

ISP-2021

EQ Hardcore Games

Day 2: The Influence & Feedback Day
January 13, 2021

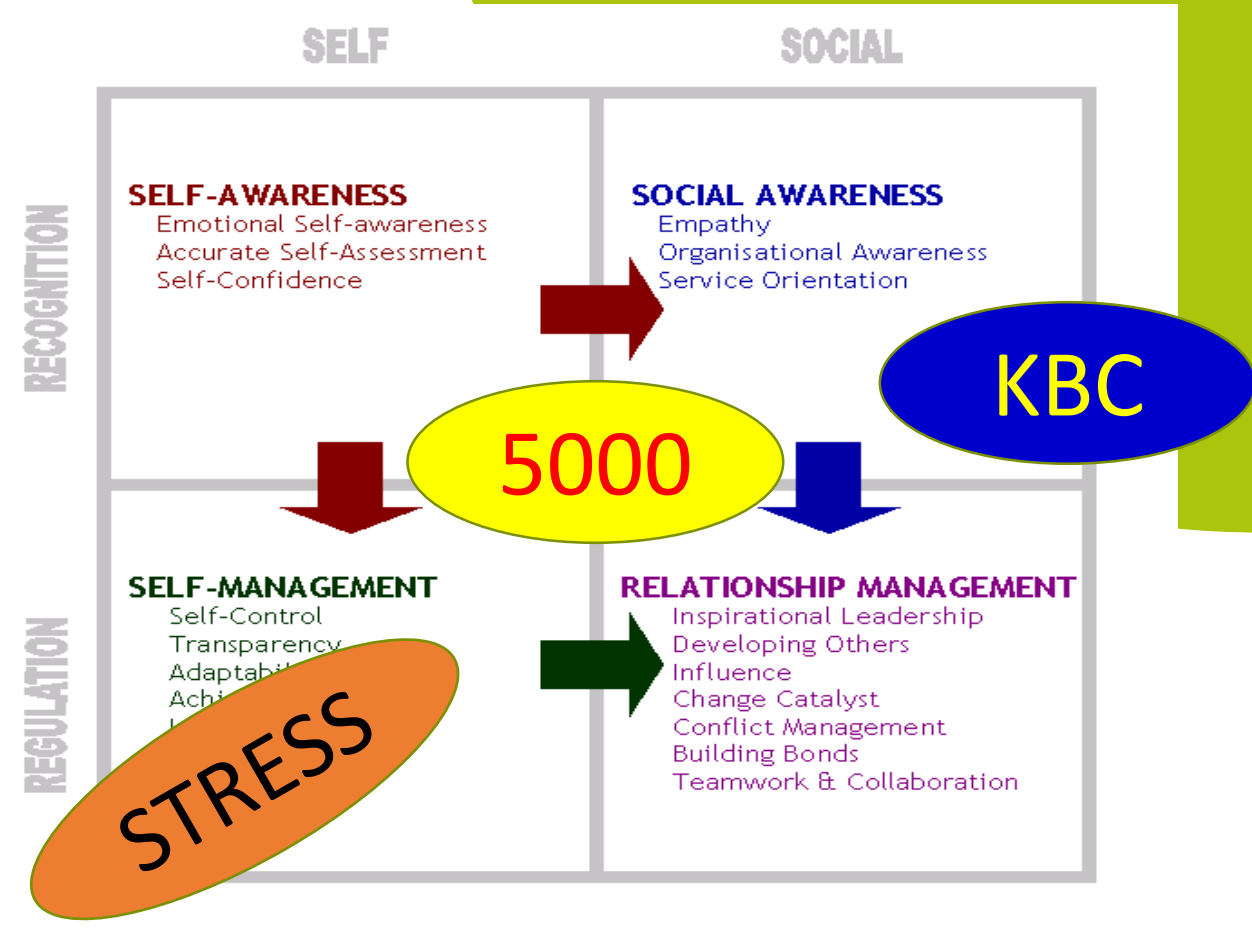
Skoltech

Dmitry Kulish



WHERE WE ARE

- 5000 auction is the EQ arena
 - Self-Awareness: What is your goal?
 - Soc Awareness: What are other people goals?
 - Self Management: Who are these people?
 - Soc Management: Influence coming
- You think this game is rigged and unfair?
 - **Why you have not noticed the difference with original game?**



5000 RUR AUCTION RULES

The Dollar Auction Game

[Shubik \(1971\)](#) introduced the so-called Dollar Auction Game:

In an auction, bidders can buy one dollar. The rule is that every bidder has to pay the highest offer given during the auction. If Bidder A offers 35 cents and Bidder B 40 cents, then Bidder B gets the dollar and has to pay 40 cents, but Bidder A has to pay 35 cents and gets nothing.




