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**CHANGE.  
YOUR. WORLD.**

Creating a Culture of Belonging

Dr. Melinda C. Hill, PCC



# **CHANGE. YOUR. WORLD.**

How anyone, anywhere  
can change the world



## My purpose today here is

1. To make a difference in your life so as to make a difference in the lives of others



## My purpose today here is

1. To make a difference in your life so as to make a difference in the lives of others
2. Raise your awareness



**You have tremendous  
capacity to make  
a difference**





## **CHANGE. YOUR. WORLD.**

- One thing stands between you and greater success



## **CHANGE. YOUR. WORLD.**

- One thing stands between you and greater success
  - It is your unique gifts

# CHANGE. YOUR. WORLD.

- When you serve others as a leader...





# CHANGE. YOUR. WORLD.

When you serve others as a leader

1. You help them grow



# CHANGE. YOUR. WORLD.

When you serve others as a leader

1. You help them grow
2. You grow yourself



# **CHANGE. YOUR. WORLD.**

Lesson 1: We can't wait for change



# CHANGE. YOUR. WORLD.

## Lesson 1

Who do we need?





**CHANGE. YOUR. WORLD.**

Lesson 1

Who do we need?

**YOU**



**CHANGE. YOUR. WORLD.**

Lesson 1

Who do we need?

YOU

ME



# CHANGE. YOUR. WORLD.

## Lesson 1

Who do we need?

YOU

ME

ALL OF US



# CHANGE. YOUR. WORLD.

## Lesson 1

What is the first thing we need to do?





# **CHANGE. YOUR. WORLD.**

## Lesson 1

What is the first thing we need to do?

Change our thinking



# CHANGE. YOUR. WORLD.

## Lesson 1

Assumptions we make restrict our thinking,  
therefore restricting our possibilities.



# CHANGE. YOUR. WORLD.

## Lesson 1

Assumptions we make restrict our thinking,  
therefore restricting our possibilities.

What assumptions might you have?



# CHANGE. YOUR. WORLD.

## Lesson 1

If you want to adopt a “change your world” mindset...





# CHANGE. YOUR. WORLD.

## Lesson 1

If you want to adopt a “change your world” mindset

You have to have hope and believe in yourself.

**CHANGE. YOUR. WORLD.**



Lesson 1

You must lead yourself



# CHANGE. YOUR. WORLD.

## Lesson 1

When do people change?



# CHANGE. YOUR. WORLD.

## Lesson 1

When do people change?

a) When they hurt enough



# CHANGE. YOUR. WORLD.

## Lesson 1

When do people change?

- a) When they hurt enough
- b) When they see enough



# CHANGE. YOUR. WORLD.

## Lesson 1

When do people change?

- a) When they hurt enough
- b) When they see enough
- c) When they learn enough





# CHANGE. YOUR. WORLD.

## Lesson 1

When do people change?

- a) When they hurt enough
- b) When they see enough
- c) When they learn enough
- d) When they receive enough



# **CHANGE. YOUR. WORLD.**

## Lesson 1

Have hope for others



# CHANGE. YOUR. WORLD.

## Lesson 1

Have hope for others

Be a hope helper



# **CHANGE. YOUR. WORLD.**

## Lesson 1

Have hope for others

Be a hope helper

Hope for a better future

## CHANGE. YOUR. WORLD.

“I can do what you cannot, and you can do what I cannot; together we can do great things.”

*-Mother Teresa*



**CHANGE. YOUR. WORLD.**



Lesson 2

Everything multiplies when we work together.







# **CHANGE. YOUR. WORLD.**

## Lesson 2

### 5 Principle Thoughts of Change



# CHANGE. YOUR. WORLD.

## Lesson 2

### 5 Principle Thoughts of Change

1. “We” is more important than “me”



# CHANGE. YOUR. WORLD.

## Lesson 2

### 5 Principle Thoughts of Change

1. “We” is more important than “me”
2. “Who” is more important than “how”



# CHANGE. YOUR. WORLD.

## Lesson 2

### 5 Principle Thoughts of Change

1. “We” is more important than “me”
2. “Who” is more important than “how”
3. What unites us is more important than what divides us



