

# THE TED<sup>\*</sup> LETTER

By David Emerald

October 2007



## Special Offer for a Special New Book: *Five Wishes*, by Gay Hendricks – and a FREE DVD MOVIE – this Thursday, October 18th!

I am delighted to be able to make a special offer and help Gay Hendricks launch his new book, *Five Wishes: How Answering One Simple Question Can Make Your Dreams Come True* (October 2007, New World Library). I personally spoke with Gay last week and know you will find his work very powerful. His book is extremely relevant and useful to anyone committed to living their lives as a Creator! Based on a true story, Hendricks shares the conversation that changed his life and the powerful, yet simple process he discovered for turning your dreams into a reality in this exceptional new title. In *Five Wishes* Hendricks reveals the process he learned and refined for turning his wishes into attainable goals.

And here's something unique available only during the launch period of this book. It is a feature that may well be a first: After writing the book, Hendricks wrote and produced (with his wife, Dr. Kathlyn Hendricks) a 17-minute movie that brings to life the conversation described in the book. It's directed by and stars Michael Goorjian (whom you'll recognize from feature films such as *Hard Rain* with Morgan Freeman and the long-running TV series, *Party Of Five*).

To learn more about the book, go to the special launch website: <http://5wishesbook.footech.com>.

## The Challenger Challenge

This topic is a recurring one! Of the three shifts in roles between the Dreaded Drama Triangle (DDT) and \*The Empowerment Dynamic (TED\*), the Persecutor Challenger shift continues to be the most... well, challenging! (The other two shifts are Victim Creator and Rescuer Coach.)

Shift happens at two levels. The first level occurs intrapersonally, which means within oneself. At this level we focus on how we see ourselves and how we deal with our life experiences. A Creator is able to meet their life experience – especially those people, conditions, or circumstances that they must face – not as a Persecutor, but as a Challenger.

No matter what situation in which we find ourselves, we can choose our response (remember the reference to Victor Frankl in *The Power of TED\**). If we can ask and answer the question “what has this person, condition or circumstance come into my life to teach me?” or “what is this situation challenging me to learn or develop?” then we are making the intrapersonal shift happen from Persecutor Challenger. Rather than persecuting us (which is how the Victim would see it), our life experience is challenging us to learn, grow and develop in some way or another. It is all about learning and growth.

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The second level in which shift happens is interpersonally, which occurs in a relationship with one or more others. Here the focus is on how we see and interact with others. First and foremost, a Creator sees the other as a Creator too (which is easier said than done at times!) and approaches them with the respect and compassion that co-creators have toward one another.

The Challenger Challenge is this: how can we take a stand, advocate for a position, delegate an assignment, set a boundary, issue a command or directive, or challenge an assumption or behavior or opinion in a way that increases the potential that we will be received and perceived as a Challenger, rather than a Persecutor?

The answer lies in the clarity and communication of intent. Clarity of intent comes from stopping and considering what Diane Cawood, a consultant from British Columbia, calls our "Intention Mindset." One is the Looking Good Intent. Here the real underlying intention is to look good, often at the other's expense; to be right or the hero or the winner or seen as smart; to be critical or to communicate judgment and/or blame; or to control – any of which inherently belittles the other. A challenge of any kind that is communicated from this intent will almost invariably set us up to be received and perceived as a Persecutor.

The second mindset is the Learning Intent, which is the way of the conscious Challenger. Here the focus is on learning and growth; increasing the capacity and capability of the other; maintaining integrity, with no hidden agendas; and the communication is done with respect and compassion. What gets communicated may involve a difficult conversation or "tough love," but it is still done with the view of the other as also being a Creator.

The other ingredient for being an effective Persecutor Challenger shift at the interpersonal level is the direct communication of the intent of the challenge – in whatever form the challenge takes.

It is one thing to say: "You were a real jerk in that meeting!" (a comment that will certainly land as a Persecutor) and quite another to say something like: "My experience of your outburst limited the effectiveness of what you wanted to say. Let's explore other options on how to deal with such conflict in the future because I want you to be seen as a the constructive and contributing member of the team that you normally are." In this statement, what is being challenged is clear as well as why you are challenging the other.

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In the end, how the other receives and perceives your challenge is their choice. However, if you consciously think through the challenge by being clear of your “learning intention” and then clearly communicating both the challenge and the intention behind it, you will drastically increase the probability that the other will see you as a Challenger rather than a Persecutor.

If we are to create environments of empowerment in our relationships, our families, our organizations – in our world – we need conscious and intentional Challengers who know how to encourage, mentor and cajole Creators around them to learn, grow and develop. In order to grow our capacity to be a Challenger to others interpersonally, we must also practice the discipline of making shift happen intrapersonally and to welcome the challengers that show up in our own lives.

So, take the Challenger challenge as a way to continue your own commitment to live your life as a Creator and to support those around you to do the same!

## Putting TED\* into Practice

It’s time to take a “fearless moral inventory,” as they say in 12-Step programs! Think back over the past year and identify at least five individuals who have responded to something you said or did in a way that indicated that they perceived and received you as a Persecutor. (If you need a clue, anyone who reacted defensively, angrily, and/or withdrew from you are all good indicators that you showed up as a Persecutor to them!)

Write each of the incidents down by describing the situation and who was involved. What did you say and/or do? Now comes the really important point to reflect on: was what you said or did coming from a “Looking Good” or a “Learning” intention?

If your response is that it was about “Looking Good,” how would you do the interaction differently if you could have a “do over?”



If your response is that it was actually a “Learning” intent – even though you were still perceived and received as a Persecutor – is there a way you could have approached the interaction in a way that may have resulted in a different response?

## 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.

2008 promises to be a year in which many more seeds are sown and there is already the promise that the spread of TED\* will continue, including:

- A special evening with the Women’s Empowerment Network (Seattle) on January 14th.
- A keynote presentation to the Junior League of Seattle on January 15th.
- And more to come!

If you know of other places in which TED\* is popping up, please let me know by emailing me at [david@powerofTED.com](mailto:david@powerofTED.com)!

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Have a great month!

*David Emerald*