

THE 3 COLORS OF LEADERSHIP

E-BOOKS ON THE SIX PHASES OF SPIRITUAL CHANGE TALK

www.3colorsofleadership.org

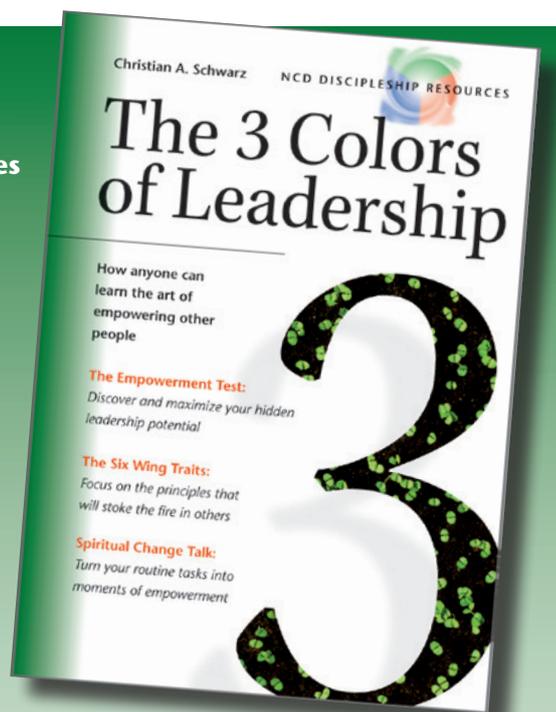
Text Messaging in Spiritual Change Talk
The Change Talk Plus Series
Volume 6
E-book (PDF)
Published in March 2014
approx. EUR 3.00

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: Text Messaging in Spiritual Change Talk

Text Messaging as described in *The 3 Colors of Leadership* (pages 136-139) is an excellent way to communicate with your trainee outside of official coaching sessions. Because of that, the technique is best applied in the Experience phase of the NCD Cycle. The pure possibility of being approached by you (and having the possibility of approaching you) at any given moment, helps your trainees to move into a different mind-set, focused on applying what they have learned, in real-life.

This use of text messaging provides your trainees with ongoing reframing impulses, helping them discover the spiritual relevance of otherwise meaningless details. Through text messaging, you enter right into the nitty-gritty realities of your trainees' lives.

The key benefits

The most important benefits of text messaging within *Spiritual Change Talk* are the following:

- It is an ideal means of stimulating the consistency within the implementation process.
- It can be easily adapted to the different needs of different people.

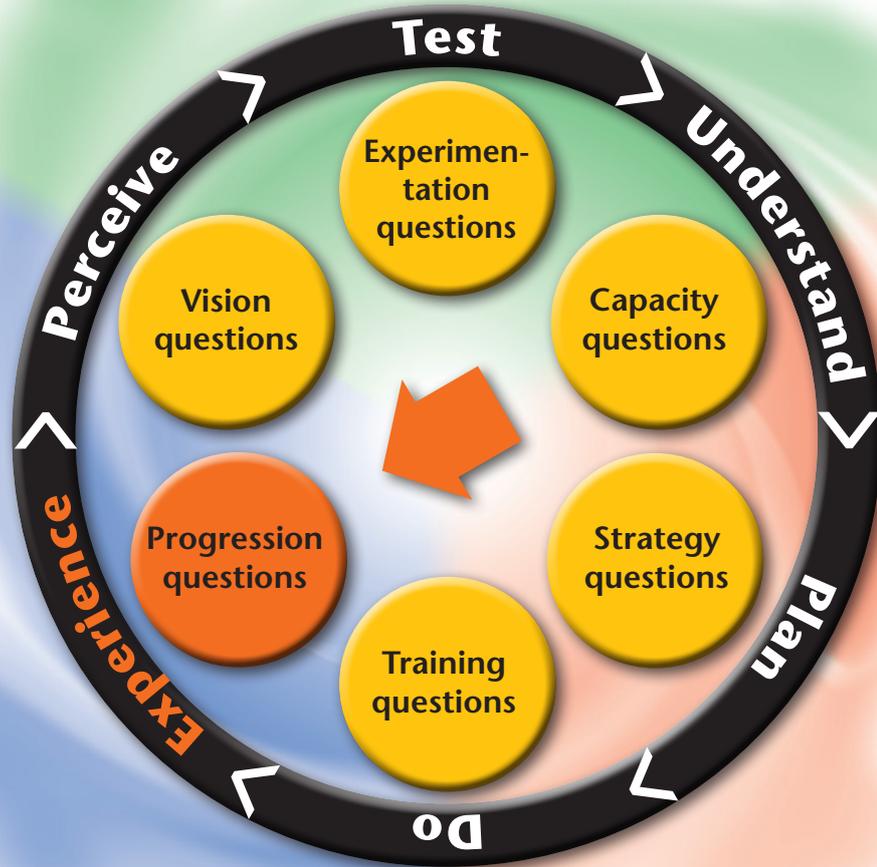
- It communicates the connectedness between you and your trainee, even if the mobile phone is not used.
- It enables you to participate in the actual struggles of your trainees—at the very moment when it is most needed.
- It is a time-effective way of investing in personal change.
- It can serve as a means by which you can communicate your belief in your trainee's potential.

