

WINNING FROM WITHIN

A Breakthrough Method for Leading, Living,
and Lasting Change

ERICA ARIEL FOX

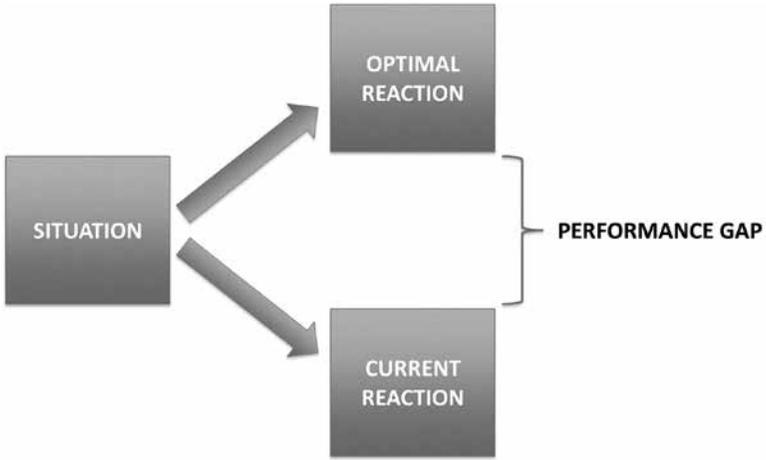


FIGURE 1.1

<p>Vision</p> <ul style="list-style-type: none"> Aspiration Setting Inspire Others Innovation and Creativity Passion and Purpose 	<p>People</p> <ul style="list-style-type: none"> Communication and Influence Teamwork Emotional Intelligence Coaching Others
<p>Analysis</p> <ul style="list-style-type: none"> Risk Management Smart Decision-Making Measuring Success: KPIs and ROI Compliance 	<p>Execution</p> <ul style="list-style-type: none"> Accountability Results-Focus Project Management Operational Efficiency

TABLE 1.2



FIGURE 2.1

The “Executives” in Your Suite	Function and Role
Your Inner CEO or Dreamer	Creates possibilities Sets strategic vision, gives direction
Your Inner CFO or Thinker	Clarifies perspectives Analyzes data, manages risk
Your Inner VP of HR or Lover	Cares about people Feels emotions, manages relationships
Your Inner COO or Warrior	Catalyzes performance Takes action, reaches goals

TABLE 2.2

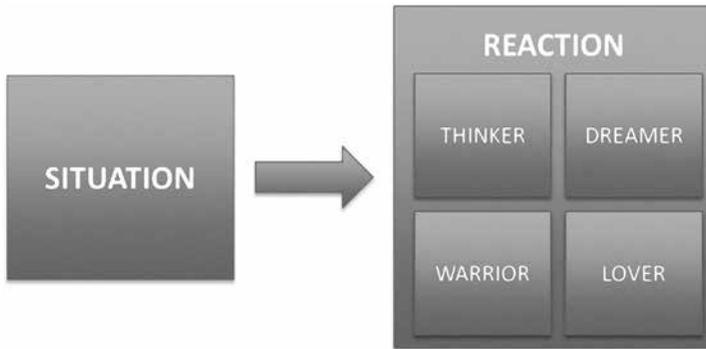


FIGURE 2.3

Your spouse says: “I really need a vacation. I know we’re broke. But I’m burned out and exhausted. I need to recharge my batteries.”

Your opening response is one of the following:

ONE: “Sounds great. I can see us on a blanket on the beach with drinks in our hands. Shining sun. Lapping waves. Cool breeze. Perfect.”

TWO: “I think we’re over our budget. I don’t know if there’s any surplus we can spend. If we estimate the cost of a long weekend, we can compare the expense to our savings, and then determine what we can afford.”

THREE: “I’m sorry to hear you’re so exhausted. Tell me more: what’s going on with you?”

FOUR: “Well, if you work a bunch of overtime in the next few weeks, and we only eat at home, we can pay down the credit cards. But if we can’t lower the debt dramatically, we can’t go.”

