

ICT for Crews

Sequence for Personal and Professional Development in Crews, based on the Intentional Change Theory.

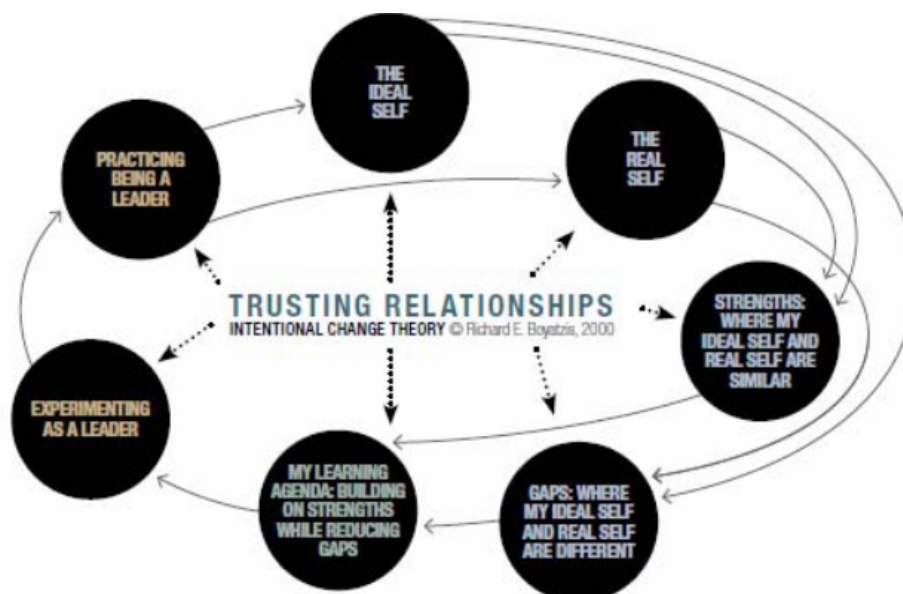
The Intentional Change Theory (ICT) was developed by Richard Boyatzis, a professor at Case Western Reserve University. The theory outlines a process for achieving sustained desired change in oneself alongside peers. ICT itself is a powerful pattern that can be approached in a variety of ways.

This sequence for Crews is an adaptation by Natalia Lombardo from the original ITC process for individuals.

Process for Pods:

There's a **core set of 8 sessions** based on ICT were people in the pod will go through the 5 discovery steps from ICT:

1. Discovering your Ideal Self
2. Understanding your Real Self (Strengths and Gaps)
3. Creating a Learning Agenda
4. Leveraging Trusting Relationships - (Care Pod members and more)
5. Experimenting with New Behaviors



The primary role of each of the members of the **Support Circle** is to serve as the 'Personal Board of Trustees', helping each other throughout the process, providing a safe, supportive space for reflection and growth and to facilitate self-directed learning journeys.

The process begins with the exploration of values, purpose and passion to create the personal vision, life and career aspirations. The following meetings will focus on discovery of strengths and developmental opportunities to create each person's learning plan - learning goals and action steps. In later sessions, the focus shifts to implementation of the learning plan and sustaining learning and development.

Importantly ICT focuses on **creating the right balance between positive and negative emotions** (a balance from 3:1 to 5:1 is the ideal for sustained change - [read more here](#)), the exercises and sessions are created to help the person maintain that balance, focusing on what they want for themselves and focussing on one or two skills to improve at a time.

The process can be partially restarted again in an iterative process, reflecting on the Ideal Self and Real Self mapping to create new learning goals.

Sessions Plan:

Session #1: Overview

- Check in
- Provide an overview of the process
- Discuss call frequency, expectations and needs for this pod.
- Share personal desired outcomes.
- Introduction of the Values and Influential people exercises to be done before Session #2

Session #2: Getting Started

- Check in
- Share the 'Values & Influential people' exercises - Discuss: 'How was doing the exercise? What did we learn about yourself?'
- Introduction of the Passion, Purpose, Ideal exercises as preparation for Session #3

Session #3: Ideal Self

- Check in
- Share 'Passion, Purpose, Ideal' exercises
- Share any reflections
- Introduction of Personal Vision exercise as preparation for Session #4

Session #4: Personal Vision

- Check in
- Share "Personal Vision" exercises
- Share reflections
- Introduction of Mapping the Real Self exercise to be done before Session #5.

Session #5: Real Self

- Check in
- Review of “Mapping real self”
- Begin exploration of developmental priorities: “what skills do you wish to develop?” “What do you have energy to work on now?”
- Introduce Learning Goals as preparation for Session #6

Session #6: Developing a Learning Plan for Change

- Check in
- Review “Learning Plan” discuss Learning Goals and action steps
- Discuss strengths and developmental opportunities, ‘how can we help each other? What other people can we reach out to?’
- Commit to starting with one of the learning goals as preparation for Session #7

Session #7: Implementing the Learning Plan

- Check in
- Discussion of activities since last session
- Personal evaluation: ‘what worked well? What was challenging? What do I need to change?’

Session #8: Care Pod Retrospective

- Check in
- Group evaluation/retrospective - Looking back at our time together, what worked well? What didn’t? What can we improve/change moving forward?
- Discuss the future of the Pod, ‘do we want to continue?’ If yes, set up a new call frequency and schedule the next session. Discuss new format for calls.

