

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

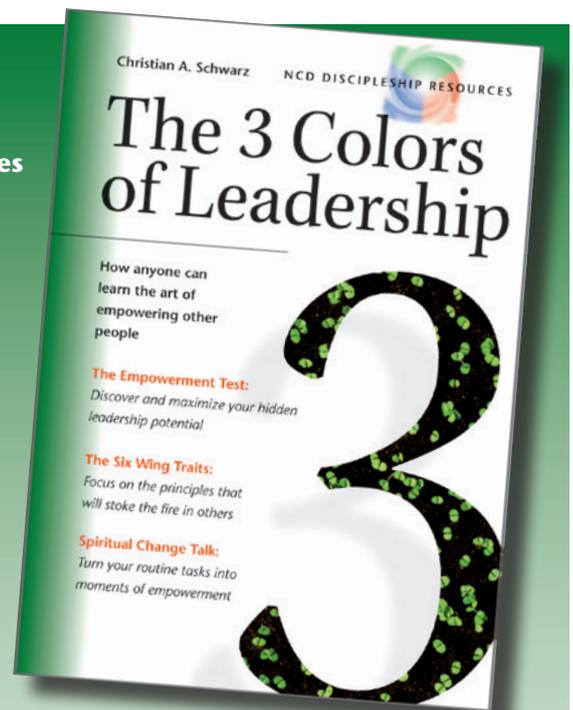
Provocation Techniques in Spiritual Change Talk
The Change Talk Plus Series
Volume 5
E-book (PDF)
Published in March 2014
approx. EUR 3.00

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: Provocation Techniques in Spiritual Change Talk

Provocation techniques as described in *The 3 Colors of Leadership* (pages 132-133) are designed to activate hidden or neglected resources within your trainees, by deliberately acting in contrast to what they expect of you. The element of confusion included in all provocation techniques creates a “mini crisis” that—if properly handled—can lead to a critical review of your trainees’ attitude or behavioral system.

Provocation techniques approach the trainee as a mature and responsible person, rather than as someone that needs to be sheltered or treated with mere politeness. Once there is a good rapport between you and your trainee, a provocation in the right area can serve as a powerful stimulus for growth (compare the Latin *pro-vocare* = to call out).

The key benefits

The most important benefits of provocation techniques are the following:

- They can help create a crisis that serves as a trigger for personal change.
- They stimulate underdeveloped resources within the trainee.
- They strengthen your trainee’s will-power.

- They train your trainee’s “psychological muscles,” enabling them to deal with conflictive situations in real-life.
- They can destroy a highly predictable ritual of mere politeness.
- They release the creativity within your trainee.
- They can strengthen your trainee’s will-power.
- The feelings, thoughts, and acts exposed by means of a provocation can reveal important insights that you can evaluate in subsequent interactions.

“There is a widespread notion throughout therapy and coaching literature that treats a trainee almost like a raw egg. According to that perspective, it’s considered a deadly sin to deliberately provoke a trainee. I don’t share this perspective.”

Christian A. Schwarz

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

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



Topics covered in this e-book

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

- When to apply provocation techniques—and when not to.
- Why too much harmony can hinder personal development.
- Learning from Socrates.
- How to use provocation techniques in a group setting.
- How Jesus provoked people.
- Theological and psychological background.
- How to take the role of the “devil’s advocate.”
- The function of humor and irony in coaching and consulting.
- The relationship between respect and provocation.
- Preconditions that the leader must fulfill before applying provocation techniques.
- The most frequent pitfalls and how to avoid them.

- Verbal and nonverbal ways of communicating respect.

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

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.

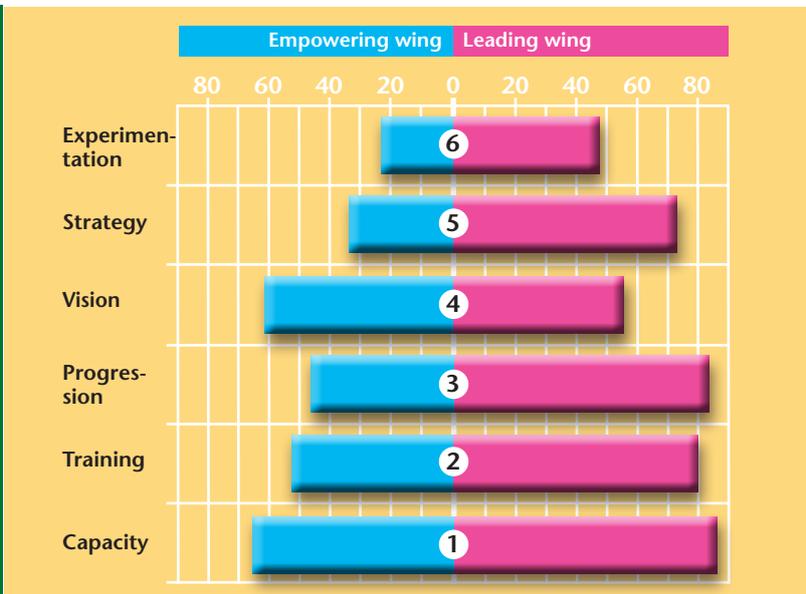
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

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.

Provocation techniques enhance the Training questions by growth-stimulating impulses that urge your trainees to activate their inner resources. The e-book, *Provocation Techniques in Spiritual Change Talk*, instructs you how to make use of these techniques that help your trainees develop responsibility, maturity, and inner strength.

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*