

# LIFT™ UW

Leadership Institute For Tomorrow at the University of Washington

Newsletter Winter Quarter 2007

Greetings! from the Sonoran Desert

### 2007 Focus: Fundraising

Happy New Year! We at LIFT™ wish you a new year filled with many blessings of joy and peace and laughter and fulfillment

LIFT™ launched into the New Year with our largest attended seminar ever on January 20<sup>th</sup>. Please see the summary article in this newsletter for highlights of the Communication Skills program. And in <2 weeks, we'll be gathering again for the very useful and fun seminar exploring the Myers-Briggs Type Indicator test and its application in daily graduate student and postdoc life. This is the most widely used instrument of its kind in the world and is a valuable tool for improving professional and personal relationships.

### Fundraising in 2007

Now that LIFT™ is a non-profit organization, 2007 is an important year for fundraising. Experts in fundraising have advised us that I need to spend at least 50% of my time fundraising for LIFT™. Thus, in addition to traveling to Seattle to be with you through our monthly seminars, I will be meeting with advisors and potential donors to seek the financial support LIFT™ needs.

Everywhere I travel here and abroad, postdocs, graduate students and faculty are hungry for the concepts and tools that we provide through LIFT™. Therefore, we have ambitious goals for growing LIFT™ to additional institutions here and overseas. To meet our large-scale growth goals, we need your help. As we register with the State of Washington to seek funds, we would greatly appreciate referrals from you to people who would be interested, given their values, to making a donation to LIFT™. We feel im-

**LIFT™ Vision**  
To awaken and nourish compassion in people and organizations so they design and implement the courageous solutions our world needs.

mensely grateful for a catalyst donation of \$350,000+ that has jump-started our efforts. We are seeking contributions great and small, as every donation will help us more quickly and effectively reach the 1000's of people seeking the practical, healing and empowering tools we offer.

In addition, as we begin to form relationships with academic leaders abroad, we look forward to your recommendations of leaders within your country who would provide a welcome to LIFT™ and its curriculum. Please contact me or one of the staff (see page 3 for contact info).

With great gratitude for all the gifts of 2006 and thankfully looking forward to the blessings of 2007, I wish you much peace in the New Year. ~Chris

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Interview with Joyce Yen,  
Program/Research Manager  
for ADVANCE in COE,  
LIFT™ UW Faculty Advisor

**Kareen:** How did LIFT get started?  
And how did you get involved?

**Joyce:** At the University of Michigan I was involved with a graduate student organization called Grad SWE—the Society of Women Engineers—that was a really great organization. We often got things funneled our way because we were such a well organized and productive group. Sue Burke, who was the director of the women in engineering office, is a long-time friend of Chris, and she and her husband Dave knew Chris back in St. Louis. Chris had been coming to the department of human genetics in the medical school — Dave's department — to do part of their annual fall retreat. Sue said, you should come do a program over in engineering! So she floated this idea by Grad SWE and at the time I was the Program Committee Chair. My responsibility was going to be advertising, and I remember the first time I talked to Chris was on the phone in either late summer or early fall of 1997 about the logistics. The first workshop we did was communication skills.

## LIFT™ UW Announcements

### Communication Skills Discussion Group

Participants from our January workshop are invited to gather on Tuesday, January 30, 5:30-7:00pm in Foege N303 to reflect, explore, discuss, and practice the concepts and skills learned in Communication Skills.

### Upcoming Workshops

Feb 10, 2007 - Meyers-Briggs Type Indicator: A Foundation for Enhancing Professional & Personal Relationships Examine how your personal preferences affect your research and personal relationships.

Mar 31, 2007 - How to Be Influential in Graduate School and Beyond. Bridge the communication gaps in research teams and with colleagues.

Register online at <http://students.washington.edu/liftuw>

**Interview (from page 1)**

Somehow it got back to us that people really liked the program and would like to see more programs like it. We then decided to put together a proposal. At the time we were thinking that if we could get some money from engineering, the medical school, arts and sciences, and the grad school, then we could have a multi-year program. We got support from engineering within one day, but nobody else got on board. So we ran it just out of engineering. When Sue saw how much work it was taking, she hired me as an office intern and among the things that I did was take care of LIFT. So I became the point person for LIFT, running all of the logistics and getting paid for it. And that's how it started! It wasn't called LIFT then, either. It was called Loving Leadership Institute, and then it was changed to LIFT after I'd graduated.

**K:** How did LIFT come to UW?

**J:** When the ADVANCE program started here, they had a visiting scholar component where the visiting scholars were to be interested in organizational change and to know about cultural issues. I thought, "This looks like a Chris Loving job!" I worked with Chris to help him put together a visiting scholar application, and this was before I became involved with the ADVANCE program. We applied in the very first round of visiting scholars, but they did not have enough applications to really decide the direction of the program, so they deferred it to the next round. By that time, I was interviewing for my ADVANCE Program/Research Manager position. After I had the position, we talked more about the visiting scholar program and people decided to try it. We brought Chris here to work with faculty and then on the side to also do a component of LIFT. So we ran a focus group in the fall of 2002 to say, here's what we're thinking, what do you think about that? The feedback was great and the first workshop was Communication Skills in January 2003.

**K:** We just did Communication Skills and we do MBTI in February. What do you remember most, or that you use most, or that you enjoy most about these two workshops?