5000 RUR


- Are you creator or destroyer?
 - If you create, are you sure your team shares your values?
 - e.g. pizza, or philanthropy, or equal sharing, or whatever
 - If you destroy, are you sure it helps you to reach your goals?
 - Make sure you know the goals of your destroying action
- Are you bored?
 - It means that you will be bored again when next time you encounter competition for crucial resources. So you better try now to look for your unlimited resource and then figure out the keys to the game
 - If you think you do not have an unlimited resource, stop breathing
 - Now look which part of your breathing may use some money
- The keys to the game are:
 - personal awareness:
 - **which goal of mine is supported by my current action?**
 - social awareness:
 - **do people around me share my values or have something to trade?**
 - **INFLUENCE: 1) make them listen, 2) make them agree, 3) make them act**

- Once upon a time there was a woman named **Abigail** who was in love with and married to a man named **Gregory**. It so happened that **Gregory** went to work across the river, while **Abigail** stayed home on the opposite shore of the river. The river that separated the two lovers was teeming with man-eating alligators. Unfortunately, the bridge had been washed away.
- **Abigail** wanted to cross the river to be with **Gregory**. So she went to ask **Sinbad**, a captain of the one and only boat in the river, to take her across. **Sinbad** said he would be glad to if she would consent to give all her and **Gregory** family savings (money and assets) to him before he takes her across. She promptly refused this insane offer and went to a friend named **Ivan** to explain her pain of being separated from the beloved husband and her insult with **Sinbad** unfair treatment.
- **Ivan** turned out to be a philosopher. He said that he practices unconditional love to all beings and recommends **Abigail** also to practice it. **Ivan** believes that any **Abigail** decision in this complicated situation will be correct and she will have his support and unconditional love in any case.
- **Abigail** waited for really long time in pain and tears. She did not receive any message from **Gregory** and felt that her only alternative was to accept **Sinbad**'s terms. **Sinbad** fulfilled his promise to **Abigail** and delivered her into the arms of **Gregory** in exchange for all their savings and assets.
- When **Abigail** told **Gregory** about her payment to **Sinbad**, **Gregory** became furious of this irrational behavior and said he can not be with **Abigail** any more as she ruined their family future. Heartsick and dejected, **Abigail** turned to the passerby girl named **Slug** with her tale of pain and rejection. **Slug**, feeling compassion for **Abigail**, sought out **Gregory** and beat him brutally with the stick. **Abigail** was happy to see **Gregory** agonizing in severe pain. As the sun sets on the horizon, we hear **Abigail** laughing at **Gregory** and thanking **Slug**.


• **Following the story, rank the five characters from the most offensive character to the least objectionable. The character whom you find most reprehensible is first on the list; then the second most reprehensible, and so on, with the fifth being the least objectionable.**