TABLE 2.4

Negotiator Within	Focus of Attention	Power Source	Skills For
Dreamer	What I want What I don't want	Intuition	Innovation
Thinker	My opinion My ideas	Reason	Analysis
Lover	How we both feel Our level of trust	Emotion	Relationship
Warrior	What task to do What line to draw	Willpower	Accomplishment

TABLE 3.1

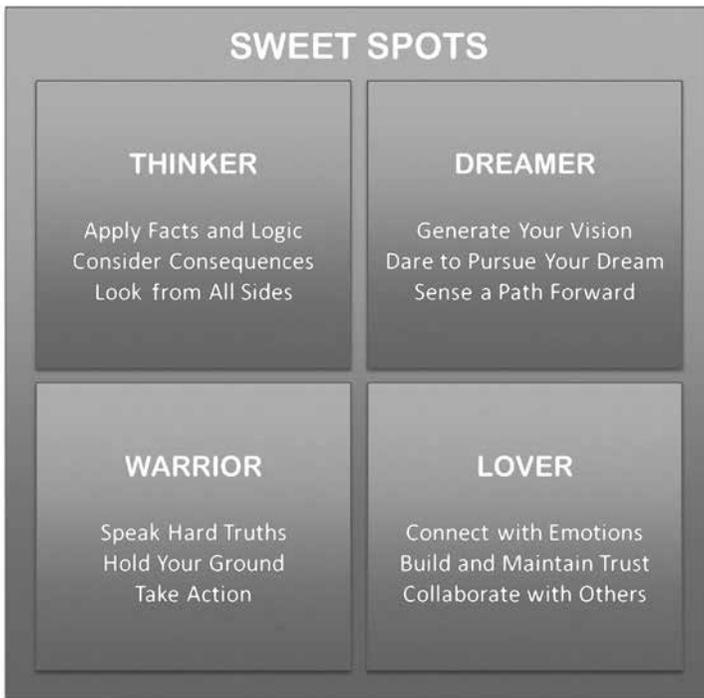


FIGURE 3.2

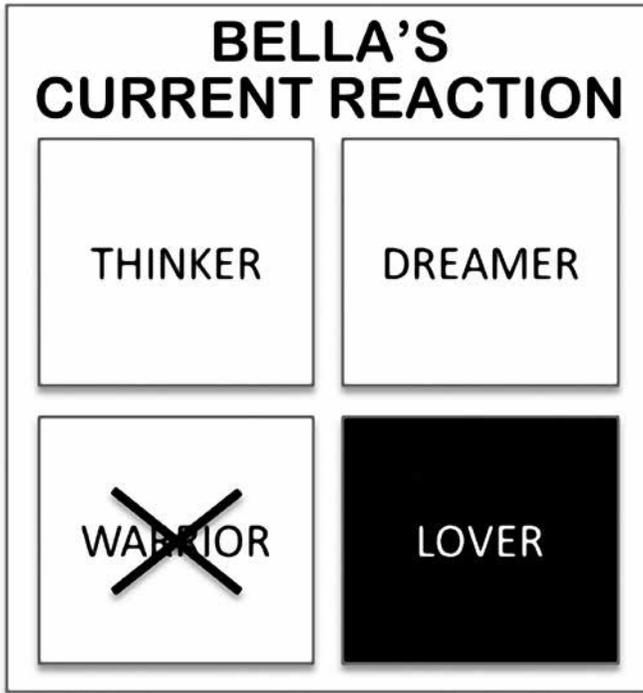


