

# The Path to MINDFULNESS



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That Matter

There are two ways to go through your day. You can choose to mindlessly go about your business, making decisions and interacting with others without thought of the impact on anyone but yourself. Or, you can choose the right way—to MINDFULLY think about how, when and why you are doing what you do and how you relate to those around you. When we operate out of a place of mindfulness, we build stronger relationships with our peers, supervisors and supervisees. With stronger relationships, we are more likely to accomplish our goals. The following tips and decision-making charts will give the tools to be more mindful as you go about your day!

## Mindfulness Starts with Self-Awareness

Feb 20, 2019

From <https://www.everythingdisc.com/Blog-Detail.aspx?itemid=11&title=Mindfulness%20Starts%20with%20Self-Awareness>

As is the case with so many things, how we apply psychology to business best practices has evolved over time. Workers were once seen as cogs in a machine, but today we recognize talent as our greatest asset and most valuable resource. It goes without saying (and yet we're saying it anyway) that this is good news for everyone.

In his Forbes article, "How Mindfulness Can Make You a Better Manager", Victor Lipman discusses the importance (and emergence) of mindfulness: the psychological process of bringing one's attention to experiences occurring in the present moment. Lipman breaks this idea down into three components:

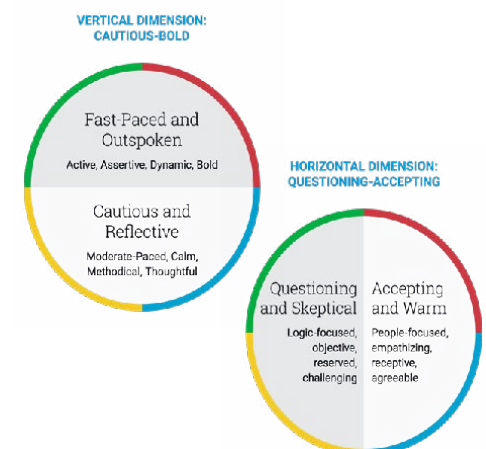
- Self-awareness
- Empathy
- Patience

While all of these components are important, let's delve a little deeper into the aspect of self-awareness. People frequently talk about the importance of self-awareness, but we don't always give people the tools for being more self-aware. Everything DiSC® helps people talk the talk and walk the walk when it comes to mindfulness and committing to self-awareness. How do we do this? Let's look closer at DiSC Theory and Research:

To start, the DiSC Model is a simple yet powerful model that describes four basic styles:

- D: Dominance
- i: Influence
- S: Steadiness
- C: Conscientiousness

While DiSC describes four basic styles, the model is, at its core, two-dimensional. These two dimensions reflect fundamental aspects of human nature and can be viewed as independent constructs.



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# CHECKLIST

## for Making a Mindful Decision



For each decision, write down the objectives, the options, facts and feelings.



Consider your core values and mission statement. How can you make the best decision to honor the organization you work for?



Oftentimes there isn't a right or wrong answer, and it can be detrimental to think of things in such black and white ways. Consider how the options in front of you are in the gray, and choose what is best, rather than what is right or wrong.



Some people make decisions with only the facts while others choose to value their gut feeling over facts. Neither approach is perfect. Make a pros and cons list honoring both facts and feelings.



Unless you are in charge of the final decision and you've made your decision already, avoid overly committing to a single option. When we declare our undeterable decision, we shut down other options.



Consider who this decision will affect. Should they be invited to offer input?

## Mindfulness

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To give you all a sampling of how DiSC can help you walk the self-awareness walk, try asking yourself two basic questions:

1. Are you more fast-paced and outspoken, or cautious and reflective?
2. Do you consider yourself to be questioning and skeptical, or accepting and warm?

If you answered "Fast-Paced and Outspoken" and "Questioning and Skeptical," you may be a D-Style: likely to prioritize results and on the lookout for new opportunities and challenges to take on. It might sometimes be stressful for you to interact with someone who does not share your drive for fast action.

If you answered "Fast-Paced and Outspoken" and "Accepting and Warm," chances are you're an i-style: likely to put a high priority on enthusiasm, with an optimistic approach towards

challenges. It could be that one of your stressors is working with people who only focus on the negative.

If you answered "Cautious and Reflective" and "Accepting and Warm," you might be an S-style: likely to value support and collaboration above all else, as well as unwaveringly cooperative and patient with others. You may find that one of your motivators is sincere appreciation from your peers.

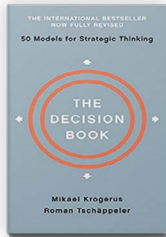
If you answered "Cautious and Reflective" and "Questioning and Skeptical," you are likely a C-style: someone who values accuracy and stability, with a tendency to challenge ideas. A common motivator for a C-style is the opportunity to gain knowledge or experience.

It's important to remember that we're all human, and humans are not to be labeled! DiSC is more than four basic

styles or two behavioral dimensions; it's a means to self-discovery. It offers people a new perspective into why they are the way they are, or act the way they act. It gives people the tools they need to uncover insights that sit just beneath the surface of their consciousness. Furthermore, Everything DiSC simplifies those insights with common language and action plans to practice new behaviors. Profound introspection can be hard to achieve without a starting point. Everything DiSC can be that starting point.

It can be easy for a concept such as self-awareness to seem vague and ill-defined—even a little dismissible to some. Lipman's article and Everything DiSC turn this notion into something actionable, enabling people to confidently walk the walk (or at the very least, walk the first steps!) of mindfulness.

