ISSUE 18

Fresh Starters

Date 7/10/09

Special Dates coming up

Fernando will be celebrating a birthday on July 14th! Jack celebrated 1 year and Diane will be celebrating 36 years in July with OI

August 12 – Be on the lookout for information on an upcoming employee potluck luncheon. The potluck will include all employees in Plaza 1, 2, 3, 4. This will be a great opportunity to meet and chat with people from other Pathways Groups.

"Always bear in mind that your own resolution to succeed is more important than any one thing."

~ Abraham Lincoln

"Energy and persistence conquer all things. "

~ Benjamin Franklin

Pathways Quiz Game!

Team Up Up and Away used a game of Pass the Chicken at our Mastery Program to quiz our knowledge of the tools and other things! Everyone "won" a flashing balloon pin.

Scavenger Hunt #3!

Are you ready for Scavenger Hunt #3?

The same rules apply as in the past 2 hunts. We selected a Pathways tool and split up the tool elements amongst four members of the group to "host" the scavenger items. **This hunt will end Wednesday July 22, 2009 (and a new one will begin).**

Second Chance at 1st and 2nd hunt prize- While supplies last , we are offering a second chance to receive the prize from Scavenger Hunts #1 and #2. To receive your prize, simply submit a story, poem, cartoon, family photos, or something similar to Dave and Vicki for publication in a future Win Wizard newsletter. We encourage submissions to be inspiring, motivating, or related to Pathways Tools or Wellness Culture. Past Hunt "winners" are also eligible to receive an additional prize (in case you want a second one).

Fun Night at Plaza 5!

A fun time was had by all Fresh Starters who met at Plaza 5 (Bar Louie) on July 8th after work. Beer, wine, water, and s'mores martini's were flowing! It was great to meet other Fresh Starters outside of work to chat, share stories and socialize.

Thanks to all who joined in the fun! We will have to schedule another fun night soon. Let Marsha and Betsy know if you have an idea where to meet or what to do (other than Bar Louie).

Reminder

Betsy and Marsha, our Fresh Starters Team Captains would like to remind the POIS group meeting schedulers to include them on the meeting invitation. They are keeping a master schedule of POIS group meetings for us!

If you miss your group's meeting and would like to attend with another group, contact Betsy or Marsha for available meetings.

"Nothing is too small to know, and nothing too big to attempt."

~ William Van Horne

Highlights from the POIS meetings

Team **Global Exposure** - Global Exposure had a lively discussion over the Degrees of Strength Tool. We started with the provided meeting opener of "Degrees of Strength is considered the most important Pathways tool. In your opinion why?". We discussed this question and considered that some of us do not feel it is the most important tool. It is an important one and they are all linked together, but we discussed that in order to see yourself and others in degrees of strength, you also have to have a Big R. We considered it like the "chicken and the egg" principle, which comes first, a Big R or Degrees of Strength? We also said that in order to speak out when others are doofusing and turn the situation around to see the strengths, you have to have a Big R and communication skills. Kelda gave an example of when she tried to do this. The others were not responsive of her trying to see the strengths, but this did not deter her from believing it herself. What a Big R she has! We did all agree that it is important to understand and remember that people and situations can't be less than 0, and that living with the idea of seeing everything in degrees of strength will lead to a happier, more positive life. As the closer said, "why would you want to function any other way?".... we wouldn't want to! It is a challenge that everyone should undertake.... see yourself, others, and situations in degrees of strength!

"Be who you are and say what you feel because those who mind don't matter and those who matter don't mind."

~ Dr. Seuss

From the **FAB 5**: Ken Erard from IT (a non-grad) was a guest at this week's meeting. Thanks to Phil who has been introducing the tools to his department, Ken fit in just fine and even contributed to our discussions on Degrees of Strength. We answered the question "Why is Degrees of Strength considered the most important tool?" Sue answered that not seeing people in Degrees of Strength is a waste of time. Phil said that "degrees of weakness" are of no value. John spoke of an employee he helped by encouragement. John asked "how does seeing people in degrees of strength help them improve in their lesser strength?"

We discussed the important differences Degrees of Strength have created. Vicki answered that she takes one task at a time. Sue answered that you have to be sincere. Emily said that she would rather "have it straight". In her "project from hell" she was having problems in degrees of strength. John added that over time his meetings improved to being positive. Vicki has relatives that have and will arrive which will be a challenge to her Pathways mindset the next few weeks. Sue said it helps in difficult situations.

"A bird doesn't sing because it has an answer,

it sings because it has a song. "

~ Maya Angelou

Phil spoke of the positive impact we had on Craig when he attended last week's Pois meeting.

Regarding the Leadership focus, John is continuing with meetings. Ken said that he notices that not all Pathways Grads are "walking the talk". Vicki responded that other Pathways Grads should call them on it.

As a closer, we discussed "referring to Degrees of Strength, why would we want to function any other way?" We came to a consensus that it provides a better, more productive work environment.

Notes from **The Dynamic Dancers –** The Dynamic Dancers took a week off from meetings due to scheduling conflicts.

