

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

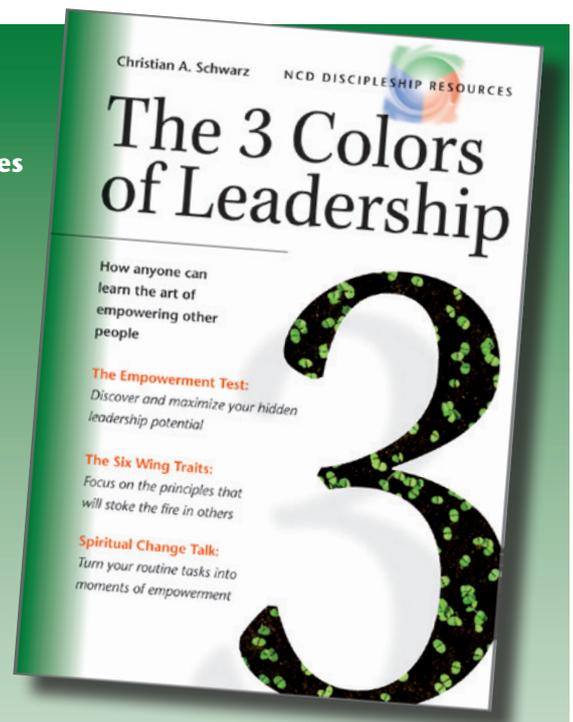
Scaling Techniques in Spiritual Change Talk
The Change Talk Plus Series
Volume 3
E-book (PDF)
Published in March 2014
approx. EUR 3.00

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: Scaling Techniques in Spiritual Change Talk

Scaling techniques as described in *The 3 Colors of Leadership* (pages 120-121) approach your trainee's strengths and weaknesses in a more nuanced way. The basic formula is as simple as, "On a scale of 1 to 10, where are you at this moment?" This question can be easily modified into countless, highly creative variations.

Rather than reducing reality to "good" or "bad," scaling techniques help us to specify "how good?" or "how bad?" This method can be used in any aspect of a coaching (mentoring, training) process. Once you have applied these techniques regularly as a leader, your trainees will begin to automatically apply them to their own lives independent of your help.

The key benefits

The most important benefits of scaling techniques are the following:

- They avoid black-and-white thinking (good or bad? success or failure? positive or negative? right or wrong?).
- They serve as spontaneously applicable "mini tests" in areas where no scientific tests exist.

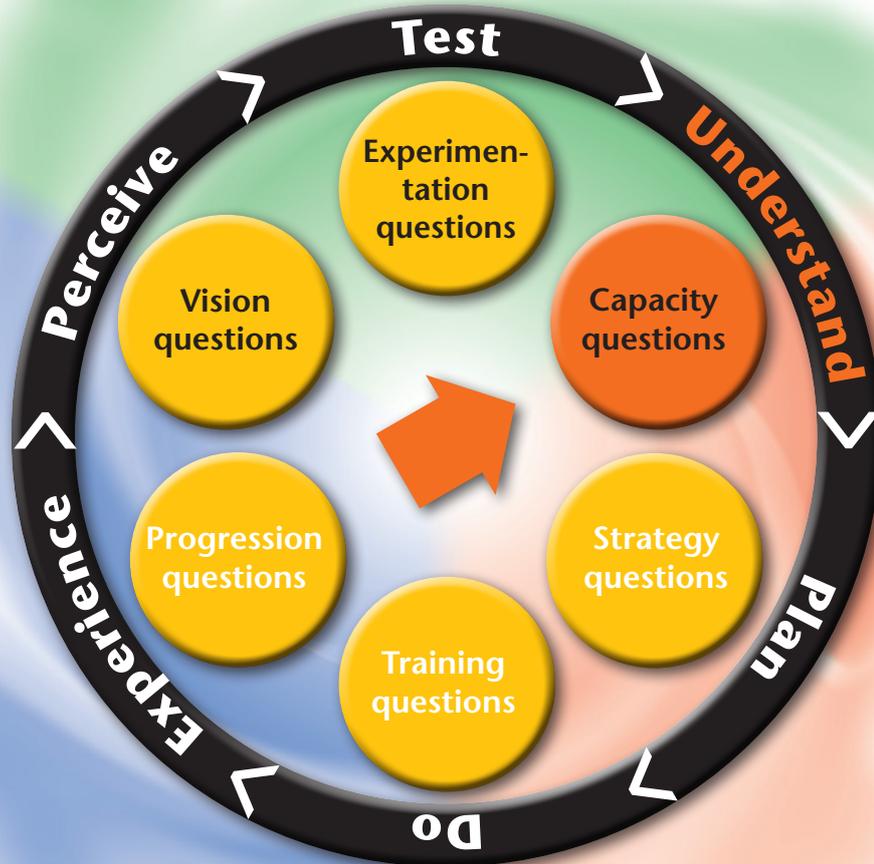
- They help you and your trainee perceive otherwise unrecognized nuances.
- They are the perfect means to keep track of your trainee's progress.
- They are a way of identifying undiscovered inner resources.
- They increase confidence in one's own abilities.
- They enable the assessment of highly subjective elements (such as feelings).
- They provide priceless information in a decision making process.
- They bring about a more realistic self-perception.

