

TRP Enterprises, Inc.

Becoming the Totally Responsible Person<sup>®</sup> (TRP<sup>®</sup>)

**WORKSHOP MODULE AND TIMES**

30-45 minutes, depending on the available time

***Victim*** — Defining and learning about the state of Victim Mentality in ourselves (and others). Learn, via exercises, how to recognize when we are in that state, i.e. via certain specific thoughts, emotions, body postures, strategies. Develop self-awareness or self-recognition of that state—for the purpose of being able to *choose* a more appropriate response to *any* circumstance. Learn to choose our responses, rather than react, knee-jerk and victimy. “Awareness allows choice.” Participants will learn to identify the “Moment of Choice.” Through experiential—and humorous—exercises, each participant learns to identify those specific circumstances in life which are associated with his or her entering into the victim state. Assessment tools, developed by TRP Enterprises, are used for these purposes. Specific examples of worksite situations are used as illustrations. Participants learn to step back, see the humor, and be the “observer” in potentially stressful situations. Primarily lecture with some audience participation. (This piece is divided into two parts—one before the role plays and one after.)

30-45 minutes, depending on available time

***Assuming Total Responsibility For Our Emotions and Behavior*** — The opposite pole on the spectrum from Victim Mentality. A definition of the Totally Responsible Person<sup>™</sup> (TRP<sup>™</sup>). The definition of the TRP is contrasted with the definition of the “Victim Mentality.” Illustrations/examples of our own ability to choose our mental state and attitude in any situation. Examples/stories of historical and contemporary figures who do the same—by using principles of “personal responsibility” to overcome “impossible” adversity. Discuss specific ways and methods to convert negative emotional energy into positive, creative expression so that we can deal with all aspects of life, no matter what the circumstances. Illustrations of ways to bring out the best from oneself and others; how this applies to attitude and motivation. (A scientific approach to the typically “fuzzy” or “soft” topics of attitude and motivation.) Primarily lecture with some audience participation. (This piece is divided into two parts—one before the role plays and one after.)

***PLEASE NOTE: THE TWO TOPICS ABOVE AND THE FINAL ONE ON PURPOSE BELOW ARE ESSENTIAL TO ANY PRESENTATION.***

25 minutes

***Role Plays (Skills Practices)*** in groups of two. Putting into practice what has just been learned. Participants role play common workplace situations. They learn to let go of any victim mentality, and solve problems and handle difficult situations.

Participants benefit from the actual experience of the shift made by moving from Victim to TRP™. These exercises are humorous and powerful. Includes a group debriefing session and a synthesis of the lessons learned.

10 minutes

***Comparing the TRP State with the Victim State.*** A behavioral review, facilitated by a TRP Enterprises assessment tool, of specific characteristics of each of these states, and a review of the long-lasting consequences of making decisions when we are in the Victim state.

10 minutes

***Hour-by-Hour Analysis of the Day.*** Self-awareness of the prevalence of the victim state in our daily lives using a TRP Enterprises assessment tool. Becoming aware how this state may play out, from the time we awake, through our workday and worksite, to the time we go to sleep. Becoming self-aware of when and how we “victimize” ourselves allows us to choose a more productive approach.

5 minutes

Distinguishing between “*responding*” and “*reacting*.” A group discussion and flipchart exercise.

10 minutes

***Group Victim*** — Discussion of how we, as members of groups, consider ourselves victimized by other groups, especially in the work setting, e.g. doctors by nurses—and vice versa; administrators by technical, or support people—and vice versa; sales department by production department—and vice versa. A powerful tool for creating harmony in an organization.

15 minutes

***What Drives Me Nuts!*** — A small group discussion with each participant identifying specific things that upset, irritate, anger, etc., them. Recorders will write them down and then each small group shares the results with the larger audience for the purpose of “getting them out in the open” so that we will no longer be victimized by these events, etc. A humorous and meaningful exercise.

15 minutes

***Dealing With the Victim in Ourselves*** — Specific tools we can use to develop awareness and eliminate the victim mentality in ourselves. Ways to create or maintain a “*corporate culture*” where we work, which emphasizes being the TRP, and the avoidance of victim. Primarily lecture with some audience participation.

20 minutes

***Eliminating Gossip and Criticism*** — Their destructive consequences in the workplace—both subtle and obvious consequences. Discussion of the separative nature of negative criticism and how it blocks creative and productive activity. How the elimination of criticism paves the way for increased productivity, and

harmony. Ways to move to the positive side of things. In-depth look at subtle criticism, which interferes with organizational effectiveness. Humorous skit by presenters introduces the topic. Short lecturette followed by audience participation exercise.

20 minutes

***Criticism: Group Exercise*** — Participants are divided into groups of 6-8. They are instructed to solve a problem that has presented itself in the organization. Half of the participants in the groups are instructed (privately) to criticize all solutions/suggestions of the others. Then, the exercise is repeated with all participants attempting to solve the problem and conduct the discussion based on guidelines given. This module follows the previous one and allows participants to experience the shift that can occur when we move away from criticism and blame to a mode of cooperation and responsibility. An illustration of the character trait “respect” is the lesson of this exercise.