# DECISION-MAKING MODEL



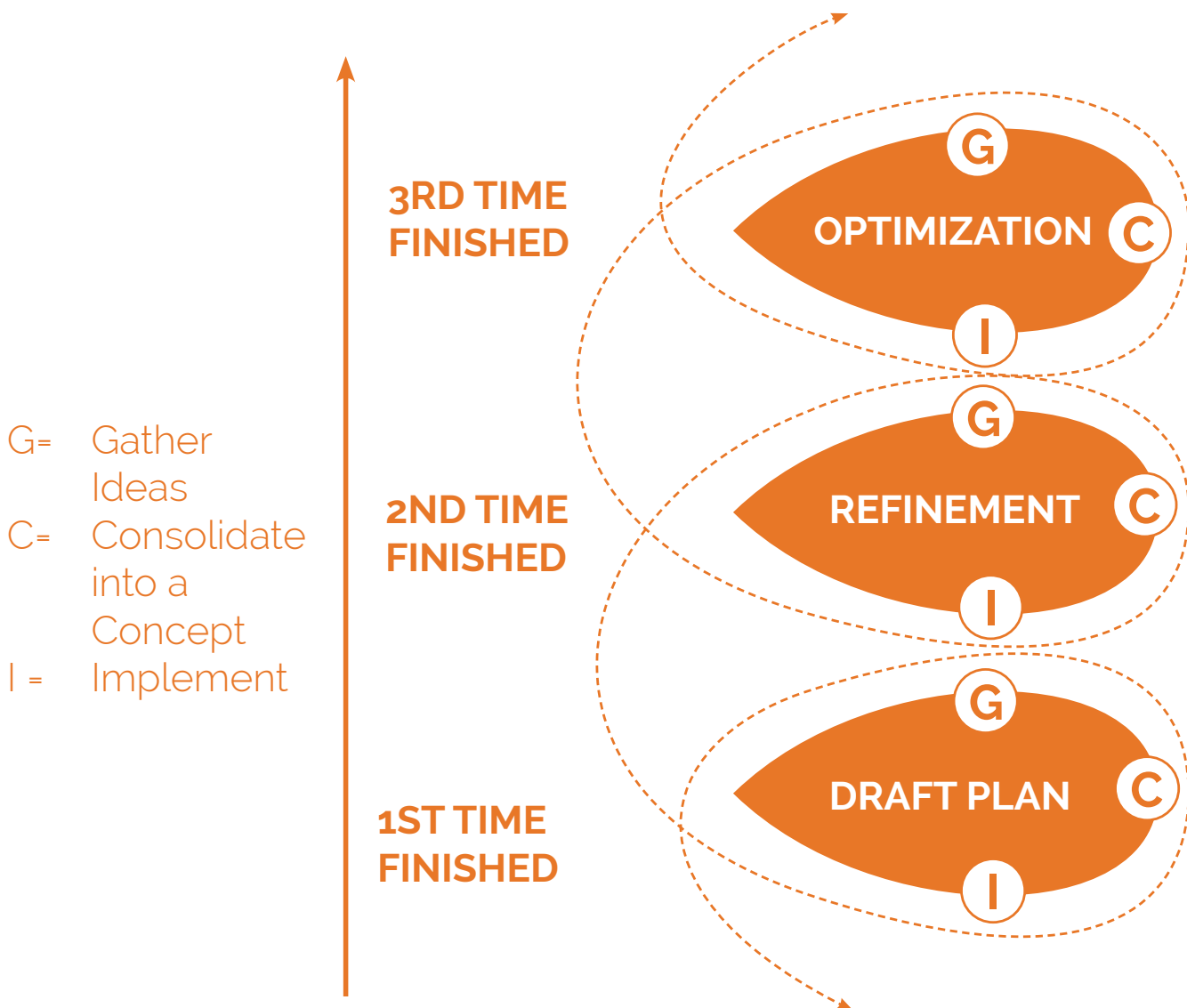
The following model is taken from:

## **The Decision Book**

by Mikael Krogerus and Roman Tschappeler

This book is a gem for decision making and includes 50 models for Strategic Thinking. The models will not make the decisions for you, but they will help you be more mindful of your actions.

## The Results Optimization Model When you have time to adapt and grow



# The Conversations That Matter



**You want teams who can conquer the world.  
Your teams want leaders they love to follow.**

**We're the experts at developing both.**



## About Tammy Krings

Teams and leaders are the keys to the success of any organization, business or association. They are also the least developed and nurtured parts of most businesses. When a leader struggles, the team struggles. When a team struggles, the business struggles. The challenges that teams and leaders face are frustrating and keep us awake at night.

**You want teams who can conquer the world.  
Your teams want leaders they love to follow.**

**Tammy Krings is the expert  
that will help you develop both!**

Tammy, the CEO of The Conversations That Matter, works with leaders to strengthen their teams, articulate their vision, align their work to their goals and shift their culture. Tammy is a sought-after Master Leadership Coach and Facilitator specializing in customized Leadership Development, Team Effectiveness, Executive Coaching and Everything DiSC Train-the-Trainer Programs.



Tammy Krings is one of the top 5 Everything DiSC experts worldwide, facilitating programs for top-level leadership and their teams on how to use the Everything DiSC framework to build, align and nurture their culture.

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