

***Exploring the Application of
Internal Family Systems (IFS)
in the Workplace***

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***Welcome...notice your breath...
take a deep breath and arrive***

Agenda for Today

Thursday June 19

- **Welcome & Review** what we will do these 2 days
- **Zoom in:** Deep Listening & Defining Moments
- **Zoom out:** Systems Thinking Inside and Out
- **Leading from the Inside:** Who we are at the Core
- **The Power of slowing down** to move ahead
- **Q&A** throughout the workshop

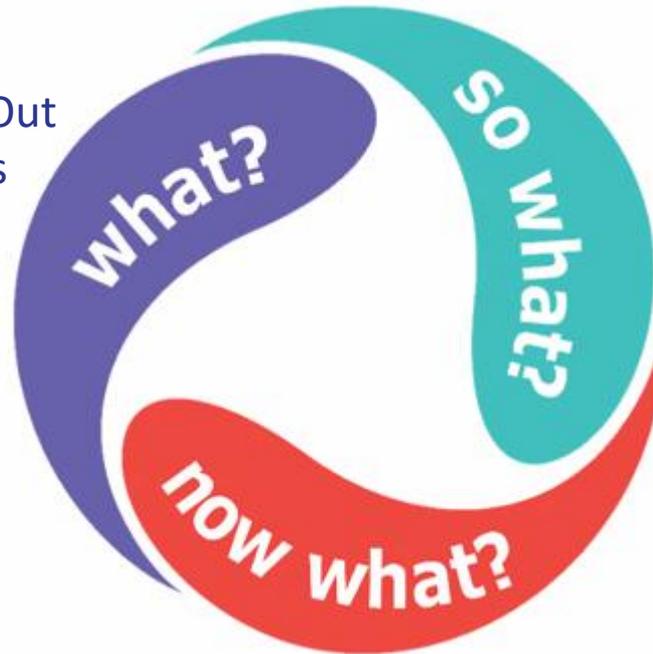
We will take a

- 30-minute break at ~ 5 pm CET
- Another break prior to completing the first day

3 aspects of the learning experience

What is the information being shared?

- ✓ Stepping back/Zooming Out
- ✓ Applying Reframing Tools
- ✓ Noticing Habits of Mind



So What are the implications for me?

- ✓ Processing the info
- ✓ How it applies to me
- ✓ Learning with others

Now What ways can I apply the learning?

- ✓ Best way to integrate the learning
- ✓ Micro-habits I can practice

We are going to train our brain

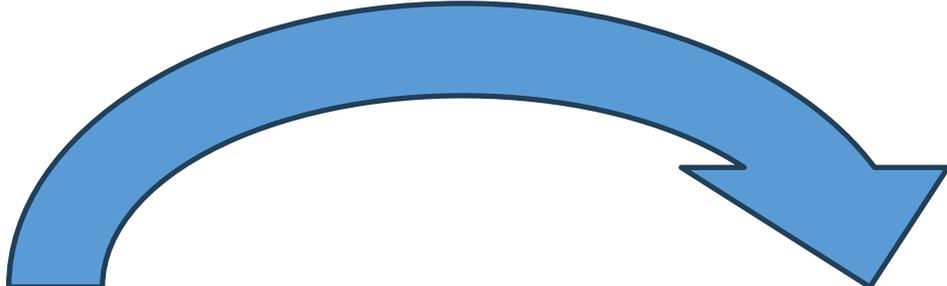


- ✓ Practice Slowing Down
- ↓
- ✓ Pay More Attention
- ↓
- ✓ Become More Aware
- ↓
- ✓ Notice what is going on
INSIDE & OUT
- ↓
- ✓ PAUSE to make choices

Our “Train of Thought”



Leading from our Core or from our “Train of Thought?”



