

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

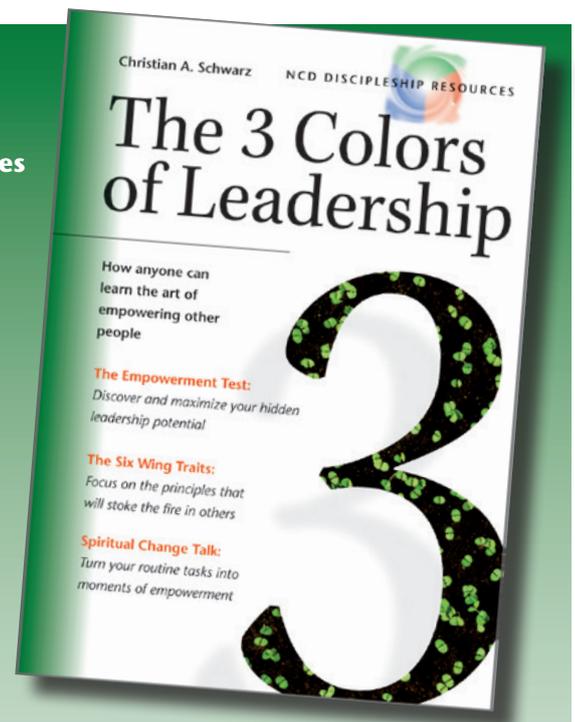
Role-Plays in Spiritual Change Talk
The Change Talk Plus Series
Volume 2
E-book (PDF)
Published in March 2014
approx. EUR 3.00

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: Role-Plays in Spiritual Change Talk

Role-Plays as described in *The 3 Colors of Leadership* (pages 114-115) is an ideal method of experimentation. Rather than just talking about new patterns of behavior, you give your trainee the chance to put them into practice—and you are directly involved as well. Participating in role-plays with your trainee also enables you, as a leader, to experiment with new and unaccustomed roles. It is a perfect setting for mutual learning, especially in areas that go beyond your own comfort zone.

The function of role-play within *Spiritual Change Talk* is to enable the trainee to experience how it feels to practice unaccustomed patterns of behavior, or typical behavior in an unaccustomed situation. Since you, as a leader, are directly involved in this interaction, you can spontaneously adapt your role in order to give your trainees the growth stimulus that they need.

The key benefits

The most important benefits of role-plays are the following:

- It is the perfect setting to make mistakes and to learn from them.

- By switching to different roles in a relatively short time window, it enhances the important ability to view the world from other people's perspectives, and even to perceive other people's feelings.

- It provides a risk-free setting for actually practicing what may have been discussed in the coaching process.

- It gives the leader the chance to observe the trainee in an (almost) real-life situation, and to give immediate feedback.

- It can involve all five senses, which helps to anchor the learning experiences.

- It draws out both the courage (in terms of risk-taking) and the feeling of security (in terms of feeling well-prepared) of the trainee.

“Role-play gives your trainee the wonderful opportunity to experiment with new behaviors in a relatively risk-free environment—after all, it’s only a ‘game.’”

Christian A. Schwarz

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

In Spiritual Change Talk, Experimentation questions are related to the Test 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 Experimentation questions. On an advanced level, more holistic procedures such as role-plays can be useful. The e-book, *Role-Plays in Spiritual Change Talk* provides detailed instructions on how to do this.



Topics covered in this e-book

Among other things, *Role-Plays in Spiritual Change Talk* deals with the following topics:

- All the materials and tools you need.
- Prerequisites for the leader.
- Theological and psychological background.
- Role-play and body language.
- Role-play and self-control.
- How to apply role-play in the context of a small group.
- Role-plays as public demonstrations (for instance, in seminars or as part of a sermon).
- From role-plays to real-life interaction.
- How a leader can enhance leadership skills by performing role-play.
- The most frequent pitfalls and how to avoid them.
- Examples of different roles you and your trainee may consider.

Like all of the other e-books in the Change Talk Plus series, *Role-Plays in Spiritual Change*

Talk includes access to a **training video** that can be downloaded **for free**. The video provides a practical demonstration of a role-play.

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.

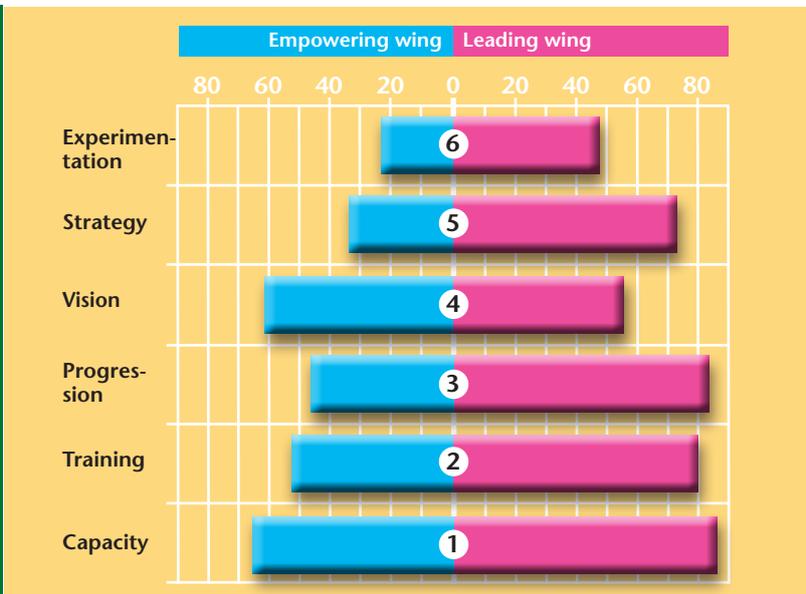
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

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 “experimentation,” and the greatest strength is “capacity.” While the e-book *“Role-Plays in Spiritual Change Talk”* can be used for addressing all six wing traits, it is especially useful in the area of experimentation.

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 kind of role-plays described in this e-book relate the Experimentation questions to a trainee's real-life issues. They provide the opportunity for immediate experimentation. *Role-Plays in Spiritual Change Talk* instructs you how to carry out such exercises that will help both you and your trainee grow.

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*