# CHANGE. YOUR. WORLD.

## Lesson 2

### 5 Principle Thoughts of Change

1. “We” is more important than “me”
2. “Who” is more important than “how”
3. What unites us is more important than what divides us
4. What I have is more important than what I lack



# CHANGE. YOUR. WORLD.

## Lesson 2

### 5 Principle Thoughts of Change

1. “We” is more important than “me”
2. “Who” is more important than “how”
3. What unites us is more important than what divides us
4. What I have is more important than what I lack
5. Collaboration is more important than cooperation





**CHANGE. YOUR. WORLD.**

Lesson 2

CALL OF ACTION



**Change. Your. World.**

Lesson 2

CALL OF ACTION

HOW?



**Change. Your. World.**

Lesson 2

**Do Something**



**Change. Your. World.**

Lesson 2

**Take notice of your thinking**



**Change. Your. World.**

Lesson 2

**Where does your hope lie?**



**Change. Your. World.**

Lesson 2

**Are you focusing on things that could be?**





**Change. Your. World.**

Lesson 2

**Are you stuck with negative thoughts  
of the way things are?**



**Change. Your. World.**

Lesson 2

**Are you looking for what unites us more  
than what divides us?**

**CHANGE. YOUR. WORLD.**



## **Mental Fitness**

**Creating a Culture of  
Belonging: What gets in  
the way?**

# Mental Fitness

## Definition:

Your capacity to respond to life's challenges with positive rather than negative mindset

## Impact:

- **Peak performance**
- **Peace of mind/wellness**
- **Healthy relationships**

2022 Shirzad Chamine and Positive Intelligence, Inc.



**Saboteurs**

Only **10 factors** are responsible for self-sabotage.

NEGATIVE MINDSET



POSITIVE MINDSET



**Sage**

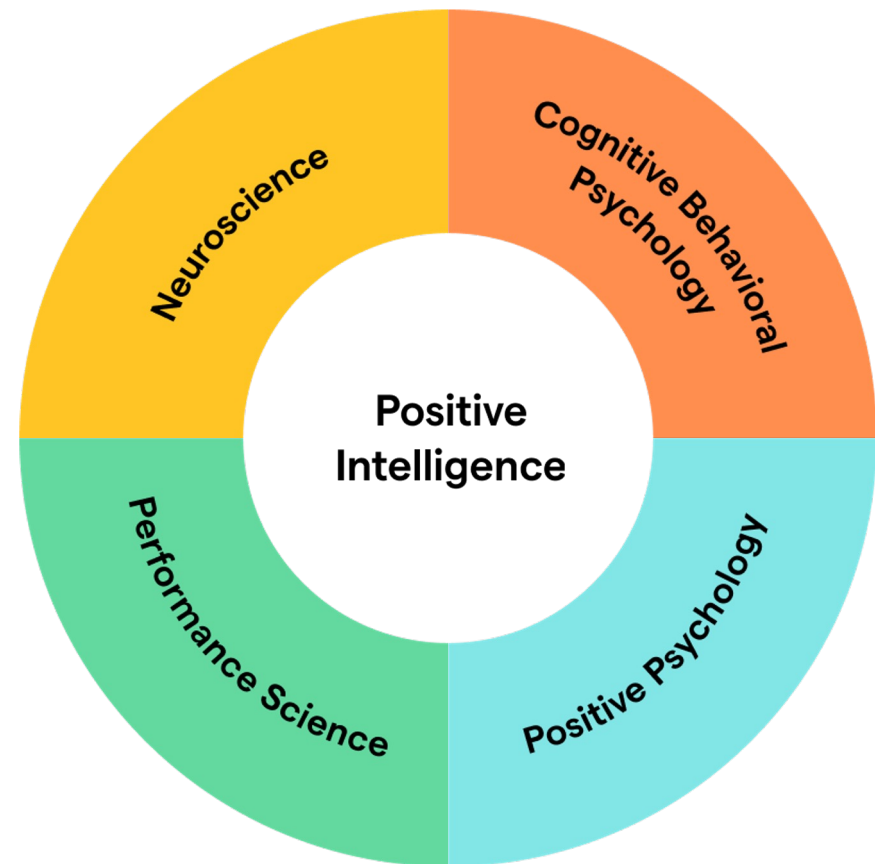
There are **5 core powers** that create peak performance and happiness.



