make this new truth real in your life, what are you going to do LESS OF?	To make this new truth real in your life, what are you going to do STOP DOING?	To make this new truth real in your life, what are you going to do START DOING?
Example: This is the thing everyone is telling me to change and I don't seem to agree: Everyone is telling me to do this process differently.	Example: I have done this process this way for years. I have made it proficient and tweak it and personalized it. My way to do the process is the best way to do it. What is the belief/value I hold: Efficiency and proficiency	Example: The proposed process is different, but it can, if I give it time, allow me to complete the process even more efficiently and proficiently because:	Example: I am going to put more effort into learning the new process.	Example: I am going to look at the new proposed process with less negativity.	Example: I am going to stop using the mindset that says, “It must be good because this is how I have always done it.	Example: I am going to start believing, like many things, everything can be improved no matter how efficient or proficient I think I have made it.

Identify your Ochyroma (the stronghold I run to when it get tough)

(See following sheets)

<p>Name it:</p> <p>What is the one thing that you “must” do if things get tough?</p> <p>Where do you run when you are hit with a tough circumstances. (Use the following archetype and Ochyroma charts to identify possible “strongholds.”)</p>	<p>Where did the “imprint” of your Ochyroma</p> <p>Why do you think this is your “stronghold?”</p> <p>Can you think of a life story that informs you as to where this archetypal imprint may have come from?</p> <p>This is very reflective work.</p>	<p>Out with the old, in with the new?</p> <p>Typically an Ochyroma has a strength and a shadow (see the following pages). The “shadow” side is what makes the Ochyroma a “prison.”</p> <p>What is your plan to make sure you have a way out of your stronghold when you are taken captive by it?</p>	<p>To make this new truth real in your life, what are you going to do MORE OF?</p>	<p>To make this new truth real in your life, what are you going to do LESS OF?</p>	<p>To make this new truth real in your life, what are you going to do STOP DOING?</p>	<p>To make this new truth real in your life, what are you going to do START DOING?</p>
<p>Example:</p> <p>I relate to the “Warrior” archetype and my stronghold is I need to perform and reach excellence.</p>	<p>Example:</p> <p>My parents always demanded the best from us. We were held accountable for even the smallest egregious mistake.</p>	<p>Example:</p> <p>I am going to have someone hold me accountable for when I keep working and working and working to reach excellence. To help me get relief.</p>	<p>Example:</p> <p>I am going to be more conscious of when I am trying to work my way out of a problem, crisis or difficulty.</p>	<p>Example:</p> <p>I am going to try to think less about proving my performance to others.</p>	<p>Example:</p> <p>I am going to stop working in a way that burns me out.</p>	<p>Example:</p> <p>I am going to start finding ways to work “smarter” vs “harder.”</p>

ARCHETYPES AND OCHYROMA

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ARCHETYPE	POSSIBLE OCHYROMA	REASON IT IS A STRENGTH	REASON IT IS COULD BE A PRISON
Innocent (Realist)	<p>The Innocent will run to a place where he or she believes everything is always going to work out. They just trust everything and everyone.</p> <p>OCHYROMA: Believing all is well!</p>	<p>Hope is a good strength to have in your life. People who live without hope can often be depressed. Running to and hiding in a fortress of hope helps us to remain optimistic in times of trouble.</p>	<p>When I always hope that things will work out, I can sometimes stick my head in the sand and not realize that I have a responsibility. I just assume other people will take care of it. Because I trust that things will work out so much, I am in prison because I can't see reality.</p>
Orphan	<p>The Orphan typically wants to see danger, and is looking for things that may hurt people. They want to be the ones who point out the danger so that they can rescue people from certain peril.</p> <p>OCHYROMA: Seeing dangers before anyone else sees them!</p>	<p>Looking out for danger, especially in unique times, certainly makes sense. The Ochyroma is very much the fortress built by the Orphan voice.</p>	<p>Always looking for danger can often become a prison, because you were never free from the dangers that you perceive. You were locked into always having to look for danger. It never let you out, because if you got out, you might be in danger.</p>
Caregiver	<p>The Caregiver always wants to help. They're willing to be self-sacrificing, supportive, and always available. They volunteer endlessly.</p> <p>OCHYROMA: Helping others accomplish their goals!</p>	<p>This is a strength for Caregivers, because they see opportunities that will help others move closer to their goals. They are less concerned about their own goals and more concerned about what matters to others. That is very valuable in our society.</p>	<p>Helping others can become a prison very fast if they don't have boundaries. They might struggle to make decisions for themselves, or fail to advocate for their own needs, because they are always worried about how it will hinder their helping other people.</p>
Warrior	<p>The Warrior wants to excel, to win, to secure the reward, to be battle ready.</p> <p>OCHYROMA: Exhibiting excellence in all matters!</p>	<p>Being able to be excellent in everything you do is a badge of courage. People point to you as an example of how things should be done. You are a doer of things, known for not just action, but the ways in which you achieve results.</p>	<p>Having the pressure of getting things done correctly and in the most excellent way, every time, can be a prison. You are locked into a set of accomplishments and standards. You're never free from doing anything except the very best. When or if a time crunch occurs, it may be difficult to perform your best over and over and over.</p>

