

THE TED* LETTER

By David Emerald

November 2007



Announcing Two *Power of TED** Public Seminars for 2008

I am delighted to announce the offering of two public seminars in 2008 – one for those who are new or want to be introduced to the ways of thinking and being that is *TED** (**The Empowerment Dynamic*) and the other for those already familiar with *TED** and are ready for a “deeper dive.”

“Introducing *The Power of TED”** – Learn the remarkably simple and immediately applicable frameworks, tools and techniques that make up *The Power of TED** in this one-day seminar and begin using them in making the “shift happen” in your work and life.

Tentative dates and locations for public offerings for the first half of 2008 are:

February 15: Seattle
March 28: Dallas
April 18: Boulder
May 16: Columbus, OH

“Experiencing *The Power of TED”** – Take a deeper dive into your own work with the tools and techniques of *TED** and prepare yourself to work with others in making “shift happen.” This 2-3 day seminar includes the use of *The TED* Handbook* and offers concrete, replicable tools and techniques for coaching individuals and groups away from destructive cycles of blame, resentment, and denial toward creativity, mutual support and high performance.

Tentative dates and locations for public offerings for the first half of 2008 are:

March 14-16: Seattle
June 13-15: Dallas

More information, including how to register, will appear in next month’s “[TED* Letter](#)” and on www.powerofTED.com by mid-December!

Seeing the Other as a Creator

Cultivating *TED** (**The Empowerment Dynamic*) calls us to develop one of life’s “easier said than done” perspectives in our relationships with others: seeing everyone we encounter as a Creator. The roles of Creator, Challenger and Coach are all centered in the acknowledgement that everyone has the capacity to choose their response to their circumstances and envision and choose outcomes to create in their lives.

Relating to others as a Creator is relatively easy when they, too, are seeking to live their lives more consistently from the Creator Orientation and, perhaps, share the language and frameworks of *TED**. But, what if someone you encounter is playing one or more of the roles of Victim, Persecutor or Rescuer, which make up the Dreaded Drama Triangle (DDT)? Even worse, what if the other is being a “jerk?” How do we see the other then? That’s

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the “test!”

First and foremost, in situations like that, we can see the other as a Challenger to ourselves to hone our own ability as a Creator to **see the Creator in them**. It is also a great opportunity to practice compassion.

A friend and colleague, Mark R. Jones, CEO of the Integral Wellness Group, recently conducted a short workshop on a practice that is a great framework for developing compassion and seeing others as a Creator. Mark had the opportunity a few years ago to meet with the Dalai Lama and, in that conversation, asked him for advice on how to teach peace in the world. The Dalai Lama responded that all people want and need three things: to be **H**eard, **S**een, and **L**oved (HSL). Mark calls this the HSL (or “Hizzle”) Practice.

The key to this practice is in being fully present with the other in a way that is non-judgmental and meets them where they are.

One feels **heard** when we can feed back to them the content or essence of their perspective or what they are saying. To do this, it helps tremendously to be able to listen for understanding (or possibility, as was covered in a previous “*TED* Letter*”) and to realize that we can hear someone – even if we disagree with their stand or perspective. It’s as simple as saying to the other “here’s what I hear you saying;” feeding back a summary of what they said; and asking “did I understand you correctly?”

One knows they are **seen** when we give them our undivided attention – if only in that particular moment. While we might encounter the other in a role they play in the world – be that a clerk, or a co-worker, or a customer/client, or a loved one – to respond to them in a way as a person (rather than just a role), they inherently feel seen as a Creator.

We feel **loved** when someone gives us the gift of their presence – especially through being heard and seen. I learned a distinction a number of years ago that has been extremely helpful: I can *love* you, in a particular moment, even if I do not *like* you because of what you are doing or how you are showing up!

Which brings us back to the challenge of seeing someone who we do not particularly like in an interaction as a Creator. They may not see themselves as a Creator. It may not be possible or even appropriate for you to explicitly call attention to their capacity to be a Creator. But as a Creator yourself, you have the ability to choose to respond to them in that moment as one Creator interacting with another.

Even if they act as a Victim, they are a Creator. Even if they act as a Rescuer, they are a Creator. Even if they act as a Persecutor, they are a Creator. All you have to do is **hear them, see them, and love them**. The more you make this a conscious practice, the more you will find that they respond to you in kind – eventually!

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Putting TED* into Practice

Make tomorrow “A Creator Day” – or pick a day on your calendar in the next week to implement the following practice.

For 24 hours, every time you see and/or interact with another person, greet them as a Creator in your own mind. When you say “good morning” to a loved one or a co-worker, be thinking “good morning, Creator Donna” or “how are you this morning, Creator Bill?” If you are sitting in a meeting, slowly look around the room and silently acknowledge each person with “Creator” before their name (i.e. Creator Bob; Creator Jill; etc.) – and make sure to do this for everyone, including the most difficult person in the room. Notice how it feels and what difference – if any – it makes in the way you interact with them and them with you. You can practice this with everyone you see, regardless of whether or not you verbally engage with them.

In addition, with those with whom you do verbally interact, practice HSL (Hizzle). Experiment with feeding back to them what you hear; see them by being fully present in the moment; and “love” them as they are in that moment – a Creator (even, maybe, a “Creator in disguise”).

If you really want to integrate the practice and learnings, spend 15-20 minutes at the end of the day reflecting or journaling on your experience.

The Spread of TED*

TED* continues to find its way into a variety of venues, fields, and organizations. It is spreading as an antidote to the “DDT virus” that is running rampant in our world. Here are just a few of the ways in which the spread of TED* is taking place:

An overview presentation on TED* was made to the leadership team of the [Foundation for Community Empowerment \(FCE\)](#) in Dallas, TX.

TED* was a central component in a day-long workshop, entitled “Public Leaders as Collaborators and Conveners: Creating Powerful Partners,” during the [National League of Cities](#) national conference in New Orleans, LA.

TED* was the centerpiece of a half-day module on collaboration (taught in conjunction with Donna Zajonc) for the [University of Texas’ LBJ School of Public Affairs’ “Governors Leadership Development Program”](#).

If you know of other places in which TED* is popping up, please let me know by emailing me at david@powerofTED.com!

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Please let me know what you think of "The TED* Letter" & including what you'd like to see in future issues and/or how it can be improved! Write me: David@PowerofTED.com.

Have a great month!

David Emerald