**Self-Command Muscle**

# Research Foundation

Our mental fitness program is based on breakthrough, original research by Shirzad Chamine and the synthesis of recent discoveries across neuroscience, positive psychology, cognitive behavioural psychology, and performance science.



## Research includes results from:

- ✓ Hundreds of CEOs and their executive teams
- ✓ Stanford students
- ✓ World-class athletes
- ✓ 500,000 participants from 50 countries

Research summarized in the New York Times best-selling book,  
Positive Intelligence, translated into 20 languages.



**Who's Your Saboteur?**

# The Judge

Your Master Saboteur

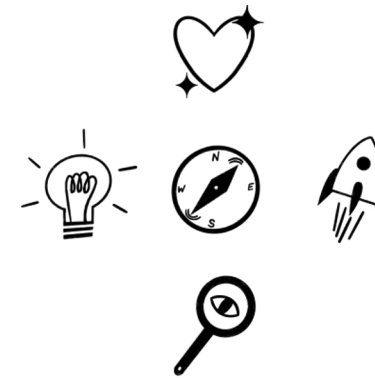




## Saboteurs Saboteur

**Motivates you through  
negative emotions ...**

...fear, stress, anger, guilt,  
shame, insecurity, ...



## Sage

**Motivates you through  
positive emotions...**

...empathy, curiosity, creativity,  
passion and purpose.

# Avoider

- Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.



# Pleaser

- Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.



## Hyper-Rational

- Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as uncaring, unfeeling, or intellectually arrogant.



## Controller

- Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.



# Hyper-Achiever

- Dependent on constant performance and achievement for self-respect and self-validation. Latest achievement quickly discounted, needing more.





## Restless

- Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace or content with the current activity.



# Negative Emotions

Only helpful for 1 second as alert signal.

Staying in negative emotion hurts ability to see clearly and respond with empathy, curiosity, creativity, or laser-focused action.