"There are countless areas for which no tests exist, but in which you would like to help your trainee assess their capacity as well as their progress. In these situations scaling techniques are your tool of choice."

Christian A. Schwarz

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

In Spiritual Change Talk, Capacity questions are related to the Understand 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 Capacity questions. On an advanced level, more sophisticated procedures such as scaling techniques can be useful. The e-book, *Scaling Techniques in Spiritual Change Talk* provides detailed instructions on how to do this.



Topics covered in this e-book

Among other things, *Scaling Techniques in Spiritual Change Talk* deals with the following topics:

- What scaling techniques are—and what they are not.
- Situations in which scaling techniques can be applied.
- How to use scaling techniques in board meetings.
- Tools that you can use to make scaling more dramatic.
- Theological and psychological background.
- Can feelings be expressed numerically?
- Scaling techniques to build your trainees' self-confidence.
- Examples of scaling questions to inspire your own creativity.
- The most frequent pitfalls and how to avoid them.
- Beyond the basic level: Scaling Techniques Plus.

Like all of the other e-books in the Change Talk Plus series, *Scaling Techniques in Spiritual Change Talk* includes access to a **training video** that can be downloaded **for free**. The video provides a practical demonstration of applying scaling techniques in a coaching session.

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.

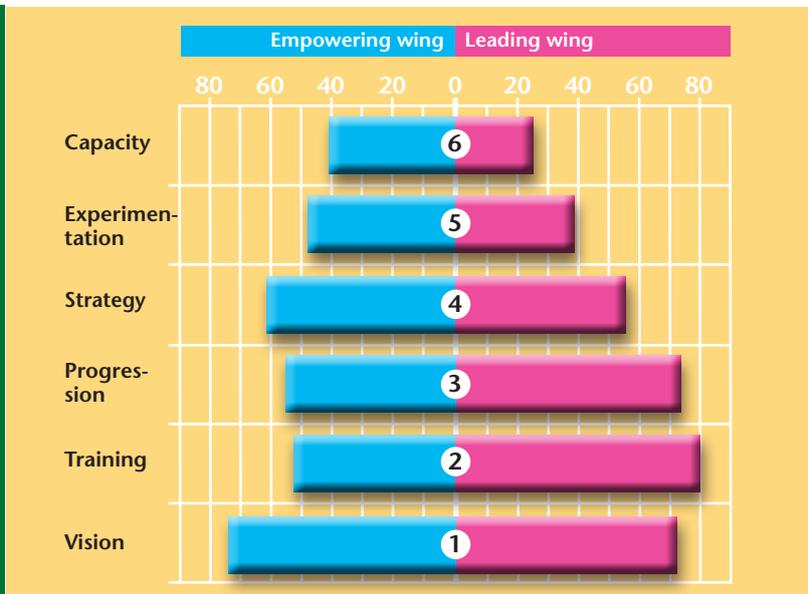
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

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 "capacity," and the greatest strength is "vision." While the e-book "Scaling Techniques in Spiritual Change Talk" can be used for addressing all six wing traits, it is especially useful in the area of capacity.

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.

Scaling techniques relate the Capacity questions to the areas of your trainees' life that they need to address. The e-book, *Scaling Techniques in Spiritual Change Talk*, provides instruction for applying these techniques so that they become a normal and integrated part of both your own and your trainee's life.

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*