10 minutes

***Lunchtime “Homework” Assignment discussion***. Takes place right after lunch. Self-awareness of how we may have felt victimized by happenings at lunch, after the morning workshop session, e.g. not enough time to eat, dissatisfaction with the food, service, price, etc. A sharing exercise, often quite humorous.

15 minutes

***Mirroring*** — Based on the psychological concept of “projection,” this exercise helps participants recognize those times when they react to or become critical of others and how it is often a “projection” of their own qualities onto the other person. The exercise provides participants with great insight into their own behavior and state of mind. The perfect process for beginning the eradication of blame and criticism.

15 minutes

***Dealing with the Victim Mentality in Others*** — Specific tools which can be used to diffuse others who come at us in a victim state. Ways we can help others to move out of the victim mentality by our behavior. Illustrated with stories of real life situations. (A prerequisite to the next session.)

10 minutes

***How to Avoid Rescuing and Enabling the Victim—How to Foster the TRP in Them***. A presentation of what it means to “rescue” or “enable” someone who is in the victim state. Participants come to realize that we often do this unconsciously. (Prerequisite to the next two sessions.) Lecture.

15 minutes

***Department vs. Department or Group vs. Group.*** An interactive exercise where participants represent two different groups/departments in the organization where conflict has prevented optimal performance. With both groups in the room they are led through an exercise that helps develop empathy for the other's concerns and focus on problem solving rather than complaining and criticizing. Great exercise for warring tribes!

20 minutes

***Learning to Respond as a TRP, not as a Rescuer or Enabler.*** Participants engage in problem-solving exercises in small groups. They learn both how to avoid rescuing/enabling, as well as how to bring out the Totally Responsible Person (TRP) in the other person. (A prerequisite to the next session.) Small group discussion and problem solving. (Six to eight persons.)

25 minutes

***Rescuer/Enabler Role Plays, in Groups of Two.*** Each participant first plays the role as a rescuer/enabler and then as a TRP. Participants apply what was just learned in the last session to real-life situations. They practice specific TRP behaviors. Role plays are followed by a debriefing and question and answer session.

15 minutes

***How have I rescued and enabled others?*** A discussion in small groups with each person answering this question. Each group then reports to the larger group some of the answers learned. Group discussion activity.

15 minutes

***How do others rescue and enable me?*** A discussion in small groups with each person answering this question. Each group then reports to the larger group some of the answers learned. Group discussion activity.

15 minutes

***Ten Commitments of Group Work.*** A review of ten of the most powerful guidelines for effective collaboration and working together available anywhere. These were developed out of actual experience in one of the most cutting-edge organizations in America.

35 minutes

***Giving and Receiving Feedback.*** Consisting of both group activities and lecturettes and stories, the focus is on how we *are* when we give and receive feedback. Illustrations are used to drive home the points and participants get to practice giving and receiving. Participants are introduced to the concepts of "standing under" feedback and "hmmmming."

15-20 minutes.

***Eliminating Limiting Beliefs.*** This exercise assists participants in identifying beliefs that limit their abilities to perform and inhibit productivity and personal effectiveness, at work and at home. Participants are shown examples of limiting beliefs and are asked to brainstorm what a TRP response might look like. An example of a limiting belief might be: “Management does not give us the resources we need.” The TRP response might be: “It is up to me to do the best I can do regardless of what management does.” After seeing examples of limiting beliefs and their corresponding TRP response, participants and small groups are directed to identify limiting beliefs they have heard, and then brainstorm their own TRP response.

15-30 minutes

***Leaving Personal Agendas at the Door*** — This segment is introduced with a skit by the presenters to illustrate what happens when members of an organization pursue their personal agendas, rather than work in harmony with the corporate goals and mission. Sometimes referred to as “leaving the ego at the door,” the concept of a “personal agenda” is examined and defined. Then the group discusses the negative ramifications when personal agendas are out of alignment with the corporate agenda; and the benefits which accrue when people recognize and leave agendas “outside.”

15-20 minutes

***The Importance of Purpose*** — A discussion of the significance of having a clear purpose in any worthwhile endeavor: both at work and at home. Stories illustrate how a clear purpose can help us focus on the things that matter, thus revealing to us that all the *other* things (which typically “get to us” or that we “take personally”) just really don’t matter. This segment is introduced with a humorous skit showing how—when we are motivated by a higher purpose—we can effectively manage our emotional state, no matter what the circumstances. In this module the concepts of “It really doesn’t matter,” “I’m all right, right now,” and “It’s got to stop somewhere” are introduced.

5-15 minutes, depending on time available and size of group

***Final Activity: Participants share with the group, “What I learned today.”***

These meaningful lessons serve as motivation and reinforcement to the other workshop members. Participation and sharing is optional, though 90 percent usually wish to share

Included in the six-hour workshop, there are 15-minute breaks in the middle of the morning and afternoon session. Sessions are three hours in length.

The first three segments in this description—on Victim, on TRP, and the Role Plays—together run 90 or more minutes and are considered essential, and should be included in any presentation. The section on Purpose, 15 to 20 minutes, is also of prime importance.

Not included is a time segment of 30-40 minutes for questions and answers and/or other topics that may be tailored especially for the client organization.

All the topics above will not be included in any particular workshop. The particular topics will be chosen in consultation with the sponsoring organization.

For multi-day workshops, there will be considerable time set aside for solving problems unique to the client.