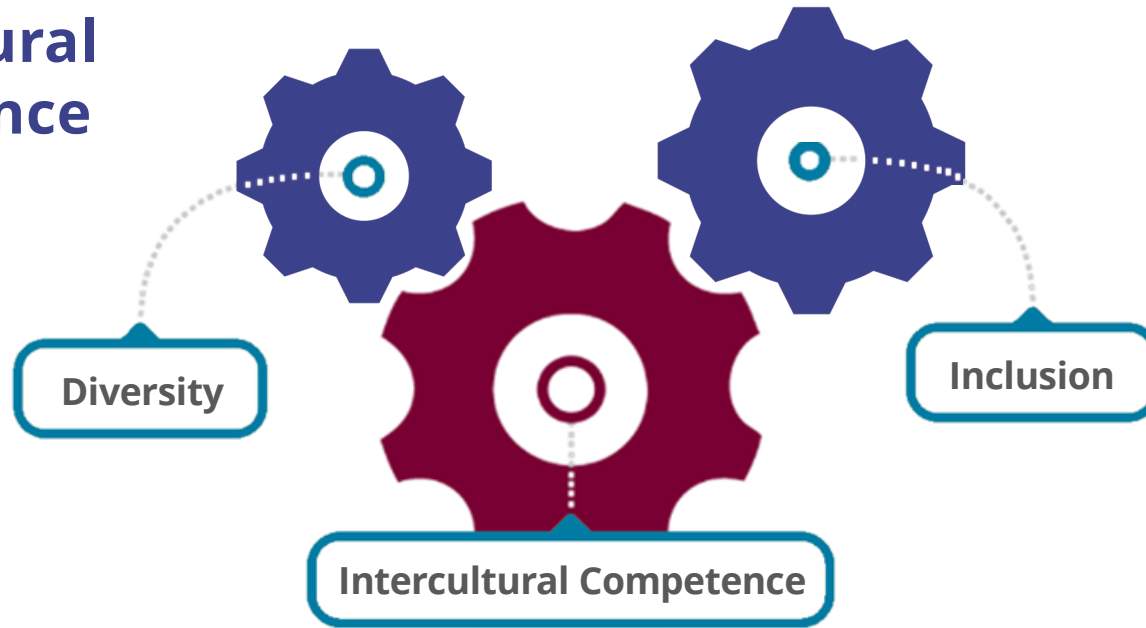
**Negative Emotion = Saboteur**

# Video: Introduction to the IDI



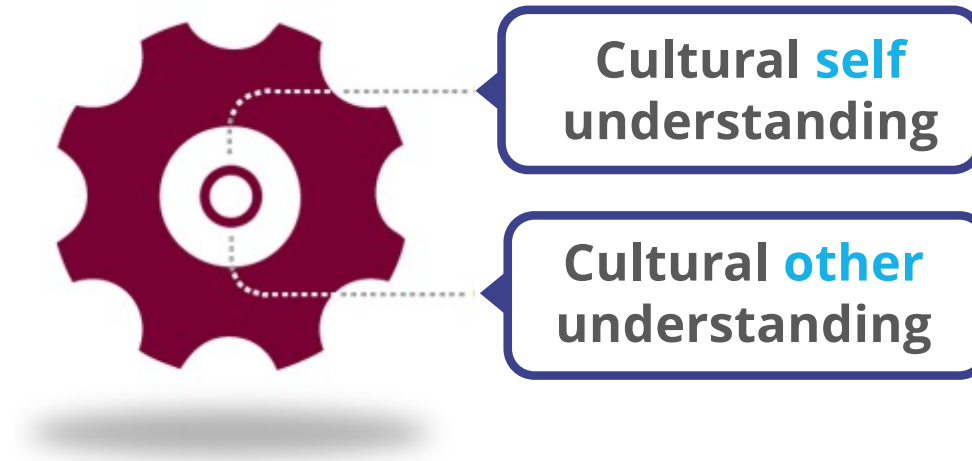
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# Intercultural Competence



Diversity	+	Intercultural Competence	=	Inclusion
<ul style="list-style-type: none"><li>◆ The WHO: The mix of differences</li><li>◆ Focus on “impact” of differences</li><li>◆ Measured by demographic analysis</li></ul>		<ul style="list-style-type: none"><li>◆ The HOW: How to make the mix work</li><li>◆ Focus on capacity</li><li>◆ Measured by the IDI</li></ul>		<ul style="list-style-type: none"><li>◆ The WHAT: The “mix” feeling valued and engaged</li><li>◆ Focus on the experience</li><li>◆ Measured by outcomes</li></ul>

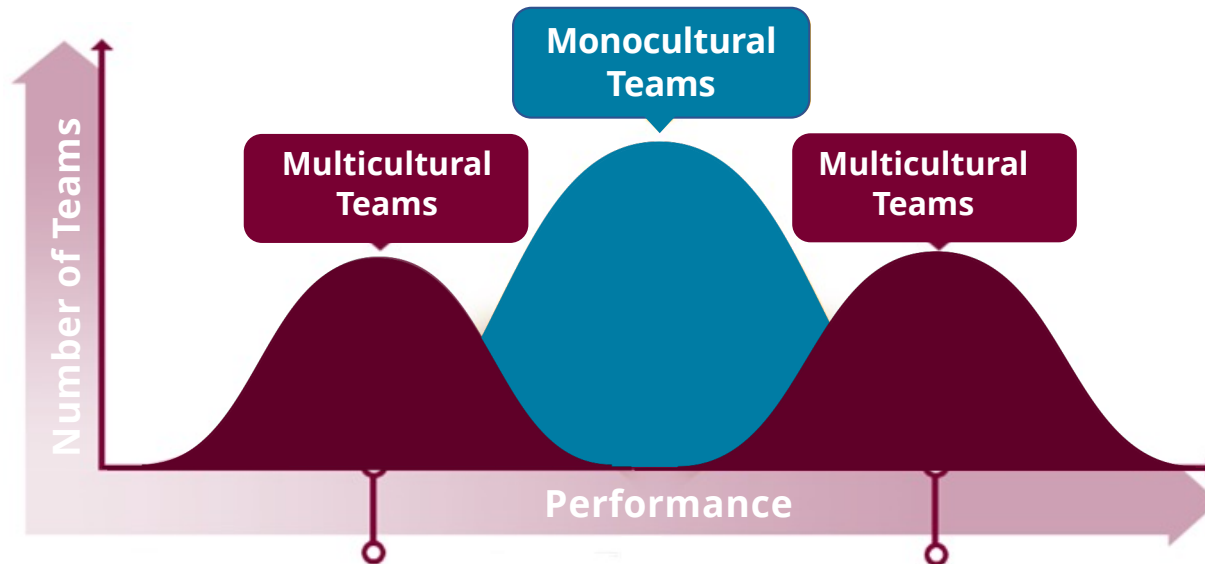
# Core IDI Concept: Intercultural Competence