Ivan



Abigail



Sinbad
Workbook – page 53










River









Slug

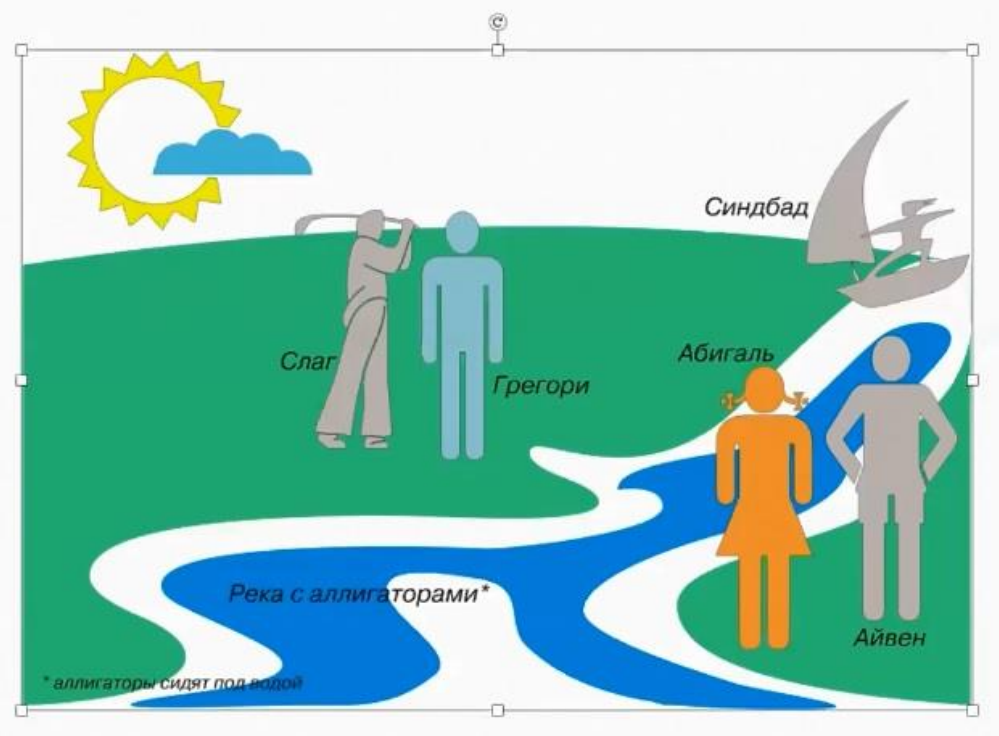


Gregory

Broken Bridge

11



Синдбад

Слаг

Грегори

Абигаль

Айвен

Река с аллигаторами*

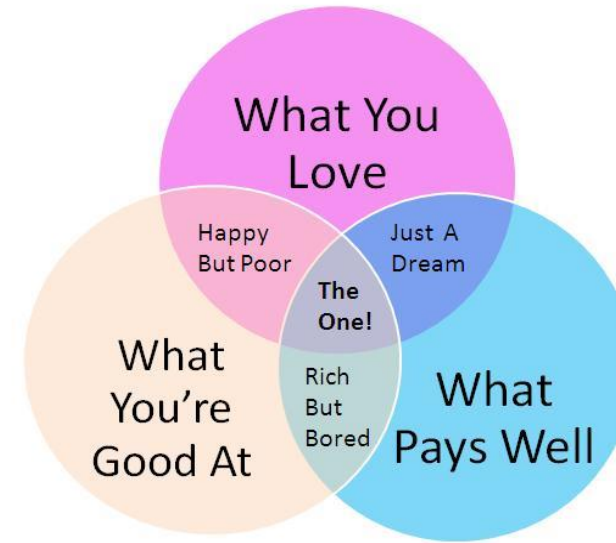
* аллигаторы сидят под водой

Alligator River Learnings

- **whatever makes you care drives you**
 - it is your hunch
 - look for associations with the character that you cared about
- **look how different are people around you**
 - you may fight it or you may utilize it

Your passion is buried deep inside you

- Your true goals:
 - Unique
 - Divine
 - Subconscious
 - Physiological
- Both your brain and society hide them
 - Nobody likes competition
 - Including other people
 - Your brain plays smokes and mirrors and must be stormed
- **But if you think you do not have an unlimited resource, just stop breathing**



Finding your passion isn't just about careers and money. It's about finding your authentic self. The one you've buried beneath other people's needs.

meetville.com

Kristin Hannah

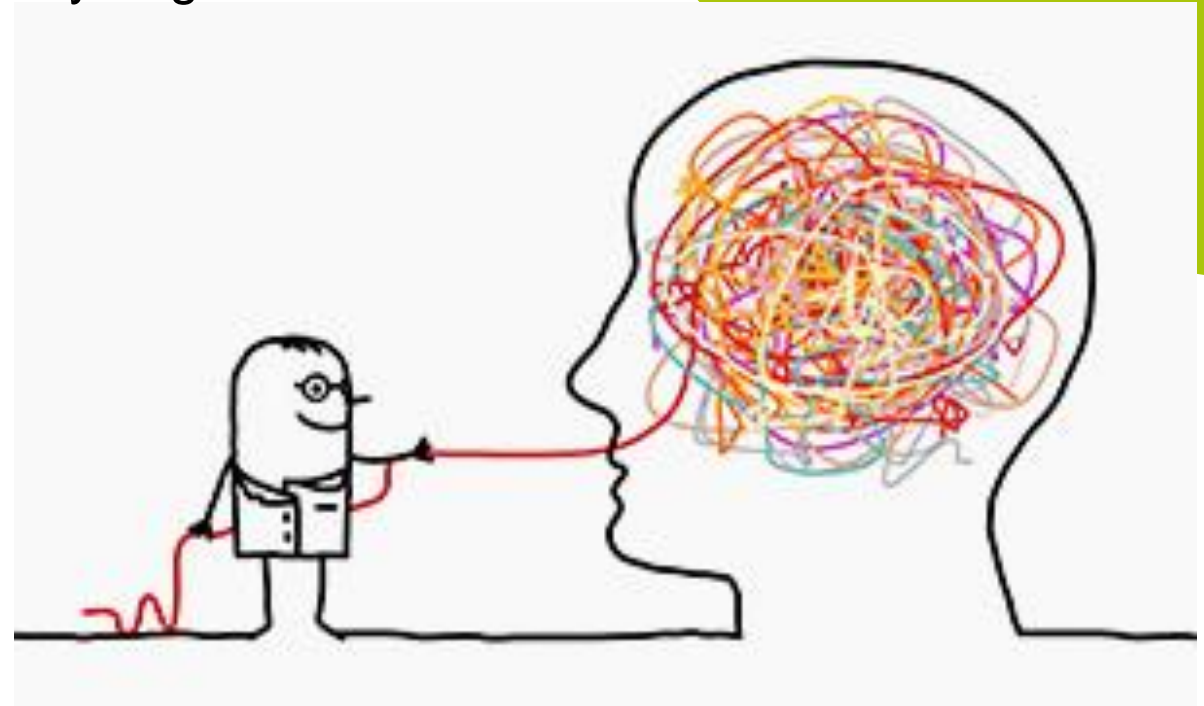
The Goals and Values Smoke and Mirrors

- When you approach your true goals and values, your mind becomes inspired and agitated
 - Nobody likes competition !
 - Feedback loop, confusion, stress
- If your true goals and values contradict your social role, your mind becomes confused and frightened
- Religion is the prepacked set of proven Goals and Values
 - Feedback loop, confusion, stress