FIGURE 3.3

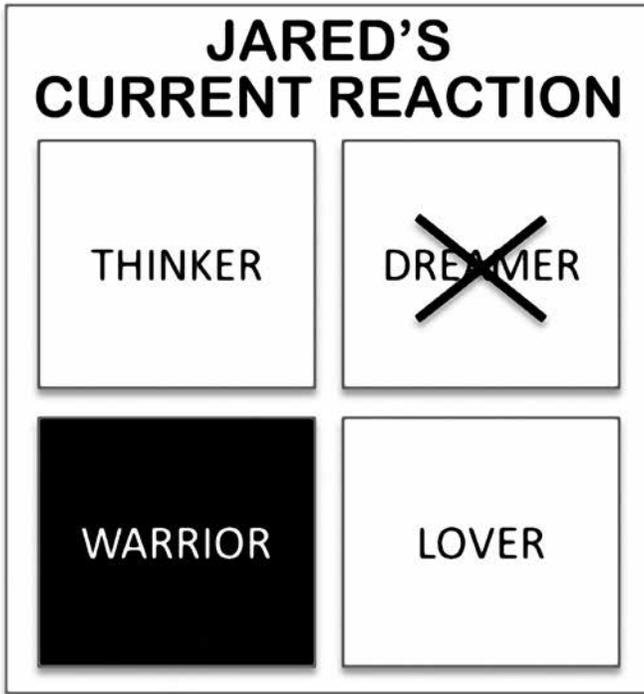


FIGURE 3.4

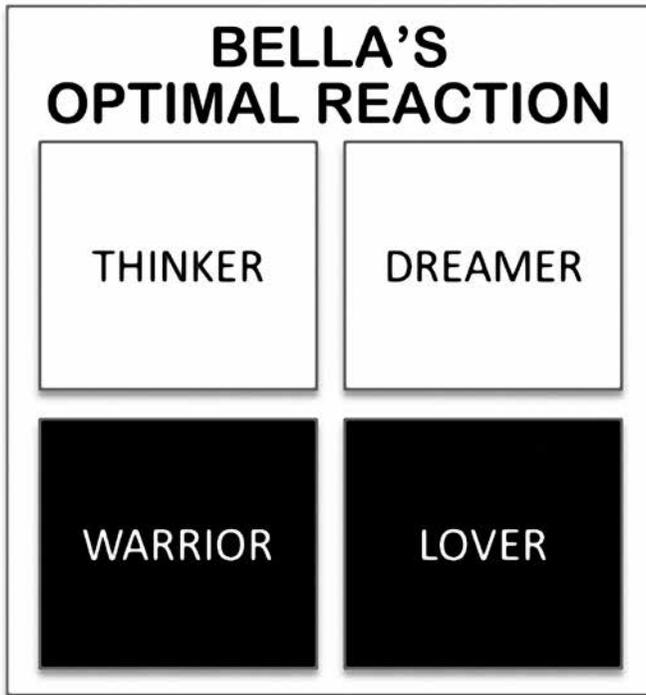


FIGURE 3.5

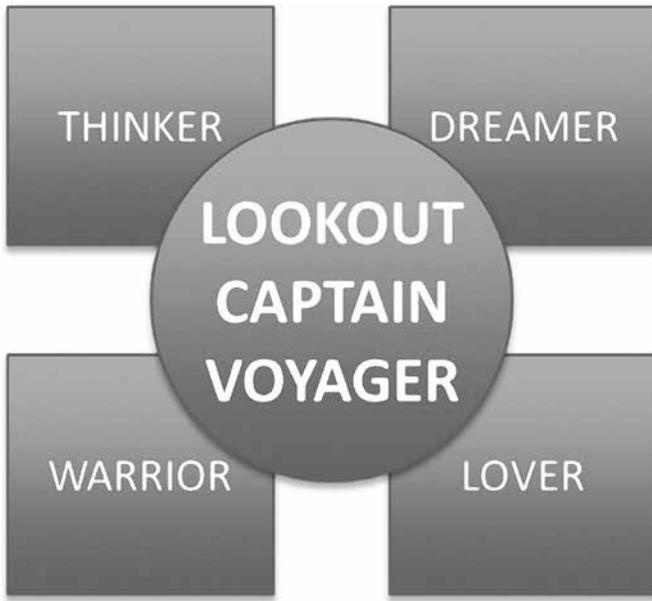


FIGURE 4.1

Inner Team	Strength	Skills For	Provides
Dreamer	Creativity	Innovation	Direction
Thinker	Clarity	Analysis	Reflection
Lover	Compassion	Relationship	Connection
Warrior	Courage	Accomplishment	Protection