Highlights (Continued)

The **Up Up and Aways** – We met on Wednesday July 1, 2009 at Bar Louie (plaza 5) to discuss the Doofus Principle. We could not listen to the audio recording but shared our understanding of the tool. It has helped us to see others in the degrees of strength which has improved our relationships with family, friends and co-workers.

"The price of anything is the amount of life you exchange for it. "

~ Henry David Thoreau

From team **DFS** – We began our meeting with round table of our weeks and by listening to the audio segment. Fernando had an update about last weeks objective regarding how to address someone who is doofusing. He was able to remind a past grad in a doofusing situation by mentioning to them that we had just covered the tool in our POIS meeting. We moved on to a discussion around degrees of strength and the concept of no one being a zero on the scale. It was easy to see the relationship between the doofus principle and seeing people in degrees of strength. And how important it is to see someone for their strengths and not to focus yourself and them onto perceived weaknesses. We agreed to each focus our perception of a weakness to a strength this week.

Tool Captain Reports

Big 5 of Upstream Leadership – From Jack

This tool is one of two megatools that contain multiple tools within it. The five are:

"Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity. "

~ George S. Patton

1) Build Big R's
2) Build the Wellness Culture
3) Build, free, two-way information flow
4) Build clear, achievable stretch objectives and execution plan
5) Build a healthy team identity

The rest of this article contains my own viewpoints on the five tools within the megatool and how I personally use them.

In my opinion, building Big R's is the third most important tool in the tool box. It is essential to continually build your own Big R and those around you. Whether it is your family, your work team mates. or within your social circle, this is an ongoing process. Every day, things happen which can minimize or destroy your Big R. Some are out of your control and some are within your control. Either way, you must try to over come them and at least maintain your Big R. Other times, you need to grow your Big R.

Building the wellness culture is my most important tool. It uses the Big R, the Communication Spiral, being on a roll, and a host of other tools in order to successfully do this. It also means that you have to build yourself up, as well as all of those around you. Again. you need to do this for yourself, your work environment, your home life, and your social life. Being good at this means that you are a good leader.

"People take different roads seeking fulfillment and happiness. Just because they're not on your road doesn't mean they've gotten lost. "

~ Dalai Lama

Building free, two way information flow is my second most important tool. In its most simple terms, this means good communication skills. It consists of both listening and communicating. We all do this throughout the day, wherever we are at and with everything we do. You do not have to have a Big R to be a good communicator. But, in order to build the wellness culture, you must be able to communicate. Thus, my order for number 1, 2, and 3.

I personally build clear, achievable stretch objectives and execution plans for everything I do. As a professional Project Manager, it is just the way I am wired. I believe that stretch objectives are important in my work life, my personal life, and my home life. I have sometimes been criticized for having stretch objectives for myself for not having objectives or not having a plan at all. Besides, when you do hit those objectives, it is a great feeling of accomplishment and it makes the celebration that much sweeter.

Tool Captain Reports (Continued)

"You only live once, but if you do it right, once is enough."
~ Mae West

Building a healthy team identity is another thing that I try to do all the time. All of my career, and most of my personal life, involves teamwork. Whether it is a project team, an administrative team, a husband and wife team, a family team, or an athletic team, the objective is the same. Build their Big R's, give them the tools and resources to be successful, give them some coaching and help, and watch the team excel. For me, this is one of the greatest feelings of accomplishment.

So, I would conclude that using this megatool successfully will help each one of us become a better leader at home and at work and it will help us become a better person within.

Personal Development Framework – From Phil

"Don't be too timid and squeamish about your actions. All life is an experiment. The more experiments you make the better. "
~ Ralph Waldo Emerson

The PDF tool, also known as the "Forgiveness Tool". Even people with the best autonomy can get upset. When you are upset all of the time about something, you are not "On a Roll". You are affecting your health and happiness. You can use this tool to help get you back on the path. The PDF contains a series of questions to help you change the way you feel about something that has upset you. Then you will be able to let it go and get back "On a Roll" and move forward in a healthy and positive way. There are two important keys to understand for this tool to work:

1. It's all about me, not about changing others.
2. It only works when I am willing to let go of the upset.

Here are the PDF Tool's questions and my thoughts about each:

1. What am I feeling? (mad, sad, glad, afraid, disgusted, etc.)
2. Is that OK? (Yes, I am human, it's ok to feel that way. This puts your feelings in degrees of strength.)
3. Can I change them? (Are the past events/people going to be the way it is whether I like it or not?) (Acceptance)
4. Under the circumstances, or with the wisdom they had, did they do the best they could? (Are they human? Are they fallible?)
5. Under the circumstances, did I do the best that I could? (Am I human? Am I fallible?)
6. What can I learn from this? (There is always an opportunity to learn from an upset. Remember the old saying "What doesn't kill me makes me stronger.".)
7. How can I now go forward in a healthy, win/win way? (There could be a lot of answers to this question…I should end my relationship with this person….I will have to react differently the next time this happens….I need to treat this person differently….etc.)