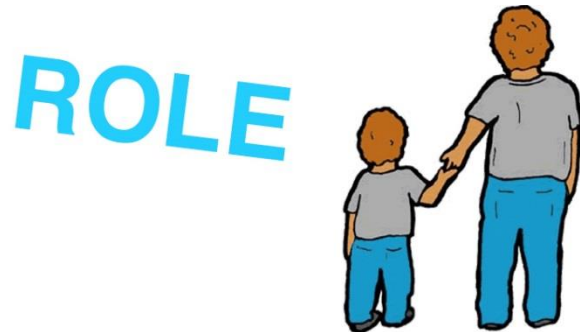


The Working Technique

- Physical exercise + brain processor dump + vizualization of emotional setup
 - The more effort you put the more result you get
- Seing it and writing it up
 - Before it is hidden and fades
- Saying it in a group
 - When you say it, it is being cleared up and solidified
- Listening to others
 - Shifting paradigms
- Starting again
 - Several rounds in one session are good



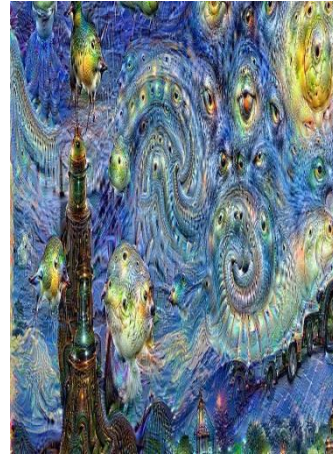
- 6 characteristics of your role model
 - character
 - habits
 - cloth
 - dwelling
 - briefly and precisely



MODEL



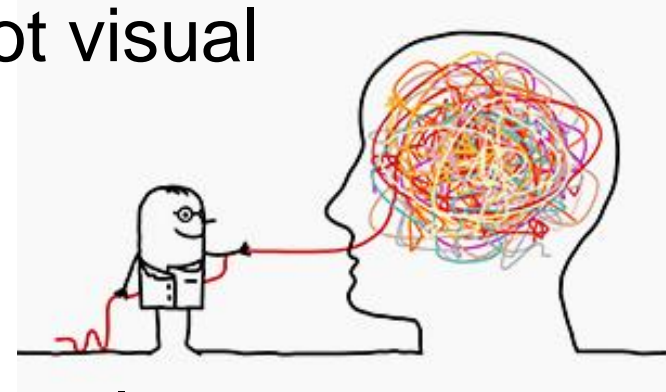
Your best dream visualized



Your dream is visual and not generic

- Happiness is generic and not visual

- Skiing with friend
- Friendly dog
- Anti-meteor defence



- Money is generic and not visual

- what you or your role model buy with this money

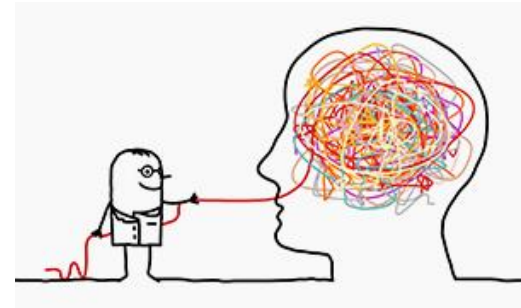
- Warm fuzzy feeling is generic and not visual

- Please define what is warm
 - Open space with temperature 32 oC and humidity 65%
 - Do you really need ocean nearby ?

Your worst nightmare visualized



- Death is not the worst thing
 - When your role model is dead, he does not care
 - Pain
 - Disability
 - Rape
 - Lack of control
- Loneliness is generic – detalize
 - Whom or what you miss and why and how
- Fear, Craving, Jealousy
 - What you fear or crave and how
 - Actualize object and subject



List your values and legibly write them up

NUMBER	VALUE
1	cleanliness
2	solidarity
3	cardiohealth
4	slim body
5	warm relationship
6	fasting after 18
7	scientific reasoning
8	friendship
9	playing tennis
10	growing plants

Rank your values

- Which value I more readily forfeit in this pair?
- Which value is more important right now?

