

Purpose

To honestly and responsibly look at and be with what's happening so we can open to new possibilities.

Why Bother?

In business as usual we think we're actively engaged in solving problems, when in reality we're just denying, avoiding, resisting or arguing with what is happening.

We rehash issues, blame each other or circumstances and put band-aids on problems. This creates an experience of tension and frustration - like we're spinning in circles. It's easy to defend our point of view rather than putting our energy into solving the problem.

Facing is a courageous and practical alternative to this dilemma.

So, what is Facing? It is a practice of honestly looking at all the factors contributing to a situation. This includes facts, data, feelings, thoughts and stories. We explore all of these factors, without judgement or "fixing" them, and we begin to accept things as they are.

The process of Facing shifts us out of defensiveness and "being right" and into acceptance. This leads us into genuine creativity and collaboration - making a lasting solution possible.

How To Use

- Set the context for what Facing is - set a clear intention for the conversation
- Ask a series of questions to face and accept *Current Reality*
- Invite everyone to answer from their perspective (includes facts, feelings, stories)
- *Listen to Get Each Other's World*
- Lean into *Possibility* through brainstorming
- Get *On the Ground* with actions where there is momentum

TIPS

- Use the exercise true to form and instructions, as much as possible.
- Use it as an individual, a team or an entire company (like at an annual meeting).
- It's easier to do a Facing exercise with a neutral partner.
- If you're triggered, do the Facing exercise first before asking others in the situation to Face.
- Facing needs to be an invitation not a requirement. (Facing doesn't really happen on demand.)

WHEN TO USE

- When you or your team are stuck with a project, stalled or not getting traction.
- When a relationship is stuck and the issues are "recycling."
- When you're consistently not making progress on goals you or your team have been working on month after month, year after year.
- When you have an employee that's not performing and nothing is changing or moving forward.



FACING EXERCISE

Facing (Current Reality)

1. What facts come to mind as you think about this situation?
2. What are you feeling or thinking about this situation?
3. Is there anything you've avoided, down played or exaggerated in your own mind about this situation?
4. Is there anything you've avoided, down played, exaggerated or not spoken up about in communication with others around this situation?
5. What is happening or repeating itself with this situation that you are arguing with or resisting?
6. What do you really want in this situation?
7. What are you doing or not doing that is keeping things from moving forward?
8. What is the hardest thing to face about all this?

Accepting (Current Reality)

1. Take a breath and pause. Imagine you could accept that all you just shared IS your current experience. Imagine for a moment you don't have to judge it, make it wrong or resist it. Nothing needs to change in this moment, right here, right now.
2. Having said all this, what might you say your "part" has been in this situation?
3. Try on this sentence by saying it out loud and take your time: "Today is _____(day of the week) . And I see that my part in this situation has been _____ (fill in the blank)." Pause then say it once again.
4. Now that you have said that, what are you feeling and thinking?

Brainstorming

1. Start with this: What do you really want in this situation? OR... What would make you happy in this situation?
2. What matters to you about that?
3. Brainstorm some ideas about how you could lean in and move towards what you want. What are some ideas you could imagine trying? (Remember, this is a brainstorm!)
4. What of these ideas can you feel real energy for?
5. Are you willing to choose this as an action and explore how to get on the ground with it? (If no, then pick another idea you are willing to explore.)

Getting on the Ground

1. Now explore how you could get into some action on this idea. What's the most simple and doable action(s) you could take right away?
2. Are you willing to take this (these) actions? If yes, by when?