“Through text messaging, you are actually as close to your trainee as the phone in their pockets. This not only enables real-time communication in situations of need, but also sends an important message: Spiritual Change Talk is not limited to a weekly, 30-minute formal session.”

Christian A. Schwarz

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

In Spiritual Change Talk, Progression questions are related to the Experience 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 Progression questions. On an advanced level, more holistic procedures such as text messaging can be useful. The e-book, *Text Messaging in Spiritual Change Talk* provides detailed instructions on how to do this.



Topics covered in this e-book

Among other things, *Text Messaging in Spiritual Change Talk* deals with the following topics:

- What text messaging should be used for in Spiritual Change Talk—and what not.
- The 10 Rules of Text Messaging in Spiritual Change Talk (a list that you may adapt to your personal needs).
- Technical considerations and tips.
- The opportunity for brevity in text messages.
- Theological and psychological background.
- Why the consistent use of text messaging your trainees helps you as a leader grow.
- Why text messaging is an ideal reframing technique.
- The use of text messaging after the official coaching process has come to an end.
- The most frequent pitfalls and how to avoid them.
- Text messaging as one element in an encompassing process of change.

Like all of the other e-books in the Change Talk Plus series, *Text Messaging in Spiritual Change Talk* includes access to a **training video** that can be downloaded **for free**. The video provides a practical demonstration of how text messaging can be applied in Spiritual Change Talk.

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.

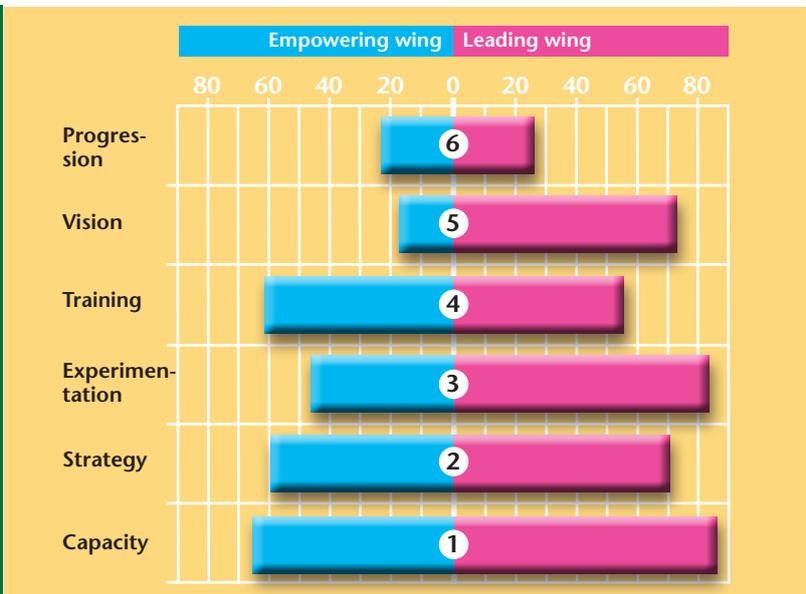
The e-book will be continually updated in light of new discoveries and feedback from the NCD Community. For at least five years, all of those updates are available for free.

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

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.

Text messaging enables you to apply Progression questions in real-time when they are most needed—and most effective! The e-book, *Text Messaging in Spiritual Change Talk*, instructs you how to use your mobile phone in a time-effective way that will help your trainee stay on track and experience ongoing growth.

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*