A	B	C	D	E	F	G	H	I
—	—	—	—	—	—	—	—	—
1 2	--	--	--	--	--	--	--	--
1 3	2 3	--	--	--	--	--	--	--
1 4	2 4	3 4	--	--	--	--	--	--
1 5	2 5	3 5	4 5	--	--	--	--	--
1 6	2 6	3 6	4 6	5 6	--	--	--	--
1 7	2 7	3 7	4 7	5 7	6 7	--	--	--
1 8	2 8	3 8	4 8	5 8	6 8	7 8	--	--
1 9	2 9	3 9	4 9	5 9	6 9	7 9	8 9	--
1 10	2 10	3 10	4 10	5 10	6 10	7 10	8 10	9 10



Rearrange your values based on ranking

NUMBER	VALUE
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

List your goals

→ Visualize, Diversify, Detalize, Quantify

NUMBER	GOAL
1	I earn 200 000 roubles per month for the period of two years
2	I happily live with Oksana in Moscow in rented apartment
3	I travel to 114 countries in three years starting with Brazil
4	I do 2 yr project in fluorescent electron microscopy of slime
5	I work in Dr. Powell lab and publish PNAS paper
6	I live in Ankara and work at a winery as a wine trimmer
7	I pass Mandarin Chinese 3 rd level proficiency test
8	I run 100 meters in 14 sec in 2019

Goals vs Values

- Goal is SMART, value is absolute
- Goal can be achieved and completed, value keeps guiding
- Goal is something we want, value is something we are
 - Neither is good or bad

What Is a **SMART** Goal?

- S** Specific: Ask the five W's: who, what, why, where and which.
- M** Measurable: Be able to track your progress.
- A** Achievable: Make your goal ambitious, but not outrageous.
- R** Relevant: Ensure that your goal is relevant to the company's vision.
- T** Time-Related: Nothing gets done quickly without a deadline.

PROJECTMANAGER

Rank your goals











- Is this value relevant to this goal?

	1	2	3	4	5	6	7	8	9	10
1										
2										
3										
4										
5										
6										
7										
8										

Rearrange your goals based on ranking

NUMBER	GOAL
1	
2	
3	
4	
5	
6	
7	
8	

Does this goal supports that goal?

	1	2	3	4	5	6	7	8	9	10	КСЦЦ 1
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											

Rearrange your goals based on ranking

NUMBER	GOAL
1	
2	
3	
4	
5	
6	
7	
8	

WHY WE PRIORITIZED THE SUPPORTED GOALS, NOT THE SUPPORTING ONES

- It is useful to know both
- It is believed that the supporting goals can not inspire
- Only the supported ones inspire and you have to choose the most supported one
 - Happiness is choosing what you already possess
 - **You have to pick your fights**

Enjoy responsibly !

- Prioritize your goals and values
 - Your hunch is somewhere there
- Allocate resources
- Emphasize true goals
- Enhance your action towards goals based on your values
 - Single best tool of destressing any situation is finding out what is your current goal and how you act towards this goal



Hotel Room TABATA workout

DON'T LET YOUR VACATION STOP YOU FROM WORKING OUT! TRY THIS QUICK TABATA-STYLE WORKOUT IN YOUR HOTEL ROOM!



**HIGH
KNEES**

:20

**:10 REST
REPEAT 4X**



**PLANK
JACKS**

:20

**:10 REST
REPEAT 4X**



**STILETTO
SQUAT**

:20

**:10 REST
REPEAT 4X**



**PUSH UP
PUNCH**

:20

**:10 REST
REPEAT 4X**



SKATERS

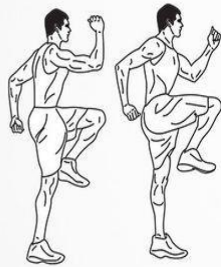
:20

**:10 REST
REPEAT 4X**

GET HEALTHY

EARN YOUR LUNCH WORKOUT

by DAREBEE © darebee.com



1 minute march steps (warmup)

1 minute high knees

1 minute rest

1 minute high knees

1 minute rest

1 minute high knees

1 minute rest

1 minute high knees

1 minute rest

1 minute high knees

done



GET MORE OUT OF YOUR LUNCH BREAK

Work in some exercise to keep your body moving
and your mind sharp.