ARCHETYPE	POSSIBLE OCHYROMA	REASON IT IS A STRENGTH	REASON IT IS COULD BE A PRISON
Seeker	<p>The Seeker views life as a journey. Seekers are always looking for something different, like their version of Nirvana. They want to find what others cannot find or envision.</p> <p>OCHYROMA: Seeing what others can't even imagine!</p>	<p>Seekers take us places no one else can take us. They have the ability to see a world that is better. They are able to lift us up to new heights, new adventures, new ways of thinking, new ways of doing things.</p>	<p>Seekers are always looking for Nirvana. When they find Nirvana, the next morning they have to pack up their tents and drive off and find it again, because they feel that what they found could not possibly be what they truly wanted. In this regard, they are imprisoned because they are never truly satisfied.</p>
Lover	<p>The Lover wants to embrace the past and embrace others. Lovers desire to ensure that everyone comes together, passionately around a cause or goal.</p> <p>OCHYROMA: Holding on!</p>	<p>Lovers gets juiced by bringing everyone together. They get strength from holding onto values they deem best for all. They run to this stronghold to make sure things remain the same as long as possible.</p>	<p>When you spend much of your energy holding on to the values that were celebrated in the past, that can quickly become a prison in the present/future. Lovers can embrace something so hard that the thing they're embracing actually holds them back.</p>
Destroyer (Revolutionary)	<p>The Destroyer dismantles what is no longer affective. They want to start the first step of a revolution by taking down what is not working.</p> <p>OCHYROMA: Their desire and skill set is to take things apart, and knowing this is vital if you want affective change!</p>	<p>Destroyers want to make sure that their time is not wasted. When they begin to take things apart that are no longer efficient, it gives them energy to know that they are making sure people are not wasting their time.</p>	<p>If you get energy from taking things apart, you might, at times, find yourself dismantling things that should have been left as is, imprisoned by misplaced desire to tear down structures as an end in itself.</p>
Creator	<p>The Creator needs to put tangible things together, beyond ideas, stretching everyone to "build" the <i>instrument</i> that could be a product to help everyone.</p> <p>OCHYROMA: Their need to build and put substance to ideas!</p>	<p>Being able to point to something you created can be exhilarating, and Creators are highly valued for this vital quality. In a crisis, they want to build and endeavor to provide tangible solutions and products to address complicated challenges.</p>	<p>When you run to create something every time, you face the challenge of an uphill battle. To create means you have to have material and resources, along with a level of approval from those you need to appease.</p>

ARCHETYPE	POSSIBLE OCHYROMA	REASON IT IS A STRENGTH	REASON IT IS COULD BE A PRISON
Ruler	<p>The Ruler wants to put life in order, using structure, policies, and procedures to set the kingdom in order. Rulers cannot tolerate disorder and/or dysfunction.</p> <p>OCHYROMA: Structure and order being in control!</p>	Organizing and structuring keeps the Rulers in control of their world. When faced with challenges they run to control things; when in control, they feel safe.	Being in control of everything can be a challenge. Control is often an illusion. We can't always control the world around us. When we need to control to feel good we can become imprisoned.
Magician	<p>The Magician has the need and desire to transform the world around him or her. They want to be catalysts for positive change, both individually and globally.</p> <p>OCHYROMA: Transformative change!</p>	Seeing transformation in the lives of others can be powerful. The ability to change others' cultures and/or directions is powerful. Magicians run to this stronghold when they see challenges as opportunities.	Having a desire to change things is demanding. It can imprison a person who always feels the need to transform, because many people do not want to change; rather, they prefer the status-quo.
Sage	<p>The Sage wants to learn new things and teach others what they know. That want to pursue truth, and are often are very knowledgeable, manifesting a deep need to express their knowledge to others.</p> <p>OCHYROMA: Knowing everything that is important to know!</p>	Having knowledge is powerful. Knowing what others may not have discovered and being able to teach it to them gives Sages much value. They run to their knowledge when faced with a challenge to share what they have learned with others.	Needing to know everything can easily become a prison. Often, it is not possible to know everything. When faced with a challenge the Sage is often in a prison because they so need to have the answers but can't find them.
Jester	<p>The Jester wants to enjoy life. They need to have fun and want others to join them in the joy they create.</p> <p>OCHYROMA: Enjoyment as they maneuver through life!</p>	When faced with challenges, Jesters create enjoyment, naturally seeking to turn sorrows and challenges into portals for joy and happiness.	Not everyone wants to party, laugh, or even smile during a challenge. Needing to have everyone enjoy themselves all the time can be a trap. There is a time to laugh, but also a time to mourn. Needing to have fun all time can be a prison.

