

CHAPTER TWO

Inside Out

Towards understanding ourselves, other people and how we change

HOWZIT, MY NAME IS KAMA...

But this chapter is about you. If you are going to help others to better understand themselves, you might want to begin by better understanding yourself. We will look at how, as a leader or facilitator, you can ask better questions and how you can be more facilitative. We will introduce a variety of 'windows' through which you can better see yourself and others. My guess is that you will enjoy the experience. You may also find that you are a lot more interesting than you thought you were! Enjoy!"



LOFTY TELLS THIS STORY...

Several years ago a colleague offered me some wonderfully simple advice. "If you want to know what is really happening inside an organisation or group that you're working with," she said, "you should pay more attention to what is happening inside you. Your own feelings often provide the most important clues."

What she was pointing to, I think, is that our hearts are also sense organs. Through our feelings, our gut feel or intuition, we are able to hear at a deeper level. But learning to listen to and trust your own feelings isn't easy. I was brought up to be suspicious of feelings – they're not logical, I was told, and therefore not to be trusted. Unlearning deep-seated attitudes like this isn't easy. I've still got a long way to go, but my friend's advice provided me with a new window through which to see the world. Being more in touch with my feelings and intuition has certainly helped me to feel more alive.

If you want to be an effective leader or facilitator, you've first got to hold a mirror up to yourself.



WALKING THE TALK

If our aim as leaders, practitioners or facilitators is to help others to see and hear themselves and each other more clearly, we first need to be in touch with our own thoughts, feelings and desires. If we really want to see and hear the people we're working with, we need to practice on ourselves first – to walk our own talk.