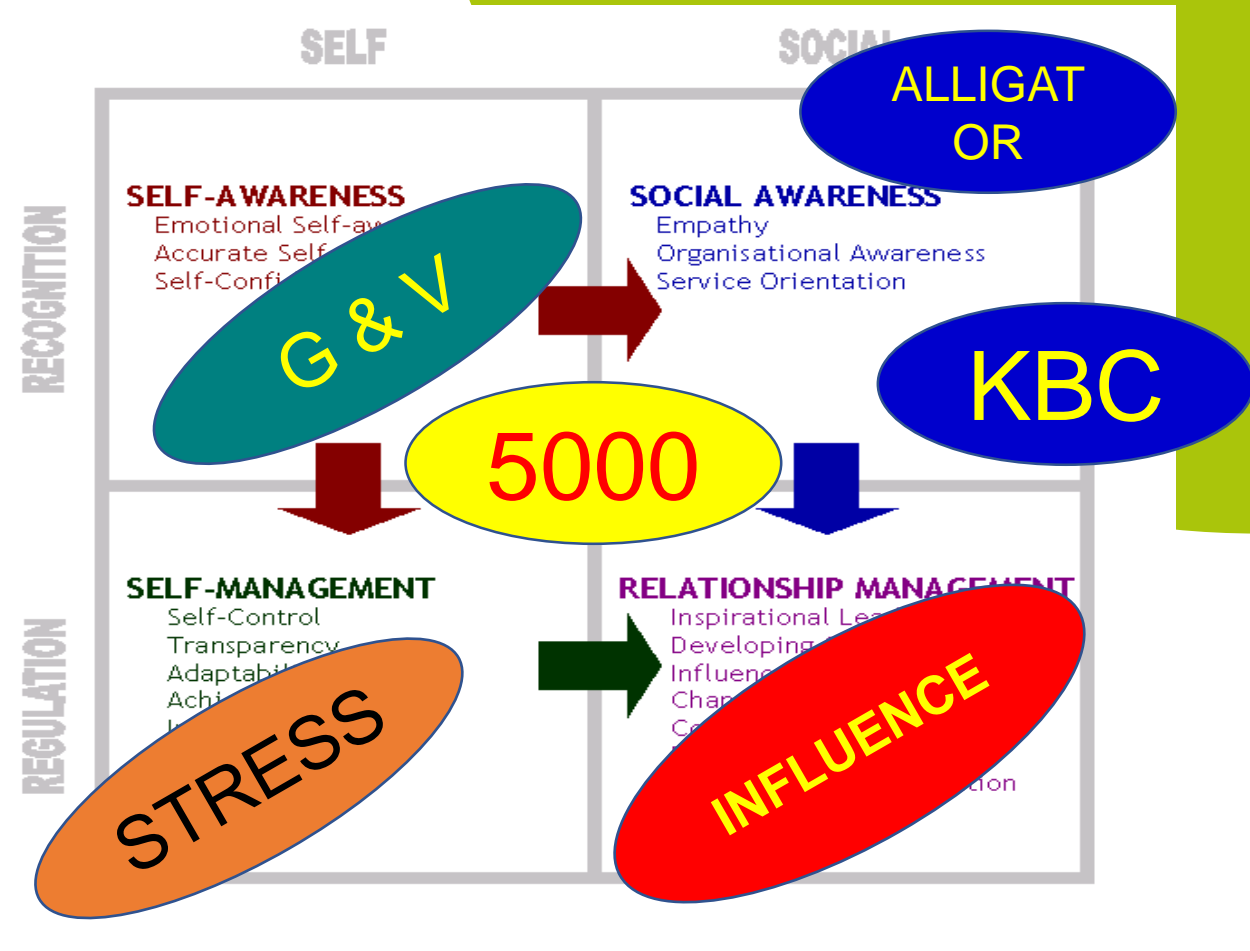
#MoveItMonday

MoveItMonday.org

**MOVE IT
MONDAY!**

WHERE WE ARE

- Now you know your genuine goals and values
 - What drives you
- You know how to manage stress of fighting for your goals and values
 - Alphabet and Meditation
- You know what your group wants
 - Social awareness
- Now it is time to influence (lead) your group to move in the direction of your goals
 - **INFLUENCE is always a problem !**
 - It may be the key problem of the EQ discipline.



INFLUENCE IS ALWAYS A CHALLENGE AND A STRESS

- If you are influential, you have high responsibility
 - I wasted 1,5 million dollars
- If you are non influential, you are depressed
 - You feel dead
- If you ask for something, you allow killing yourself and do not control the situation
 - To many people rejection equals literal death
- If you are asked of something, you are in danger of killing the relationship and do not control the situation
 - To many people relationship is life