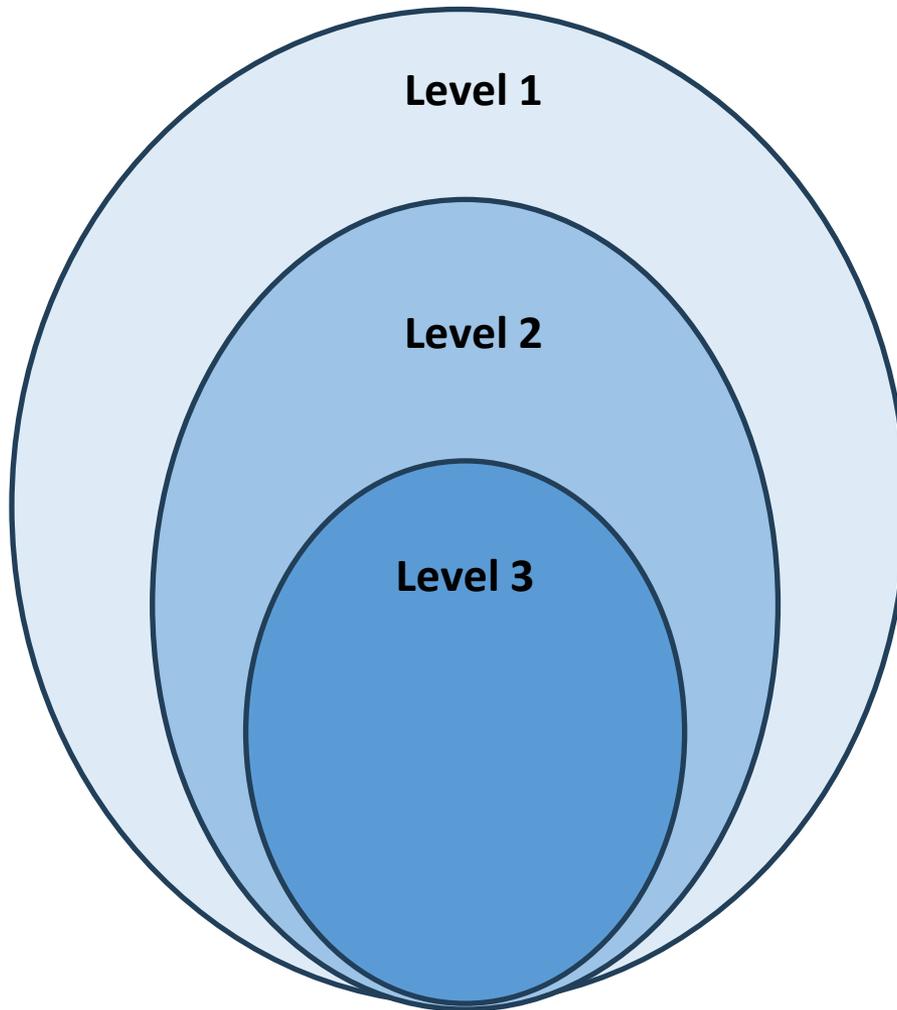
Zooming In



Listen...



Levels of Listening



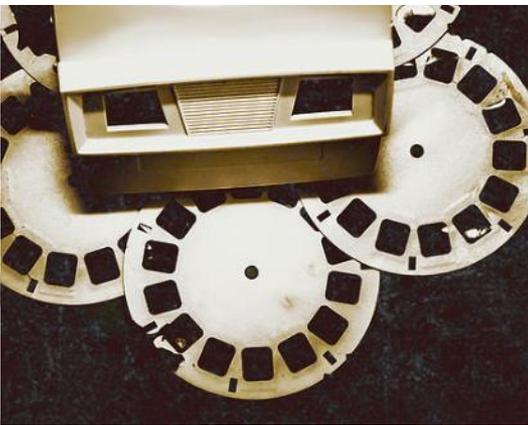
Powerful Questions are usually:

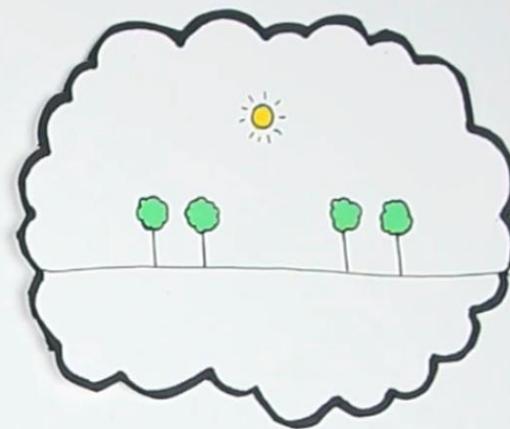
- **Short** (just a few words)
- **Open-ended** (do not elicit a yes or no response)
- **Usually starts with what or how** (vs why)

Examples of Powerful Questions

- *“How so...?”*
- *“Can you say more...?”*
- *“What else...?”*
- *“Really...?”*
- *“Go on...”*
- *“Is there more...?”*
- Or even *“Hmmm...”*

It Comes Down to Perspective





mind full or mindful ?





Defining Moments in Life

Peak experience

- Moments of intense joy, euphoria, wonder, and profound meaning that elevate an individual's consciousness and perception of reality
- Can contribute to personal growth, self-actualization, and an enhanced appreciation for life's meaning

Crucible moment

- A transformative experience
- Typically characterized by adversity or challenge, often difficult or traumatic experiences that test one's character
- Deeply impacts an individual's identity, values, and sense of purpose



Take a few minutes to write down some of *your* Defining Moments

Our Inner Operating System

**Standards &
Expectations**

**Beliefs
& Stories**

**Fears &
Concerns**

**Emotions
& Feelings**

**Values &
Principles**



Zooming In



Breakout Rooms:

Reflecting with another person

[30 minutes TOTAL]

Using your worksheet, share some of the beliefs, expectations, concerns, feelings, assumptions, values that you identified for your individual situation.