TABLE 4.6

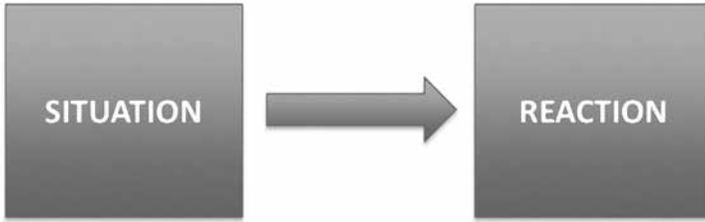


FIGURE 4.2

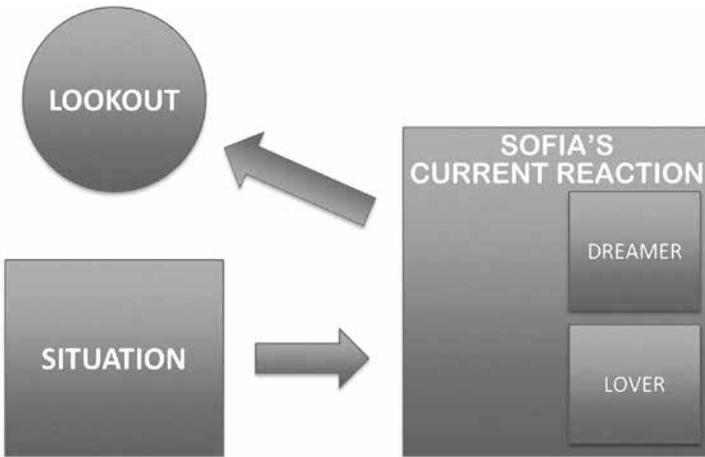


FIGURE 4.3

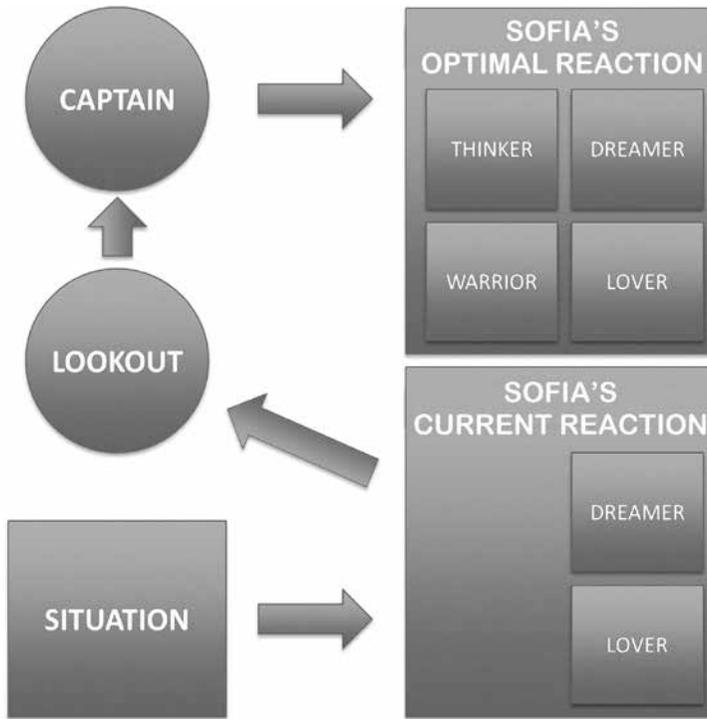


FIGURE 4.4

<p>Exceeds Expectations: You consistently exceed performance standards.</p>
<p>Meets Expectations: You consistently meet performance standards.</p>
<p>Fails Expectations: You consistently fail to meet performance standards. You perform unevenly and need to improve.</p>