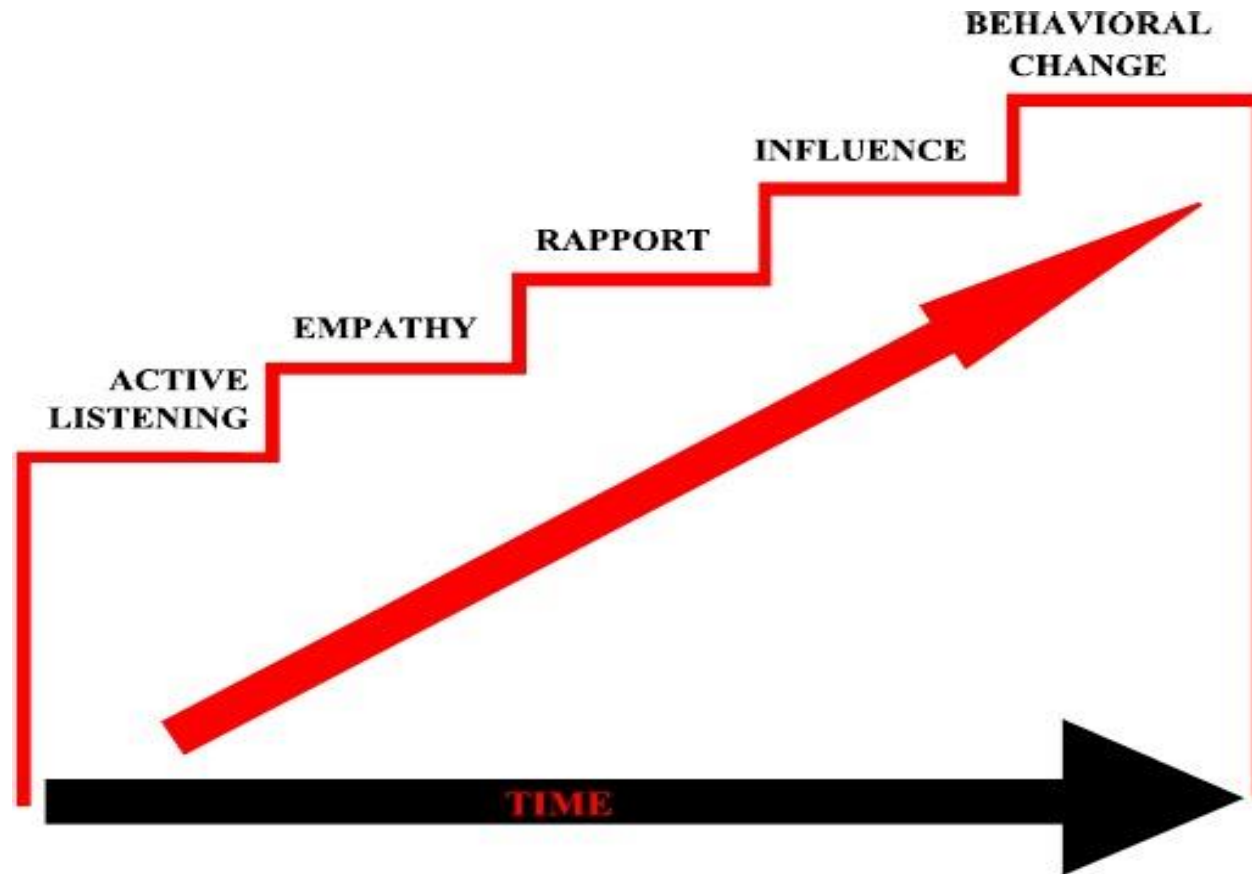
NUMEROUS THEORIES OF INFLUENCE

- Adam Grant:
Warmth + Strength
 - **Disagreeable givers are highly effective**
- Robert Cialdini
 - Liking
 - Reciprocity
 - Social proof
 - Consistency
 - Authority
 - Scarcity



NLP WAY TO INFLUENCE

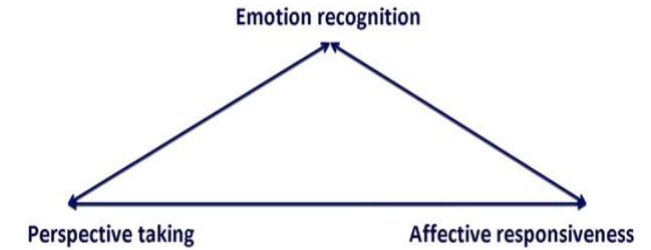
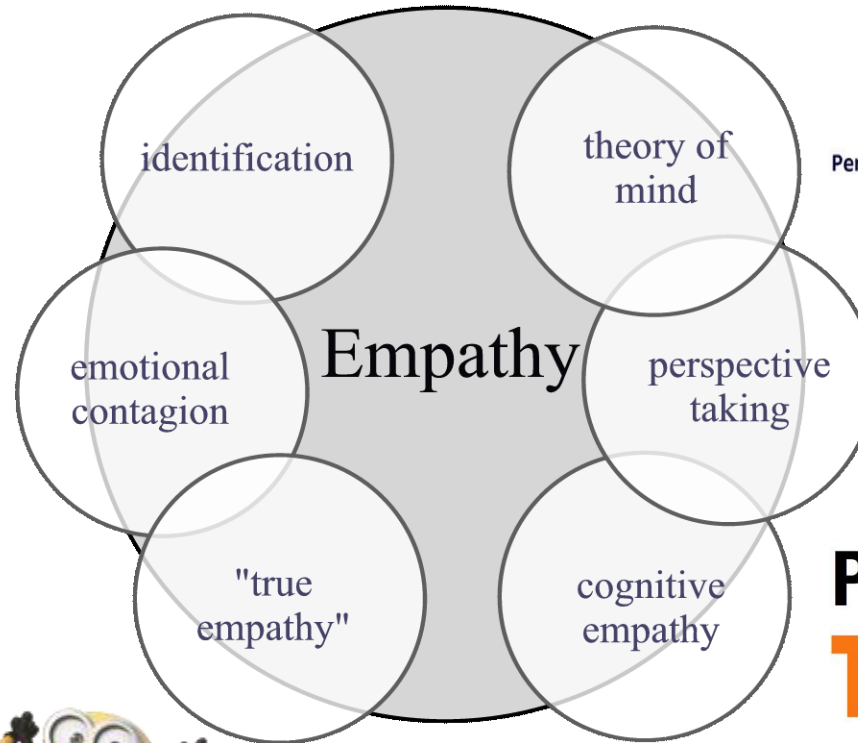
- How to make them do your thing ?