- No need to identify or share all of them
- Please resist the temptation to talk about your defining moments or you will run out of time!

1. Take turns sharing what you have written down

- Have the first person talk about what they have identified [10 mins]

2. Then switch

- The second person talks about what they have identified [10 mins]

3. Have a dialogue about what you're seeing

- Talk about what you're noticing/insights you're having [10 min]

Questions Insight & Comments



Centering Exercise



The 8-C qualities of Self Leadership as depicted in the IFS Model, developed by Richard Schwartz, PhD

What *IS* our True Nature?



Pause to Consider:

If each of our individual iOS are like a panel of sliders, switches, knobs and buttons, then who is operating the control panel?



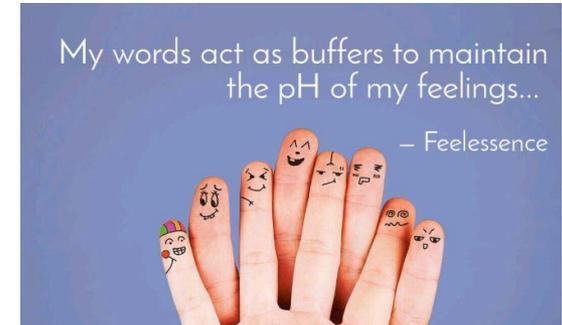
Our True Nature: Qualities of Being Our Best Self



Courage
Clarity
Calm
Curiosity
Creative
Confidence
Compassion
Connectedness
Self

Qualities of Self Leadership

- **Calm**: in stressful situations and with other people
- **Curious**: about why people behave or feel the way they do
- **Compassionate**: seeing the fear or pain behind the angry/scared parts of others
- **Confident**: self assured even if others are upset with you
- **Courageous**: speaking for ourselves and standing up to injustice
- **Clarity**: ability to maintain a clear, undistorted view of a situation
- **Connected**: with all the different parts of our inner operating system, as well as with other people
- **Creative**: encouraging different parts of us to express themselves without fear or shame



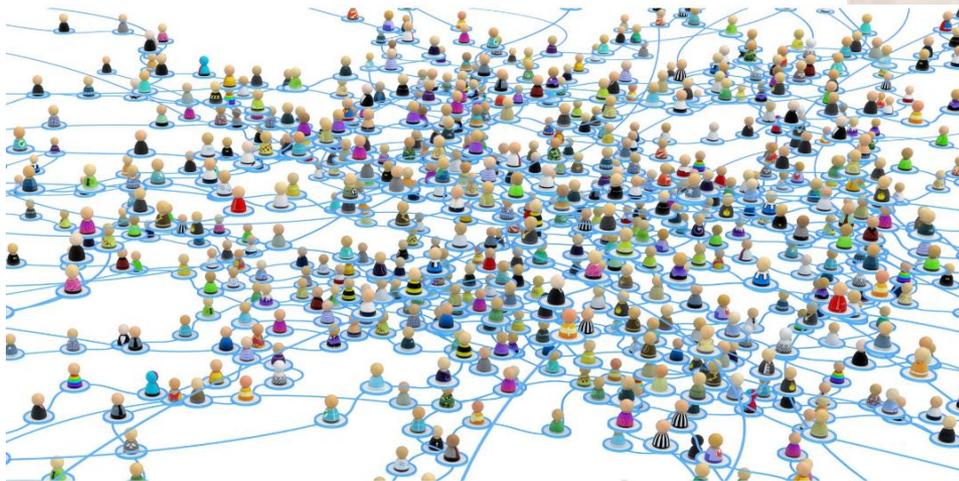
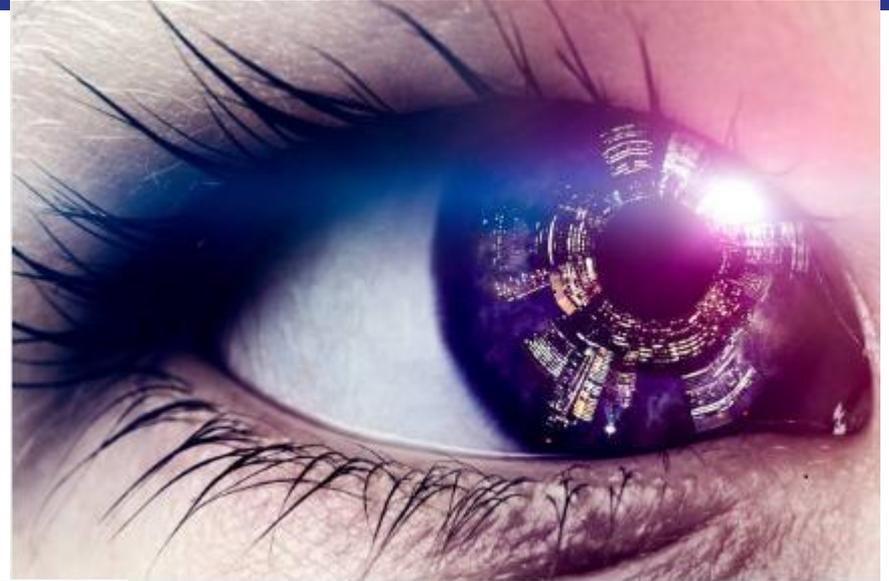
*From Dick Schwartz's
Internal Family Systems*