**The *capacity* to shift perspective and behavior based on commonalities and differences by experiencing cultures and individuals with greater levels of complexity.**

# Intercultural Competence is CRITICAL to Team Performance

Distefano's research compared the performance of homogenous and diverse teams



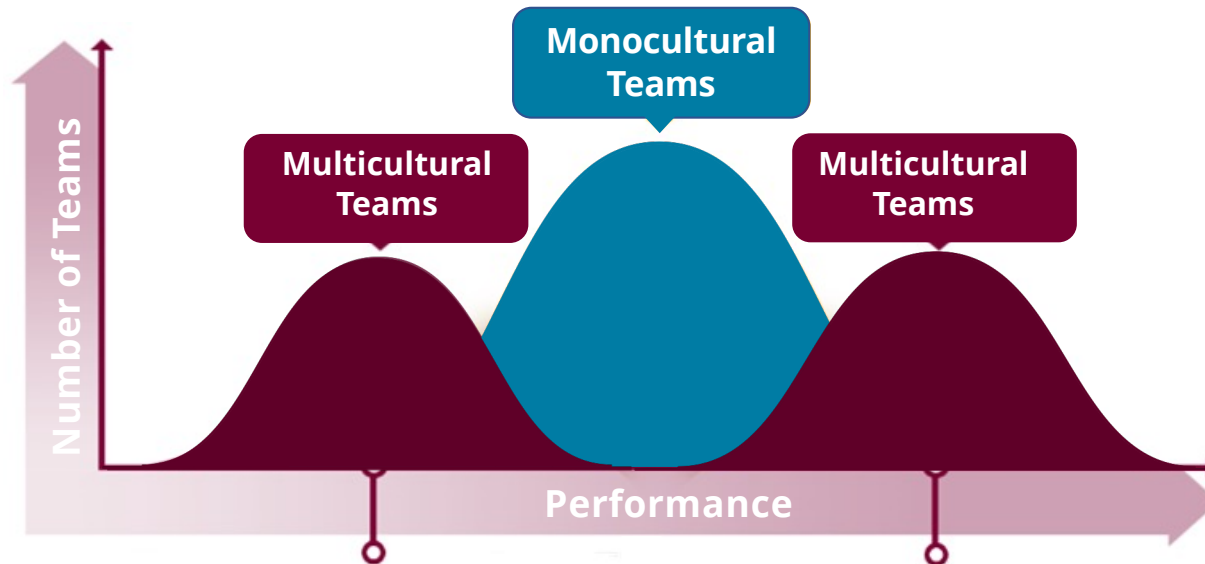
Distefano, J.J., Maznevski, M. (2000). Creating Value with Diverse Teams in Global Management. *Organizational Dynamics*, 29(1), 45-63.

- ◆ Leaders ignore and suppress cultural differences
- ◆ Cultural differences become an obstacle to performance

- ◆ Leaders acknowledge and support cultural differences
- ◆ Cultural differences become an asset to performance

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## | What Else Does the IDI Predict?