Active listening is key trainable habit of strong negotiator



Empathy = experiencing, not intellectualizing



Put yourself in
THEIR
shoes



RAPPORT RULES



NON-VERBAL DOMINATES

YES !

IT

IS

CRUCIAL

Watch for
it in your
games!

IT'S WHAT YOU **DON'T SAY** THAT COUNTS!



LEARN TO **READ AND INFLUENCE** PEOPLE THROUGH
NONVERBAL COMMUNICATION.

EMOTIONS FOR ENGINEERS

- **Emotions are both biomarkers and hacking tools**
 - EQ masters usually are engineers of emotions
- **Emotions evolved to support survival by boosting signals in our mental landscape. But speed has a price...**
 - Uncontrolled emotion can lead people astray
 - EQ masters put that to good service, often unconsciously
 - If you believe you do not have emotions, you are in danger of being manipulated and depressed
- **Strong emotion inevitably leads to Fight or Flight or Freeze response**
 - Crucial leads to FFF are summarized in SCARF framework

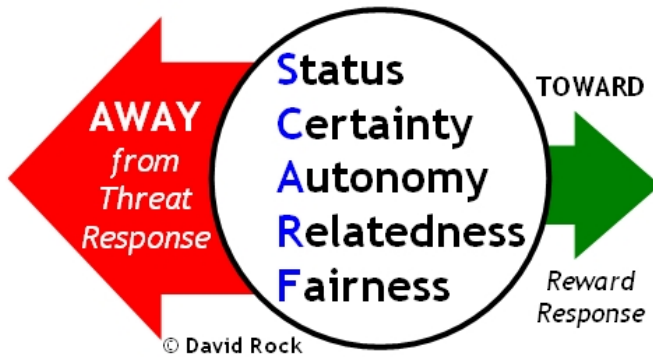


Major problem with Influence

- They simply do not listen to you
 - The only solution is fishing
 - Create comfortable environment
 - Wait until they get bored or unsatisfied by their resistance
- When they open, Start anchoring !
 - See anchoring slides
 - The browsing game is about the moment of opening and the ways of anchoring
- But before that you have to make them to stop running away from you
 - Stress management
 - Self presentation
 - Elevator pitch
- **SCARF**

RESISTANCE: SCARF

SCARF Model of Social Threats and Rewards



- What you nurture right now?
- What you threaten right now?
- In which direction you shift yourself and people around you right now?
 - *Change management unfreeze*
- **Julia Rappoport:**
 - *I understand that you feel {SCARF}-related pain because of {describe situation}. I am sorry about that. I feel {YOUR EMOTION} about that. Lets work together to harmonize our emotions.*

S

Status

Looks at the relative importance of people. **I am valuable!**



C

Certainty

We want to know what will happen, to be kept informed. **I know where I stand!**



A

Autonomy

Our perception of having control over our environment. **I have a choice!**



R

Relatedness

Involves our sense of fitting in and belonging to our 'tribe'. **I belong!**



F

Fairness

The perception of being treated fairly. The same rules apply to all. **I am treated with respect and valued!**

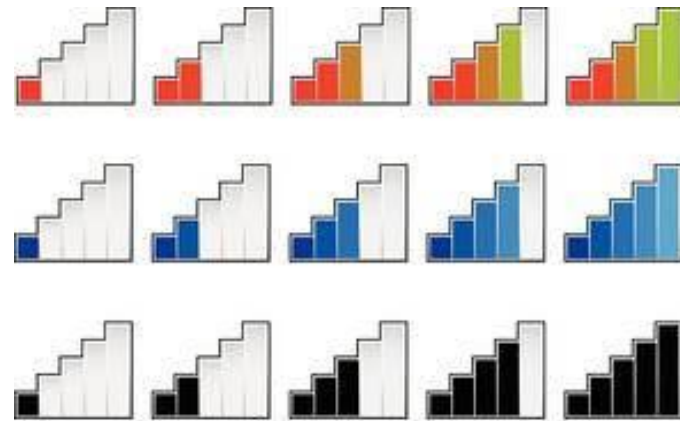


INFLUENCE IS INCREMENTAL DECREASE OF THE PROBABILITY OF REJECTION

- How you search for something unknown while taking risk?

- **INCREMENTALLY !**

- Hypothesis
- Experiment
- Conclusion
- GNG decision



- **The smaller the step the lesser the risk**

- Very successful people are very incremental
- 100 small steps are always better than 1 large step
- Yes! Tedious, boring, difficult. Seatbelts save lives.

thx.

Skoltech