Zooming Out

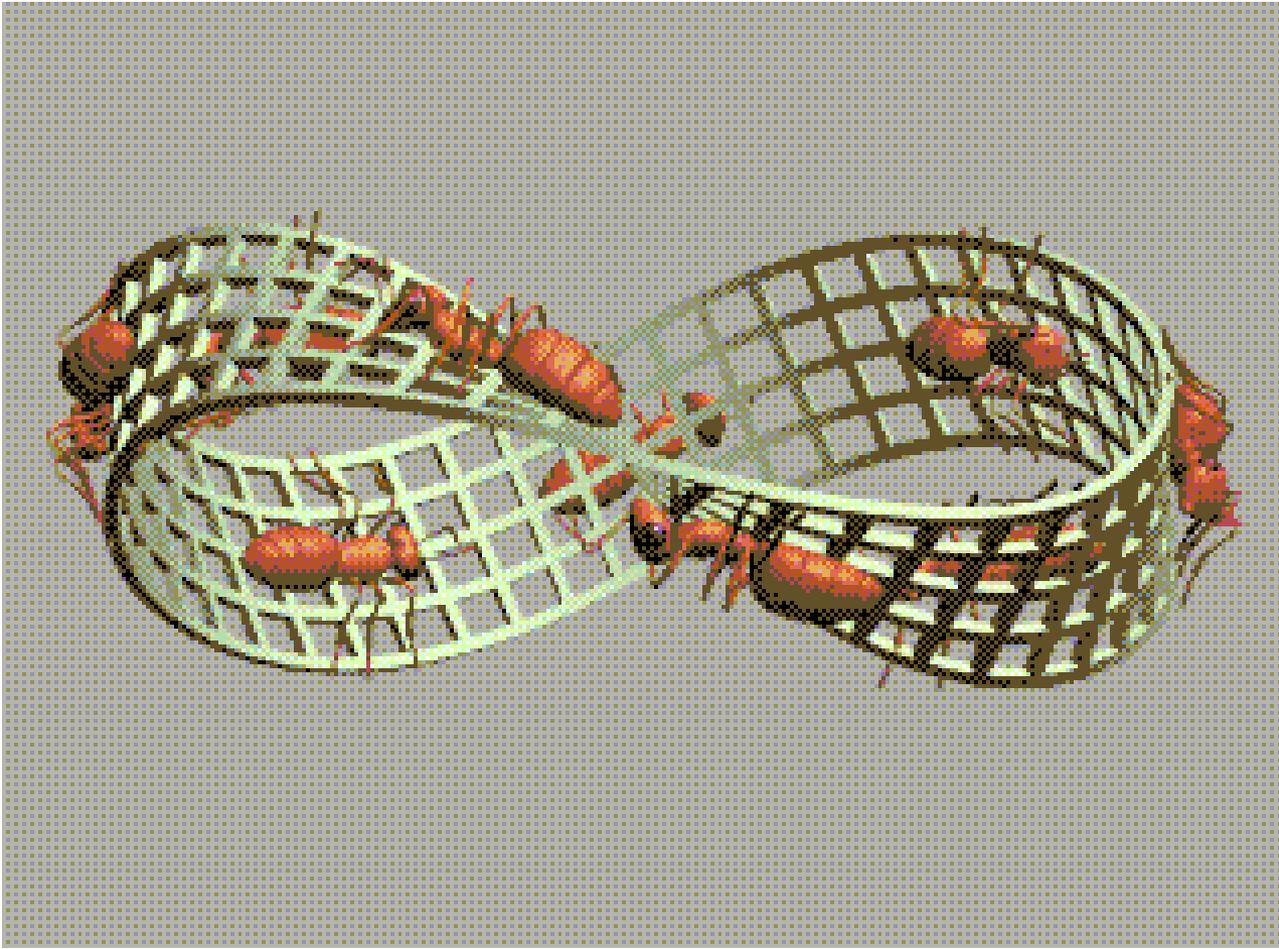


Seeing Systems

**COUNTER
BALANCE**
CONSULTING, LLC

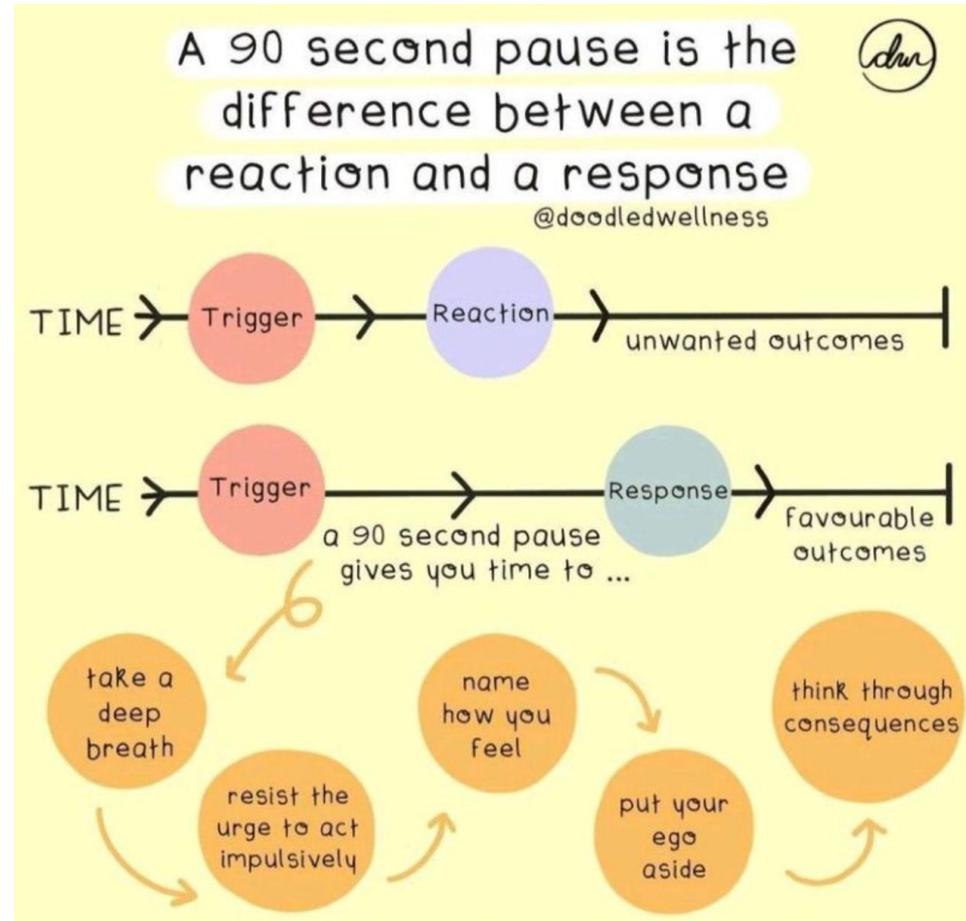


Mobius Strip



Space between Stimulus and Response

Zooming out and creating space - even if it's just for a brief moment - can make a big difference



P.A.U.S.E. Model

Created by Joanna Curry Sartori, 2021

- **Pause** - *Am I my best Self?*
 - ✓ Take a moment and breathe – find calm.
 - ✓ Notice and name what is happening.
- **Awareness of Myself** - *Where am I coming from?*
 - ✓ Acknowledge the various thoughts, feelings, sensations.
 - ✓ Step back for a fresh perspective.
 - ✓ Be compassionate, appreciating your/others' positive intent and need.
- **Understand Myself & Others** – *what's another possible perspective/need for myself or someone else?*
 - ✓ Listen to “get” the different point of view (Self or others) and appreciate the multiple perspectives and needs.
 - ✓ Speak for the different perspectives you have and maintain curiosity about others' different points of view.
- **Search for Solutions** - *What needs attention?*
 - ✓ Courageously explore what the situation calls for and what will be best for all involved.
 - ✓ Support development of new skills as relevant.
- **Experiment and Learn** - *What can I/we try?*
 - ✓ Be creative as you practice new ways to respond and interact.
 - ✓ If called for, craft a realistic plan for moving forward.
 - ✓ Practice with a learning mindset where “mistakes” & “failures” are an opportunity to learn and **PAUSE** again.



The Power of The Reframe

Reframing

- Expands and alters how you view a situation
- Demonstrates turning problems into opportunities

Analogy:

- Like switching the lens on a camera
- A system that invites us to look at our world through a different set of lenses
- Allows us to capture the same scene with an entirely different focus and clarity
- Using the IFS lens, it involves getting curious about which part(s) of our inner system are framing the situation

Chat Fall: The Situation

You have asked someone to do something, and they aren't doing it.

- You notice you are starting to get upset.
- You feel that your request is being ignored, and that strikes you as inconsiderate and disrespectful.
- Before you blow your top, you stop to consider if there are other ways of looking at this – might there be different interpretations or an alternative perspective you hadn't considered?