Exercises Guide:

***Make sure to make a copy of the document for yourself before filling in the exercises*

- [To complete before Session 2](#)
- [To complete before Session 3](#)
- [To complete before Session 4](#)
- [To complete before Session 5](#)
- [To complete before Session 6](#)

For Session 2: Values and Influential People

Influential people in your life

Thinking about your life in stages (Childhood, Adolescence, 20', 30', 40', etc...), What people were influential for you then? Why? What qualities did they have?

Values: What guides your thoughts, feelings, & actions?

1. Start by circling the 15 or so values that are most important to you.

List of Values, Beliefs, or Desirable characteristics

Accomplishment	Imagination	Clean
Achievement	Self-Controlled	Flexibility
Adaptability	Authority	Comfortable Life
Control	Economic Security	Forgiving
Independence	Joy	Nature
Cooperation	Self-Reliance	Companionship
Improving Society	Autonomy	Free Choice
Reliable	Effective	Obedient
Adventure	Leisurely	Taking Risks
Courageous	Self-Respect	Compassion
Innovative	Beauty	Freedom
Respectful	Equality	Order
Affection	Logical	Teamwork
Courteous	Sincerity	Friendship
Integrity	Belonging	Peace
Responsible	Excitement	Tidy
Affectionate	Love	Fun
Creativity	Spirituality	Personal Development
Intellectual	Broad-Minded Faith	Competent
Restrained	Loving	Happiness
Affiliation	Care	Health
Dependable	Fame	Power
Involvement	Stability	Pride
Salvation	Challenge	Wisdom
Ambitious	Family Happiness	Conformity
Introspection	Status	Honesty
Self-Awareness	Cheerful	Rational
Assisting Others	Family Security	Winning
Disciplined	Success	Contribution to Others

Helpfulness

Polite

Wealth

Competitiveness

Tender

Genuineness

Pleasure

Tranquility

Transparency

Recognition

Contentedness

Hope

Others_____

2. Then from that list, identify the 10 that are most important to you and write them in a list.

3. From this list of 10, select the top 5 (or 6) that are most important to you, and then rank them from “most important to “least important”.

For Session 3: Passion, Purpose, Ideal

My Passion: What do I care deeply about?

What are the things that excite me and make me feel alive, useful, and engaged in meaningful activity? What issue or cause is important to me life?

My Purpose: How would I like to make a difference in the world?

If I could accomplish something meaningful in my life, it would be...

If I could make an important contribution with my work, it would be...

Ideal Life

It's 10 years from today, in the year 2032 and you are ____ years old. You are living your ideal life. You live in a location you have always dreamed about. You live with the people with whom you most want to be living. If work is part of your ideal life, you are doing the type of work you love, and just enough. How does your ideal life look like? Where would you be? What are you doing? Who else is there?

For Session 4: Personal Vision

Elements of the Personal Vision

Capture reflections and key themes from all the previous exercises (values, passion, purpose, ideal future). These may be key words, phrases, or complete sentences.

Vision Statement

Pull all the reflections together into a comprehensive Vision Statement of your desired future. You may find it helpful to begin with a brief overview of who you want to be and what you want to do in the future. Then, expand beyond this a few paragraphs or a few pages. Length and format do not matter.

For Session 5: Mapping the Real Self

Personal Balance Sheet

A personal balance sheet represents a catalogue of one's current strengths and learning edge, their distinctive (long-term) strengths, and their enduring dispositions.

Getting in touch with one's real self involves mindful awareness. This doesn't mean that only what one thinks of oneself is important; being aware of how others really perceive you is also important.

So, first write down several words under each of this quadrants:

Current Strengths (What am I fairly good at now)	Current learning edge (What skills do I want to improve now)
Distinctive Strengths (What are my best characteristics)	Enduring Predispositions (What characteristics or habits I want to change)

Second, ask someone you know well and trust them to be honest to give you their impressions of yourself for each of the quadrants.

Then compare your vision with the other person's one. Were there many differences? Which ones?

Summary: Answer these questions based on information from the previous exercise (your and the other's vision of yourself)

- What are your top strengths? These are the basic foundation from which you can develop additional skills, your leverage points.
- What are the most important skills you will need to develop in order to move closer to your ideal career and life vision?
- Of these skills, which ones do you have the most energy to start developing now ?

For Session 6: Learning Goals

What are 2 specific goals you are willing to commit to, that will move you closer to your ideal life vision?

- Your *goals* could be linked to skills you want to learn or improve, i.e. empathy, emotional self-awareness, etc, or it could be a career goal.
- Under each goal, consider the actions you will take to help you make progress in reaching your goal. *Action steps* are very specific, concrete things you will do to achieve your goals.
- *Milestones*, are indicators of progress and success. To think about milestones, answer the question: *how will I know if what I'm doing is working?*

Goal:

Action Step:

Action Step:

Milestone:

Example:

Goal: Next year I will assume a leadership position in my community group.

Action Step: I will submit my name for the annual elections in October.

Action Step: I will meet with two (2) current leaders to learn more about their experiences and to help me figure-out which role would be the best fit for me

Milestone: By the end of May 2019 I will have met with at least one of the two leaders and created a list of the positives and negatives of each role and how my strengths and interests align