

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

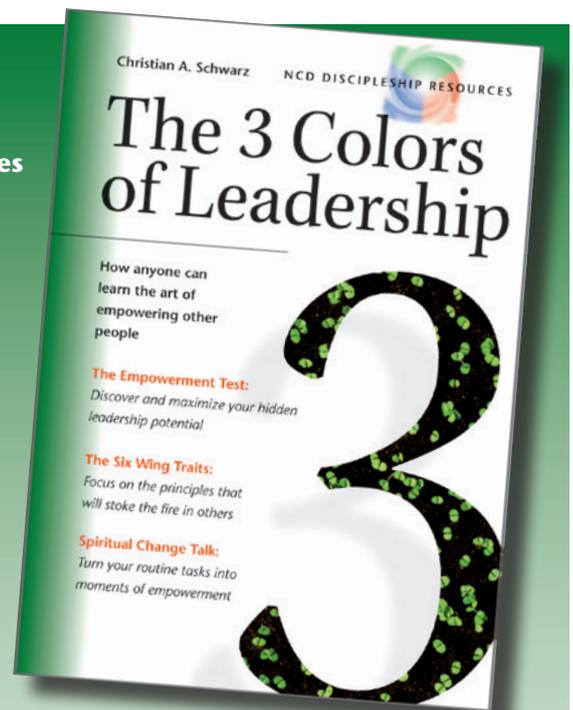
Life Streets in Spiritual Change Talk
The Change Talk Plus Series
Volume 1
E-book (PDF)
Published in March 2014
approx. EUR 3.00

Once the e-book is available for download, you will be informed by e-mail (at the e-mail address you provided when downloading this synopsis).

The concept:

- One e-book for each of the six phases of *Spiritual Change Talk*
- Focus on the *Change Talk Plus* techniques of each phase
- Free updates for at least 5 years

Part 3 of the book, **The 3 Colors of Leadership**, introduces the concept of *Spiritual Change Talk*—an empowering conversation technique that encompasses six phases. Each phase consists of a basic level (primarily focused on asking empowering questions) and an advanced level called *Change Talk Plus*. The e-books are designed to provide further theoretical background and practical instructions for each of the six phases.



E-BOOK: Life Streets in Spiritual Change Talk

The Life Street exercise as described in *The 3 Colors of Leadership* (pages 108-109) is relatively easy to perform, and yet it has far-reaching consequences: On a 15-foot roll of wallpaper the trainees indicate what they consider to be key events in their lives. From the viewpoint of the present, they look into both their past and their future. The next step is to help them conduct an imaginary journey into their personal future. This last step, in particular, will serve as a reference point throughout the subsequent coaching sessions.

The Life Street exercise has been designed to avoid exclusively *speaking* about the future, through primarily engaging the conscious mind, rationality, and will-power. The primary goal is to activate unconscious resources that will help synchronize unconscious needs with conscious motives. Rather than pursuing a specific goal by means of pure discipline, the trainees will sense that they feel naturally “drawn” to their personal goals.

The key benefits

The most important benefits of the Life Street exercise are the following:

- It activates unconscious resources.

