

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

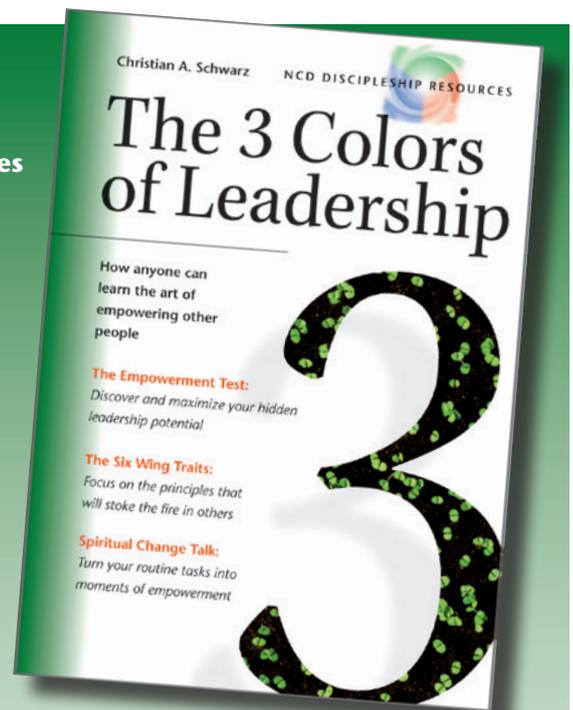
Intuitive Decision Making in Spiritual Change Talk
The Change Talk Plus Series
Volume 4
E-book (PDF)
Published in March 2014
approx. EUR 3.00

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: Intuitive Decision Making in Spiritual Change Talk

Intuitive Decision Making as described in *The 3 Colors of Leadership* (pages 125-127) strives to include the resources of the unconscious mind in a decision making process. The first step is to feed one's mind with sufficient information, making use of logic and reason to its fullest extend. The second and decisive step consists in discontinuing further reflection for a while, giving the unconscious mind a chance to scan all of the consciously hidden information it has stored. On the basis of these two steps, the third step is doing what "feels right."

This three-step technique has been designed to avoid the trap of exclusively including so-called "hard facts" into a decision making process. People who are accustomed to work on the basis of "strategy" are especially prone to overestimating these hard facts, while underestimating the information that the unconscious mind can provide.

The key benefits

The most important benefits of intuitive decision making are the following:

- It gives credit to the way our brain functions—and uses every dimension available to us to its fullest extent.

- It puts us in contact with parts of ourselves that are often neglected—especially by the ones that focus on the "hard facts."
- It opens a door to creativity, enabling us to move outside of the realm of the "usual."
- Spiritually seen, it enhances the possibility of perceiving God's voice.
- It leads to far better quality decisions.
- It reduces the amount of energy that we have to invest into the decision making process.

"The unconscious mind does not function illogically—it follows its own logic. The logic of the unconscious mind works behind the scenes. Because of that, when making an intuitive decision, we usually cannot explain how we arrived at the decision."

Christian A. Schwarz

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

In Spiritual Change Talk, Strategy questions are related to the Plan 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 Strategy questions. On an advanced level, more holistic procedures such as intuitive decision making can be useful. The e-book, *Intuitive Decision Making in Spiritual Change Talk* provides detailed instructions on how to do this.



Topics covered in this e-book

Among other things, *Intuitive Decision Making in Spiritual Change Talk* deals with the following topics:

- When to apply intuitive decision making—and when not to.
- Theological and psychological background.
- The ethical dimension of decision making.
- How to interpret the three steps of intuitive decision making spiritually.
- How to develop the “Leonardo” in you.
- How to facilitate the activation of unconscious resources.
- The secret of “inspiration.”
- Chaos and order in decision making.
- How to synchronize unconscious needs with conscious motives.
- Adaptations of the process to specific contexts (for instance, committee meetings, business decisions).
- The most frequent pitfalls and how to avoid them.

Like all of the other e-books in the Change Talk Plus series, *Intuitive Decision Making 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 three steps of intuitive decision making can be applied in an actual coaching process.

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.

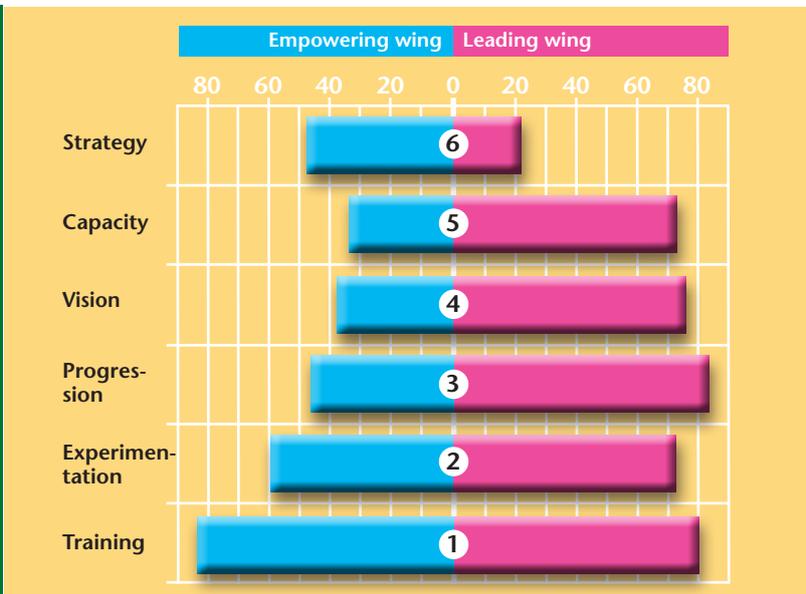
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

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 "strategy," and the greatest strength is "training." While the e-book "Intuitive Decision Making in Spiritual Change Talk" can be used for addressing all six wing traits, it is especially useful in the area of strategy.

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 three steps of intuitive decision making enhance the Strategy questions through the resources that our unconscious mind provides. The e-book, *Intuitive Decision Making in Spiritual Change Talk*, instructs you how to apply these three steps both in your own life and in the lives of your trainees.

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*