



Stomp the Elephant in the Office

by Steven W. Vannoy and Craig W. Ross

Elephant-Stomping Group Handbook

3. To what extent do you notice focus paralysis (a confused, semi-paralyzed state caused by numerous ongoing shifts in focus) in yourself? (Chapter 23, page 149)

- a. What effect does it have on your energy? Your time? Your efficiency? Quality?

**A Wellness Culture
Tool:
The 3 Mind Factors**
Chapter 22, page 140

#1: You can only focus on one thing at a time.

#2: The mind cannot avoid a “don’t.”

#3: You go toward your focus.

4. What difference does it make when you communicate what you want rather than what you do not want? (Chapter 24, page 162)

5. Share one example from your personal or professional experience to illustrate when Mind Factor #3 was used to diminish results with a person or a situation.

- a. What were the costs?

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- b. Share one example from your own experience to illustrate when Mind Factor #3 was used to enhance results with a person or a situation.

- c. What was the value of this?

Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs, Continued

1. Think of a situation or relationship in your home life that is going well. Use your Awareness Muscle to notice where your focus is. (Chapter 25, page 172)
 - a. What has been your focus? What is your evidence you (and the others involved) are moving toward this focus?
 - b. Now think of a situation or relationship that is not going as well as you would like. Where is your focus? What is your evidence you (and the others involved) are moving toward this focus?
2. What are some things in your personal life that you've been trying to avoid but have had difficulty steering clear of? (Chapter 24)
 - a. Is it possible that in these cases you've been applying "don't" statements to yourself?
 - b. What would be a more productive focus?

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Meeting Closer:

7. Regarding your Leadership Lock, what evidence do you see that, to date, you have been going toward your focus?

a. What are some things you don't want to happen but may have been focusing on? In order to move forward, what more productive focus do you want to adopt?

b. To leverage the 3 Mind Factors, what are the top two things will you focus on from now until your next Elephant-Stomping meeting in regard to your Leadership Lock?

c. Why is this important to you?

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