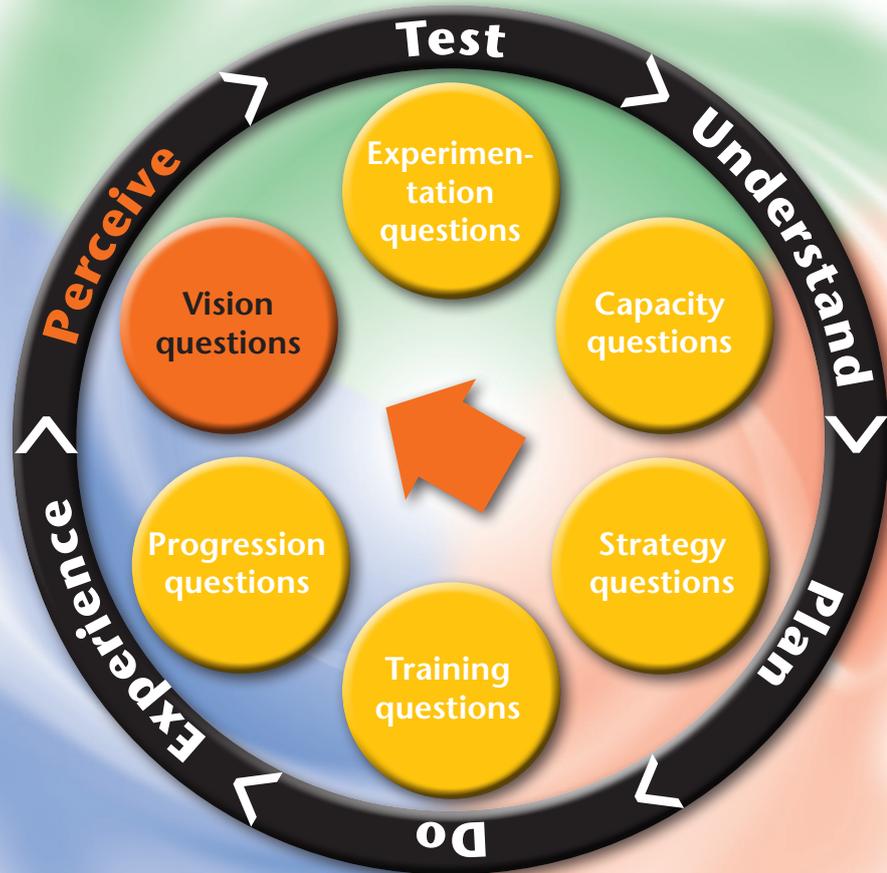
- It enables the development of a vision that is rooted in the trainee’s personal biography.
- It offers an “experience” of future reality, rather than just conversation about it.
- It can involve all five senses, which leads to a deep-reaching learning experience.
- It provides an opportunity to identify areas of one’s life that need attention.
- For many people, it is a deep spiritual experience to see one’s past and present in light of the future possibilities God has for them.

“My coachees know that experiencing—not just discussing—the anticipated future is of utmost importance to me. I typically try to make use of every imaginable tool in order to help them experience—long before it has become a reality—what will someday become a reality for them.”

Christian A. Schwarz

This is a synopsis of the e-book *Life Streets in Spiritual Change Talk*. The e-book will be available in March 2014.

In Spiritual Change Talk, Vision questions are related to the Perceive phase of the NCD Cycle. On the basic level, this can be addressed by simply asking empowering questions. Both the book, *The 3 Colors of Leadership*, and the Summary Profile of the eTest, provide a wide spectrum of examples of Vision questions. On an advanced level, more holistic procedures such as the Life Street exercise can be useful. The e-book, *Life Streets in Spiritual Change Talk* provides detailed instructions on how to do this.



Topics covered in this e-book

Among other things, *Life Streets in Spiritual Change Talk* deals with the following topics:

- The best timing for conducting the exercise.
- All the materials and tools you need.
- What you and your trainee should prepare beforehand.
- Theological and psychological background.
- How to approach the session spiritually.
- How to facilitate the activation of unconscious resources.
- Physiological and neurobiological aspects.
- Adaptations of the exercise to specific contexts (for instance, Skype conferences, group settings, formal meetings).
- The relationship between past, present, and future in a change process.
- The most frequent pitfalls and how to avoid them.
- Practical instructions for imaginary journeys.

Like all of the other e-books in the Change Talk Plus series, *Life Streets in Spiritual Change Talk* includes access to a **training video** that can be downloaded **for free**. The video provides a practical demonstration of how the Life Street exercise can be performed.

Technical note

In order to enable the widest possible usage, the e-book is provided as a PDF file that can be read on any computer without the need of an additional e-book device.

