Subject: Tool Captain Report – Big 6 of Degrees of Strength

To build on Uwe's well written report, "Seeing People in Degrees of Strength", I'll talk about "The Big 6 of Degrees of Strength".

What are the Big 6 of Degrees of Strength? I see the Big 6 as the formula for building your Big R. If you operate in the Big 6 on a regular basis, then I believe that not only will you be able to look at yourself as having a Big R, but others will as well. As you read through the below, ask yourself when the last time was that you demonstrated each component. What would it take for the answer to be "today" or even better, "that's how I regularly operate"?

The Big 6:

1. Acceptance
   a. Acceptance is not the same as condoning. It is merely accepting that what has happened will not change whether we like it or not.
   b. Acceptance is about moving beyond being victimized or blaming the past.
   c. Phrases like "it is what it is" signal acceptance.
   d. Ask yourself, can you change what has happened or what someone has said, done, or not done? Is changing the past possible?
2. Responsibility
   a. Responsibility is about being confident that you can take the high road in any situation.
   b. Phrases like "let's move forward form here" signal responsibility and that you can take the high road.
3. Autonomy
   a. Being strong enough to admit mistakes and being non-defensive.
   b. Remember, no one else determines your worth!
   c. The worst mistake you can ever make is the one you never learn from. The best failure is the one that reveals something new that enriches your knowledge.
4. Dance like Nobody is Watching
   a. You are free to be yourself. You are free to be your whole self.
   b. Picture in your mind something that makes you feel truly free and joyful. Now imagine how you would feel if you could capture that feeling every day at work. "Dance Like Nobody is Watching" means that for me. How much more effective do you think you would be if you were able to be yourself at work and not feel like you had to "perform" or "be on"?
5. Quiet Mind
   a. You have serenity. You are far more effective, working smarter, not harder.
   b. "Chaos" means you are reacting to the world around you and can make you feel as if you do not have time to think. How often do you feel this way? When you have a quiet mind, chaos is not the norm for you. While the business will continue to move and change quickly, you have the serenity to know that you can take a moment to collect your thoughts and wind up stronger as a result. Not only are you getting the work done, but you are being smarter about it. How much more effective could you be if you felt that control of your work on a regular basis?
6. Passion to Serve
   a. You are fulfilled in sharing your wisdom & caring.
   b. How much stronger could the organization be if we all had a passion to serve?

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Over the next 48 hours, I challenge each of you to pick at least 1 of the above 6 where you feel you could be stronger and make a conscious effort to exemplify what that Degree of Strength means to you. At the end of the 48 hours, reflect back on your experiences and learn from them. What steps can you take to make that your new "normal"? If you were to operate more regularly in the Big 6 Degrees of Strength, how do you think that would improve your effectiveness both at work and at home? How do you think demonstrating the Big 6 would help you see others in Degrees of Strength as Uwe talked about?

I believe that all of us know how to operate in each of the Big 6 individually, but for me the biggest challenges are operating with a Quiet Mind and in putting all 6 of them together at the same time. I find myself being able to string some strengths together at times and different ones at others. I believe that if I can focus on operating more with a Quiet Mind, that stringing the rest together will naturally follow.

Michelle, over to you!

Thanks,
Aaron

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