TABLE 5.1

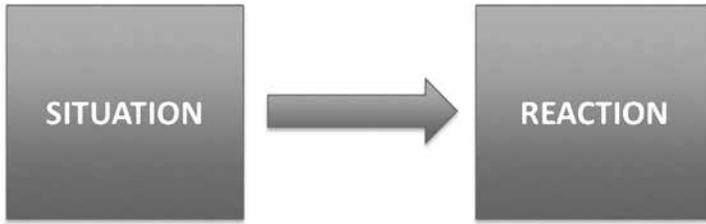


FIGURE 9.1

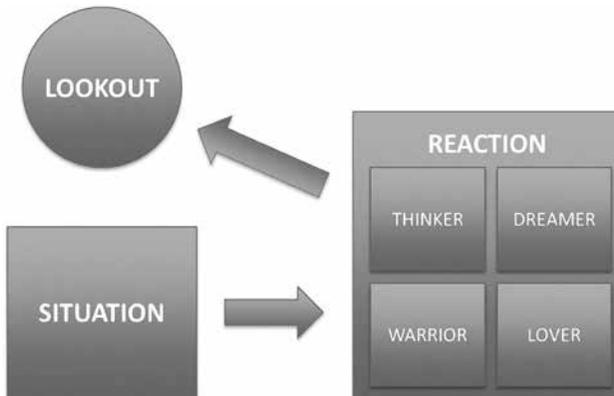


FIGURE 9.2

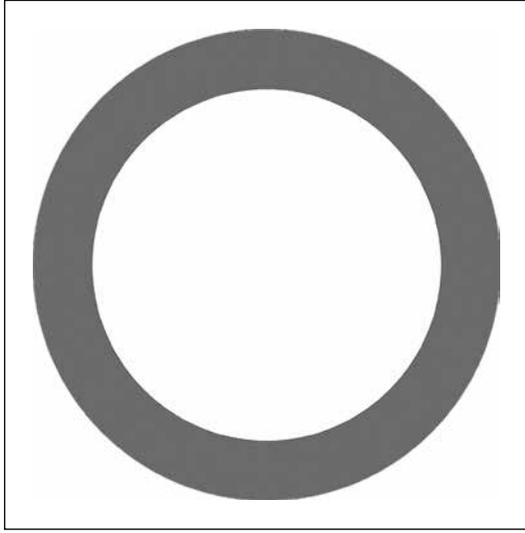


FIGURE 9.3

Goals and Strategies	Context	Your Inner State
What's my purpose? What's the best outcome? Is this a step in that direction?	Is this a good time for this conversation?	Is the inner negotiator who wants to speak in a centered mode, or should I wait until later?
Am I talking to the right person? Is there a different stakeholder or decision-maker in the hierarchy whom I should speak with first?	Is this the right place?	Does the inner negotiator who wants to speak have the skill to do this well? Do I need a bit of coaching to succeed in this conversation?
Am I moving too quickly?	Should I raise this at all?	Am I using my Big Four's favorite strategies? Is that the best choice right now?
What coalitions can I build to help me achieve my goals? Who might have influence on the person I need to say yes?	Does making this comment here and now account for the politics in the organization?	Am I outside my comfort zone, given my profile? Can I use this as a chance to balance my profile?
Who in my network would be helpful in this task? Is there anyone outside my network that I could bring into my network?	Do I have a mandate to raise this in this group?	What impact am I having already?

TABLE 10.1

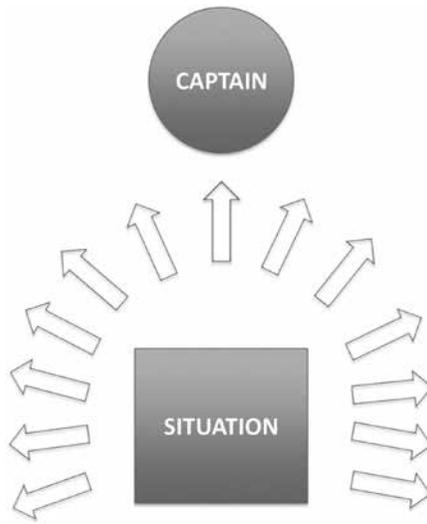


FIGURE 10.1



FIGURE 11.1