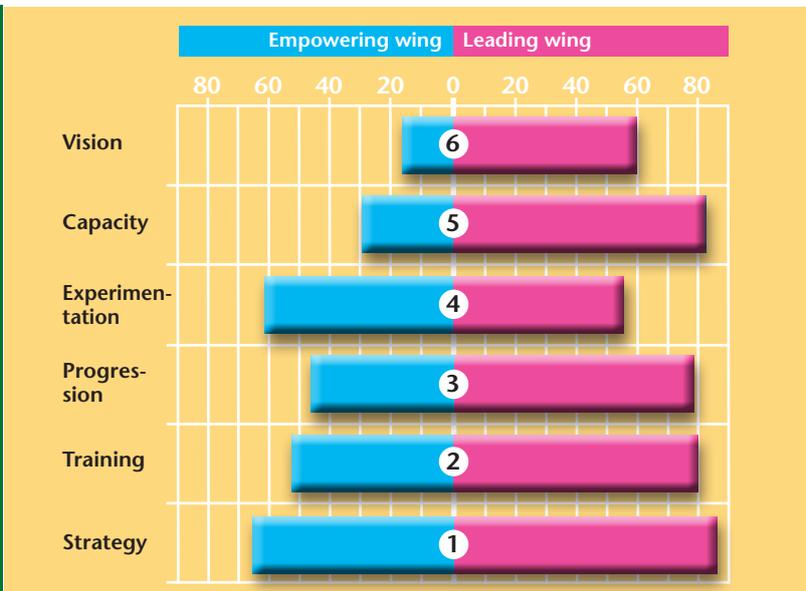
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

The author

Christian A. Schwarz,
founder and director
of NCD International and author
of *The 3 Colors of Leadership*



The Empowerment Test provides an accurate profile of your own and your trainee's predominant needs. Spiritual Change Talk has been designed as on-the-job training—you grow in the process of helping others grow.



In this example, the minimum factor is "vision," and the greatest strength is "strategy." While the e-book "Life Streets in Spiritual Change Talk" can be used for addressing all six wing traits, it is especially useful in the area of vision.

From completing the eTest to an ongoing growth process

There is no (spiritual, personal, organizational) growth without change, and there is no change without challenge. The great 16th century theologian Richard Hooker pointed out that all change is a personal inconvenience, even change from worse to better. It takes you nowhere to demand change, unless you proactively provide a support structure that enables change.

The two most important elements of such a support structure are the following:

1. Looking for settings in which the openness to change naturally increases (these can be a variety of factors, ranging from the experience of crisis to natural periods of transition).
2. Providing practical support throughout the change process.

The tools that *The 3 Colors of Leadership* provides to address these two areas are the following:

1. *The Empowerment Test*. People who have completed the test are typically more open

to making changes that promise an improvement of the test results. However, this openness is usually restricted to a relatively short time window.

2. *Spiritual Change Talk*. Conducting the test in itself won't result in change. However, if the test is accompanied by Spiritual Change Talk from the outset, the natural curiosity to see improvements in a follow-up test can be harnessed for sustainable growth.

While the basics of Spiritual Change Talk are sufficient to initiate such a process, the techniques outlined in *Change Talk Plus* help deepen the change dynamic and to "anchor" it in the daily lives of both the leaders and the trainees.

The Life Street exercise relates the Vision questions to the personal biography of a trainee. The focus is on helping him or her experience in advance the emotions associated with their anticipated future. The e-book, *Life Streets in Spiritual Change Talk*, instructs you how to carry out this exercise such that it results in sustainable change.

There will be an e-book for each of the six phases of Spiritual Change Talk. They will be published in March 2014 and will be constantly updated. You may download them individually (approx. EUR 3.00 each), or as a whole series (approx. EUR 12.00). More information on 3colorsofleadership.org

The 6 titles of the Change Talk Plus series

1. *Life Streets in Spiritual Change Talk*
2. *Role-Plays in Spiritual Change Talk*
3. *Scaling Techniques in Spiritual Change Talk*
4. *Intuitive Decision Making in Spiritual Change Talk*
5. *Provocation Techniques in Spiritual Change Talk*
6. *Text Messaging in Spiritual Change Talk*