

“Directions” Protocol

Adapted from the book *Heart Space*, ©2020, by Lahara and Zoller

WHAT: To show that it takes a collective to get work done and everyone has a role to play. Each person identifies a strength that will benefit the group as they grow.

WHY: It’s important for groups to be able to pause and assess the moment when change or when “shift” happens. This practice formalizes ways we can use self-assessment to make smarter decision in the uncharted waters of change.

ESTIMATED TIME	CONTENT	PROCESS
5 min	Welcome & Opening	Inclusion Activity: When you think about taking the perfect vacation, what direction is the place you want to go?
20 min	New Learning or Revisiting Learning	<p>Post signs around the meeting space with the “Directions” and the 5 energy sources AKA states of mind (SOM)*</p> <ul style="list-style-type: none"> • “East” will represent Efficacy • “South” will represent Flexibility • “West” will represent Interdependence • “North” will represent Consciousness • “Center” will represent Craftsmanship <p>*If you need a refresher on the 5 Energy Sources/State of Mind. Refer to your Cognitive Coaching Learning Guide, pages 26-27 or your Adaptive School Learning Guide page 66.</p> <p>Process Protocol:</p> <ol style="list-style-type: none"> 1. Using the “directions” and 5 energy sources or SOM, each person will identify where they are and what energy source or SOM they may be relying on as the new school year begins 2. Have each person share the “shift” that may have the most impact on their work this year. 3. Ask the group, what energy source or SOM will you rely on? When chosen join others from the group standing in the same direction 4. In the “direction” group – what does this direction or energy source means for them as they navigate the new school year.
15 min	Organize & Integrate	<p>How do people feel when they have choice in how they deal with situations?</p> <p>How can we all benefit from the variety of energy sources or states of mind on our team?</p>