Chat Fall: Instructions

What might be an alternative way of reframing this situation? As you look at this scenario from another perspective, what do you see?

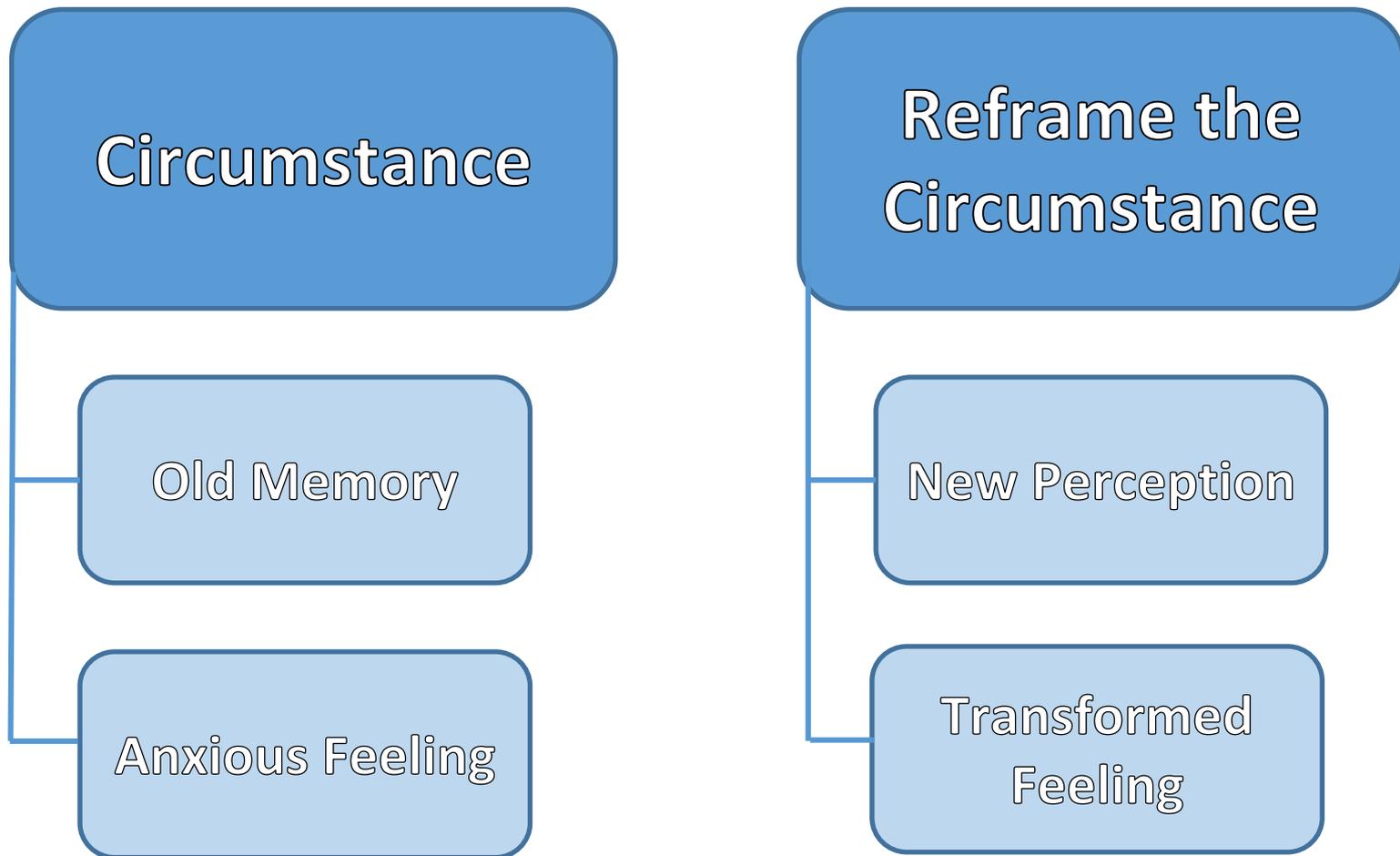
Type into the CHAT BOX your different viewpoint

DON'T RETURN/HIT SEND YET!

When everyone is done typing, we will all hit RETURN at the same time and watch the ideas cascade...

Gaining Confidence by Reframing Stress

From *Reframe Your Viewpoints* by Virginia Ritterbusch, 2018



Reframing Exercise Example: INTERNATIONAL TRAVEL!

Lines lines and more lines....waiting...