### Higher IDI scores also Predict:

Higher quality interactions  
with managers—as rated  
by subordinates

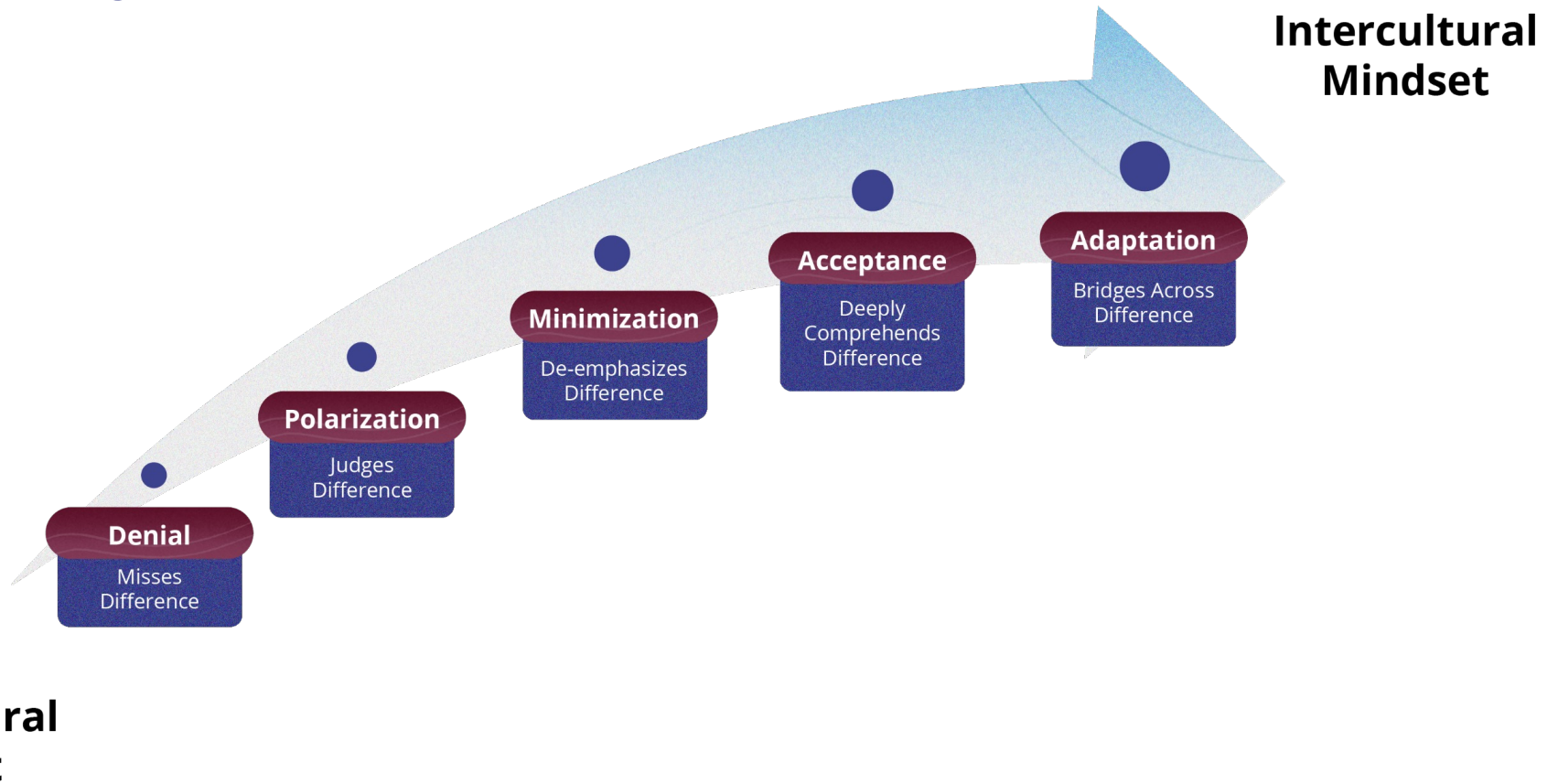
Greater recognition &  
appreciation of  
differences  
between self and other

Increased  
multicultural  
activities

*P. J. Jankowski (2019). The intercultural Development Inventory: A Construct Validation Argument. Measurement and Evaluation in Counseling and Development.*



# Intercultural Development Continuum (IDC): Primary Orientations



# SOAR ACTION PLAN

SOAR is a strategic planning framework that assists change agents in creating a shared vision, designing strategic initiatives, and taking inspired action. What action steps are you taking away from today's session?



CHANGE. YOUR. WORLD.

Thank you for all you do!

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