

The background of the slide is a piece of marbled paper with a complex, swirling pattern of light blue, white, and brownish-grey tones. The text is centered over this background.

# **You Can't Give What You Don't Have**

**William Sommers, PhD**

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# Assumptions

- **Knowledge is Important AND Insufficient**
- **Multiple Mental Models**
- **"You are a synthesizer" Suzanne Bailey**
- **My WHY – Contributor, HOW – Challenger, WHAT – Better Way**
- **Repertoire AND Emotional Agility**

# Wisdom at Work in "VUCA Times"



Affirming our individual and collective capacity  
to rise to the challenges of these times in  
with deeper wisdom, resilience, compassion, and skillfulness.

# VUCA

- **Vision – Find Your WHY (Why.OS)**
- **Understanding – Systems Thinking (Upstream)**
- **Clarity – Probe for Specificity - (Save Time)**
- **Agility – Emotional Responsiveness (Repertoire)**

# Who Do You Hang With?

- **Sapping: Maori Proverb: "Never spend time with people who don't respect you."**
- **Zapping: Who energizes you? Where do you feel the most creative?**

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**TIME**

**Your Most Valuable Non-Renewable Resource**

**Am I Willing  
To Take Time To  
THINK?**

**Margaret Wheatley**

# **5 Things You Can't Change**

- **Everything changes and ends**
- **Things don't always work as planned**
- **Life is not always fair**
- **Pain is part of life**
- **People are not loyal and loving all of the time**

# Positivity

- **It feels good**
- **It changes how your mind works**
- **It transforms your future**
- **It puts the brakes on negativity**
- **It obeys a tipping point - it makes a difference**
- **You can increase your own positivity**



# Positivity Ratio

- **John Gottman – 5 to 1 – Why Marriages Succeed and Why They Fail**
  - **Anger**
  - **Criticism**
  - **Contempt**
  - **Defensiveness**
  - **Silence**
  - **Separation**
- **Barbara Fredrickson – 3 to 1**

# Positivity

Barbara Fredrickson  
Ten Forms of Positivity

1. **Joy**
2. **Gratitude**
3. **Serenity**
4. **Interest**
5. **Hope**
6. **Pride**
7. **Amusement**
8. **Inspiration**
9. **Awe**

**Which ones are you  
already good at?**

**Which one(s) you  
could focus on?**

## **10. Love**

**It raises our oxytocin and progesterone levels, biological responses linked with lifelong bonds, trust, and intimacy. Think of a time when you felt love surge within you**



**FOMO & NOJO**

**OR**

**GOJO & MOJO**

# **Mojo Dilemma**

**the mismatch between what you  
are giving to the job  
and  
what the job is giving to you**

# Mojo Killers

- ***Over-Committing***
- ***Waiting for the Facts to Change***
- ***Looking for Logic in All the Wrong Places***
- ***Bashing the Boss***
- ***Refusing to Change Because of “Sunk Costs”***

# **Four vital ingredients for YOU to have great Mojo**

- 1. Identity – Who do you think you are?**
- 2. Achievement – What have you done lately?**
- 3. Reputation – Who do other people think you are?**
- 4. Acceptance – What can you change, and What is beyond your control?**

# **Mojo**

**Marshall Goldsmith  
Executive Coach & Author**

***Mojo is that positive spirit toward  
what we are doing that starts  
from the inside and radiates to  
the outside***



# **High Hope People Believe**

- **The future will be better than the present.**
- **I have the power to make it so.**
- **There are many paths to my goals.**
- **None of them is free of obstacles.**



**Memory grips the past;  
hope grips the future**

**Shane Lopez  
Making Hope Happen**

# Keeping HOPE Alive

- **Honesty & Humility**
- **Options & Openness**
- **Patience & Persistence**
- **Efficacy & Enthusiasm**

# What Can YOU Do?

- **3 : 1 Positivity Ratio**
- **Partnership, Intimacy, Human Connections**
- **Who do you hang with?**
- **Get a Coach**
- **Exercise**
- **Journal**
- **Meditation**
- **Prayer**
- **Avocation**
- **Read**

# **Story of the Five Balls**

**Olsen & Sommers  
Trainer's Companion**

- **Work**
- **Family**
- **Health**
- **Friends**
- **Integrity**

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# References

- **Fredrickson, Barbara.** (2009). *Positivity.* New York: Crown
- **Goldsmith, Marshall.** (2009). *Mojo.* New York: Hyperion.
- **Gottman, John.** (1994). *Why Marriages Succeed or Fail.* New York: Fireside
- **Lopez, Shane.** (2013). *Making Hope Happen.* New York: Atria Books
- **Olsen, Walter & Sommers, William.** (2002). *A Trainer's Companion.* Baytown, TX: AHAProcess, Inc.

# SouthWest Metro Winter PD

## SouthWest Metro Administration and Leadership Cohort Series

### When

Wednesday, Dec. 8th, 4pm

### Where

This is an online event.

### More information

SouthWest Metro Administration and Leadership Cohort Series  
From Compliance Cop to Culture Coach  
with Dr. Bill Sommers

2021-22 School Year

**Times:** 4:00 p.m. to 6:00 p.m.

**Dates:** December 8th, December 15th, January 12th, January 19th, January 26th, February 9th, February 16th, February 23rd, March 9th, March 16th, March 23rd, March 30th

**Location:** All courses are online. A link to each session is emailed out the week before.

**Cost to attend all sessions:** \$125 for member district leaders

### Calling all Administrators and leaders!

It's time to come together to learn more about being a leader within your schools and district. Topics will include collaboration, communication skills, navigating change, managing conflict, and being creative as a leader. Discussion groups, real-life scenarios and applicable tools to bring back into practice will be highlighted during this cohort. Time will also be spent with your colleagues in discussion groups to learn from each other.

BOSA-approved Administrative CEUs earned for attendance and participation.

### About Dr. Sommers:

Dr. Sommers is the former Director of Leadership & Organizational Development for Manor ISD in Texas, former Executive Director for Secondary Curriculum and Professional Learning for Minneapolis Public Schools, and a school administrator for over 35 years. A published author of over eight books on leadership development and education, Dr. Sommers is a practitioner who integrates theory into leading and facilitating schools.

**Registration  
Deadline  
12/3/21**

**7 Sessions  
\$125.00**

Have questions about courses and Professional Development? Contact

**ELIZABETH HARNER**

DIRECTOR OF ADULT LEARNING AND PROFESSIONAL DEVELOPMENT

(952) 567-8107

[eharner@swmetro.k12.mn.us](mailto:eharner@swmetro.k12.mn.us)

Register Below

[Administration and Leadership Series](#)