"A man who dares to waste one hour of time has not discovered the value of life. "
~ Charles Darwin

I have not had the opportunity to use this tool at work yet. But, I have used it in my personal life a couple of times and it does work. I still have one upset in my life that I am not ready to let go of yet. This is OK because I am still going though a grieving process. I was talking with a colleague about this tool and he said that some things you can't let go. You can accept it and move on but you will never be able to forget it. I look at this as "What have I learned from this?". The PDF is not about being a door mat, wimpy, or condoning despicable behavior. It is about being at your very best and in *Degrees of Strength* so you can move forward in a healthy way.

Next weeks tools will be the Body/Mind Habit from Phyllis and the Energy Map from Sue. Please submit to Dave and Vicki by Wednesday, July 15th, 2009.

Question of the Week

"Chance is always powerful. Let your hook be always cast; in the pool where you least expect it, there will be a fish. "

~ Ovid

In each newsletter we will ask a question to elicit your responses for our next issue. Please forward your answers along.

This week's question: Has Degrees of Strength helped you view different departments in O-I differently?

Last week's question: : Have you been able to use the Degrees of Strength tool to reframe a weakness?

Vicki responded yes – tolerance of and patience with my sister. Without forewarning, she brought her pet rabbits with her from Florida to stay with me over the 4th. I have 3 large dogs that wanted them as a snack. It took many magic moments and degrees of strength and refocus to stay on the front side. Thankfully her trip resulted in no bloodshed…human or rabbit! And, we got along better than we have in a long time.

Pathways/Pois Survey -

Following are the results of the Global Exposure Survey of Past Pathways Grads that they spoke about at our Mastery Program. They had 33 responders for this survey and hope to expand the survey to more people this fall. We can't wait to see the full results!

Q #	Question	Highest Response	2nd Highest Response	3rd Highest Response
1	What is your favorite Pathways Tool?	36% High Road/Low Road	15% Energy Map	9% (Tie) Recipe for Partnership, Questions Trigger the Mind
2	What Pathways Tool Do you think could be used more at OI?	27% 3 Conditions that Support Change	24% Big 5 of Upstream Leadership	15% Communication Spiral
3	What Pathways Tool do you use the most at work?	21% 3 Conditions that Support Change	18% High Road/Low Road	12% Energy Map
4	What Pathways Tool do you use the most at home?	30% High Road/Low Road	15% (Tie) Energy Map, Homeward Bound Framework	9% (Tie) Big 6 Degrees of Strength, Questions Trigger the Mind
5	What Pathways Tool do you "not quite" understand?	21% Communication Spiral	18% Personal Development Framework	12% Homeward Bound Framework
6	What Pathways Tool do you see used most at OI?	36% High Road/Low Road	15% Energy Map	9% 3 Conditions that Support Change
7	Do you still meet with your buddy?	46% Yes (Some reasons: Share experiences, challenge each other, recharge)	54% No (Distance was a common reason)	
8	Do you still meet with your Pois Group?	33% Yes (Critical to the success of a wellness culture, revist tools, have support, bring back great feelings were all reasons given)	67% No (Time restraints, too busy, travel, lost momentum, job changes were all reasons given)	
9	How would you suggest OI promote the Wellness Culture?	54% By continuing the official Pathways program	21% By encouraging departments to organize and promote	15% Selecting a Wellness rep on each floor or area to coordinate the effort
10	On average, how many times a day do you think about Pathways, a Pathways Tool, or Being on a Roll?	1-2 36%	3-4 27%	5-9 24%

We appreciate your feedback

Please let us know if you have anything you would like to see or have added to our letter. Thanks, and go Fresh Starters! We are great!

"Nothing great is created suddenly, any more than a bunch of grapes or a fig. If you tell me that you desire a fig, I answer you that there must be time. Let it first blossom, then bear fruit, then ripen. "

~ Epictetus

Pathways Puzzle (answer key is available)

Hidden Message

P	E	O	T	H	P	L	E	H	W	M	P	D	A	N
T	T	H	T	E	O	M	I	B	A	E	A	O	G	R
E	E	A	A	C	I	G	T	E	X	U	S	O	J	X
L	P	L	K	N	H	C	R	D	X	S	S	F	W	A
O	E	A	D	A	O	T	I	U	D	V	I	U	U	C
G	M	A	D	T	S	Q	X	G	X	O	O	S	N	C
K	E	A	D	P	W	S	U	X	A	V	N	T	S	Q
X	O	U	U	E	C	K	E	I	G	M	X	J	D	H
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X	I	S	H	A	N	T	H	E	S	L	Z	Y	W	D
T	N	E	M	O	M	N	D	I	G	T	E	M	R	Y
V	S	U	C	O	F	O	K	I	P	E	E	W	O	R
D	A	N	C	E	M	R	B	G	H	A	W	N	F	U
P	T	B	L	M	W	F	N	S	S	E	U	V	B	O

ACCEPTANCE
BIG
DANCE
DOOFUS
FOCUS
FORWARD
FRONT
HIGH
LEADERSHIP
LISTEN
MAGIC
MIND
MODEL
MOMENT
PASSION
PATH
QUIET
ROAD
SIDE
SIX
THE
UPSTREAM
WELLNESS

— —

Starting at the upper left, the letters left after finding all the words complete the phase above.

"Yo Fresh Starters Baby!!"