- Rigid & abrupt/short answers
- Unpredictable/inconsistent responses
- Felt Prickly/Mean-spirited

My immediate reaction

- She's upset with me
- We won't be friends anymore
- I was too high maintenance
- I was being inconsiderate and should have known



My Frame of Mind

Standards & Expectations

- Must go with the flow
- Expected more flexibility

Beliefs & Stories

- Upset with me
- Wishes she never came
- She's grinning and bearing it
- Doesn't want to be my friend

You Are Here

- Formed a neg. opinion
- Relationship is ruined

Fears & Concerns

- Loyalty amidst turbulence
- Adaptable in relationships

Values & Principles

Emotions & Feelings

- Impatient/Fed Up
- Sad/Ticked Off
- Frustrated

Using an IFS lens

When you first meet this person, she seems to have it all together; confident, fun, cool! All is well... though underneath:

- An aspect of her operating style is holding high standards
- Part of her was afraid about being away so long in a foreign country
- She can be confident when doing what she's good at in a familiar place
- Part of her has anxiety/can be nervous especially in unfamiliar places

Once a stressful situation is encountered, I can now see that right below the surface, parts of her that are very anxious

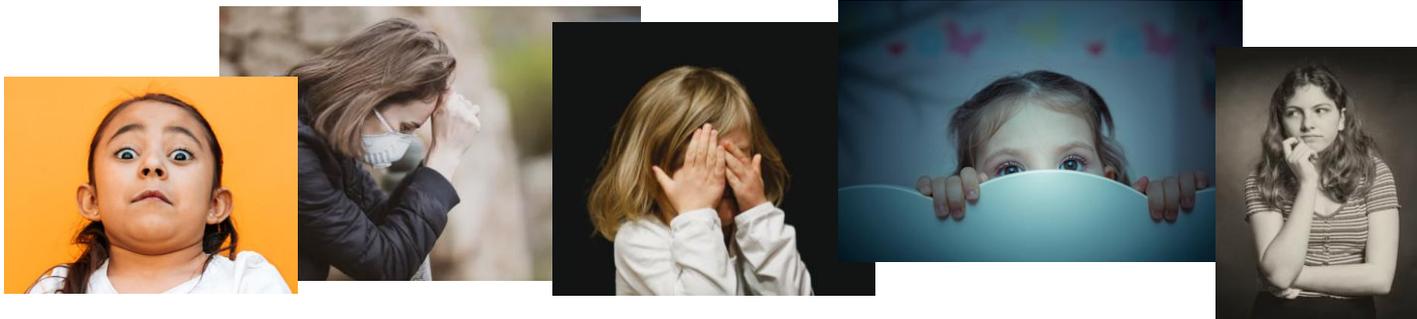
I tend to be very (too?) relaxed when traveling

- *“Everything will work out – no need to stress about things”*
- I arrive just in time because I don't like to wait around
- I can often become snarky and be a jokester, say things to try to be funny –hoping to diffuse the anxiety
- Those attempts backfire because the other person is busy being nervous!



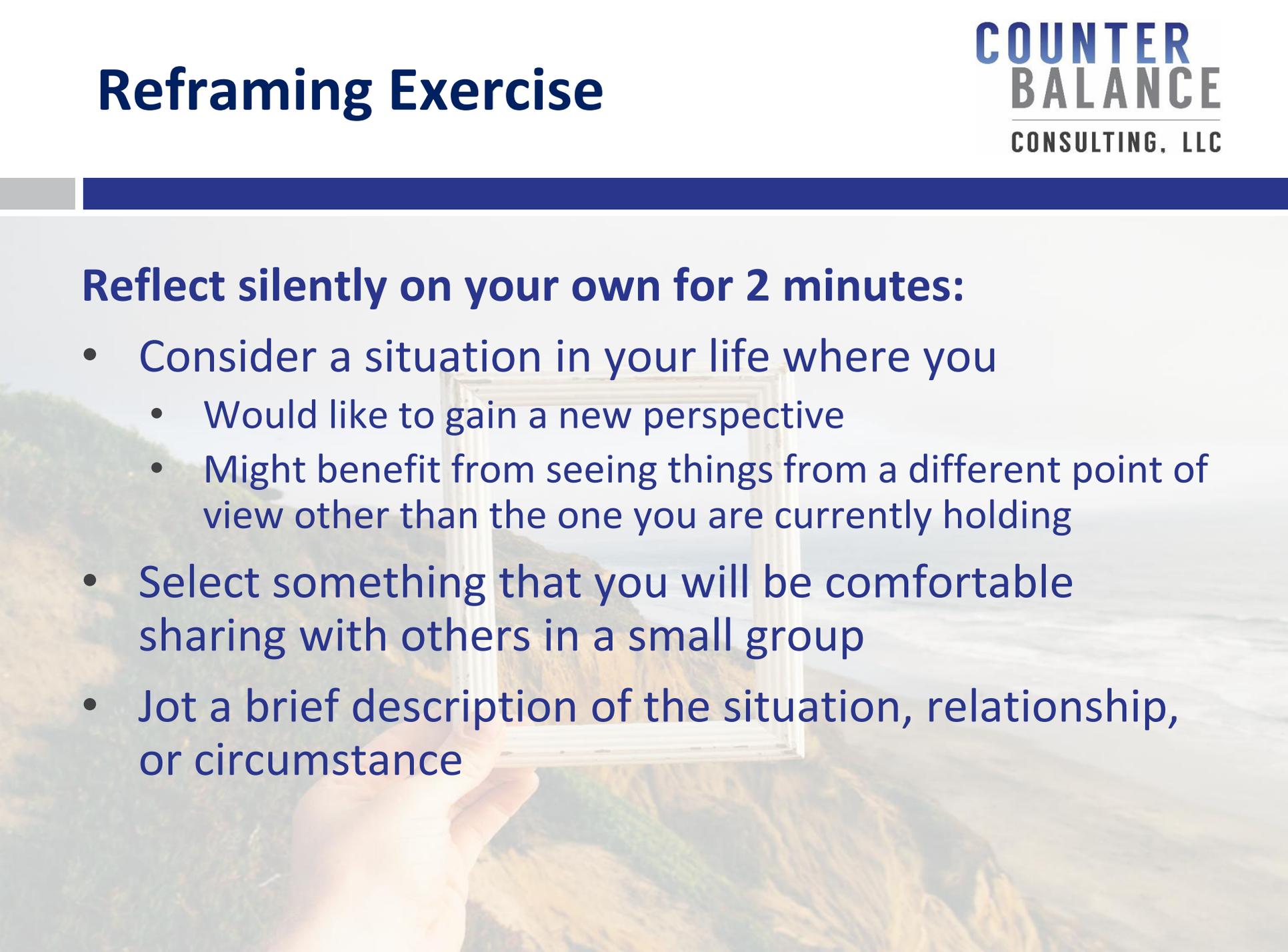
Back to the Travel Scenario...

1. I paused to step back and take a deep breath
2. I chose to look at the situation from a fresh perspective
3. If I consider being in her shoes right now:
 - She's unsettled because of all the possible things that could go wrong
 - The more she considers all the ways we might get stranded or delayed, the more uncomfortable and worked up she is becoming
 - My indifference to all the mayhem and zany transactions is fueling the fire instead of de-escalating her
4. I kept quiet, to avoid upsetting her further
5. She apologized once we were seated on the plane; I made a comment about how not to worry - we'll get through this together and that I'm glad we can be patient and flex with each other – these are trying moments!



Reframing Exercise

Reflect silently on your own for 2 minutes:

- Consider a situation in your life where you
 - Would like to gain a new perspective
 - Might benefit from seeing things from a different point of view other than the one you are currently holding
 - Select something that you will be comfortable sharing with others in a small group
 - Jot a brief description of the situation, relationship, or circumstance
- 
- A hand is shown holding a white picture frame in the foreground. The frame is empty, and the background is a scenic view of a coastline with rolling hills and a beach. The image is slightly faded to allow the text to be read clearly.

Reframing Instructions for Working in small groups

[20 mins]

Take turns sharing the Situation/Circumstance

1. Offer your current point of view/interpretation

- *“Can you consider an alternative perspective?”*
- *“What’s another way of looking at it?”*
- *“Reframe a final point of view...”*

2. What do you notice?

3. Rotate until everyone has had a chance to reframe their circumstance

Please set a timer for 5 min/each



What you need

You don't need to occupy your mind with activities and distractions to keep your attention outside yourself and feel naked when you can't. Don't listen to the voice inside your head that tells you there's no time to rest; that you have to keep moving and striving like a sadistic old sports coach; or the voice that tells you you're not good enough and that you'll never be happy and don't deserve love like a psychotic Victorian teacher; or the voice that whispers 'what if?' and makes you fear the future.

You only need to meet yourself to let the discord within you fade away and find the stillness underneath the place where you're already whole - where there is no need to seek or strive because there is no need.

From the poem, "What You Need" in the book, [The Meaning](#) by Steve Taylor

What we all need

CONNECTION TO SELF: We need capacity to...

- Pause in stressful moments, step back and self-regulate
- Acknowledge and understand our feelings and needs
- Skillfully respond, express needs and practice new habits

CONNECTION TO OTHERS: We require...

- Relationships with healthy individuals who are regulated – calm, compassionate, and curious.
- Support to integrate stressful experiences - to make healthy meaning and beliefs about self and the world.
- Practice to develop skills to thrive.



Point to Ponder

“The reality of life is that your perceptions - right or wrong - influence everything else you do. When you get a proper perspective on your perceptions, you may be surprised how many other things fall into place.”

- Roger Berkman



Agenda for Tomorrow

- Small group **Check in**
- **Adaptive Systems ~ Adaptive Leaders**
- **Self Coaching**
- **Dialogue vs. Discussion** and why that's important
- Shaping our conversations for **Positive Impact**
- Establishing, reinforcing & sustaining new **Habits**
- **Commitment to Action**
- **Despedida**