**J:** I've heard these workshops so many times! I find myself subconsciously thinking a lot about these concepts. I am frequently meta-processing around these concepts as I'm having conversations with people. Or a lot of times, people are asking me questions about "how should I handle this person" or "what do you think I should do in this situation," and I almost always recommend one of the techniques we talk about in these workshops. Many times I'm talking to people about asking open questions – not phrasing it in that

way, but sort of giving examples of open questions and encouraging people to be curious and to listen to what the other side has to say. With respect to MBTI, I also think a lot about people's different preferences, trying not to judge people too quickly, and understanding where they're coming from, their way of working, and how to best manage that for all sides. Also, I think about the questions in the MBTI discussion about how do you like to give and receive feedback when you've done a good job; how would you like for me to acknowledge that? I share those questions with people all the time. Even if they don't ask the questions, just me having the conversation with them about 'here are the kinds of questions you might want to ask somebody' gets people to think about the process in a different way. So even if they don't actually ask any of the questions, they're experiencing this widening point of view in which to understand how another person might be operating. And also, most people haven't reflected on it themselves, so I also (just like in LIFT) encourage the individual I'm speaking with to think about it themselves. How would you answer these questions? And you could share your answers with your grad student. I have the same conversations with people frequently, just in

"Love springs from awareness... It is a sobering thought that the finest act of love you can perform is not an act of service but an act of contemplation, of seeing."  
-Anthony De Mello

different contexts. Another thing from MBTI: while I'm talking with someone, I will say, what do you think about that? Or, how do you feel about that? And I often say them one right after another because I often don't know what that person's preference is. And so I often ask both the thinking and the feeling version of the question to see if one of those will elicit a response. I also suggest that we give stuff to people ahead of time to allow them time to process it. I try to be accommodating to different styles.

**K:** What kinds of specific or general developments have you seen in the past few years with the curriculum and Chris, maybe his teaching style?

**J:** That's a really interesting question! I was looking up to retrieve visually... Chris standing in front of the room. Looking down to the side thinking 'what do I recall?' I think some of the stuff that I've seen is a pulling back of the quantity of the material that gets covered because I think that some of the development has been realizing how rich some of what seems like a very narrow slate of topics really is. Also, an evolution has been watching Chris understand even more and more the academic culture and environment. He already knew a lot ahead of time, but with every workshop there's an additional depth of another person's or several people's experiences that has not been revealed before. But mostly for me, it's been watching the richness of the topics just get even more intense, and figuring out how to go deep quickly with people. I think the small group work in the seminar feels different, because there are some nuances that are allowing the work to be deeper faster. Or the reflective time for the MBTI, the application section—that wasn't nearly as expansive as it is now. That's another way to get to the depth of the material and really understand in a very multi-dimensional way. Office hours is a very enriching time as well, and I think that's where some of the depth that's reflected in the workshops came from. It's seeing the office hours exploration and having these 'a-ha' moments with what you could do with just a few key skills and insights. And finally, figuring out how to get those different aspects woven into the workshops.

Interview (from page 2)

**K:** What's your vision for LIFT here on campus?

**J:** I think this already is a model organization, and yet there are a lot of things still left to really be determined. We have benefited enormously from having the initial cadre that has really shouldered the organization in a way that is amazing and inspiring, and yet is not completely sustainable for a long-term situation. I would love to see LIFT supported through some of the different units on campus, like the graduate school and some of the different colleges. It does not have to be that much money if we could figure out how to make it work.

**K:** What else do you want to tell participants at UW?

**J:** I think really the powerful piece about LIFT UW is the opportunity to gather on some sort of regular basis with other graduate students who are thinking beyond just what's going on in their research life. That richness in interacting with people who are thinking about other things is a wealth of inspiration. So in addition to the skills, I think that piece is really the gift of the organization. It's really hard to find time to reach out and interact with people, but if there's one person that you connect with at a LIFT event, try to have coffee with them just once before the next workshop. The workshops come pretty quickly, and yet in that time in between people are out there and not connected. If there's any way to be connected, try it — join the LIFT staff or do something to stay in touch with the community — because that's really one of the most powerful pieces of the LIFT™ experience. 🌱

**"A wise person changes their mind and a fool never."  
-Arabic Proverb**

## Workshop Review:

### Communication Skills: Essential Tools for Success (Jan 20, 2007)

We had a dynamic and fun workshop covering fundamental communication skills that with a little bit of practice can have powerful implications for professional and personal relationships. Here's a brief summary of the content covered to jog your memory and encourage you to create new neural pathways. Try these every day!

#### Why communication skills are important daily tools

- Increases the gap between stimulus and response
- Moves us out of an ego oriented view and into a worldly one
- Increases our understanding
- Gives us more choice, increases awareness, and eliminates dualistic thinking
- Reduces fear

#### Non-verbal communication

- Examine body position: mirror the person you are trying to connect with or influence (use wisely)
- Keeping your back against a chair maintains an expanded view of the situation
- Watch the eyes: up = visual, down left = thoughts, down right = feelings
- Pay attention to breathing, facial muscles and skin tone

#### Open & Closed Questions

- Closed questions have yes/no answers and are driven by the agenda of the asker
- Open questions are who, what, when, where and sometimes why questions
- Open questions have no agenda
- Advantages of open questions
  - Less work for the asker
  - Provides useful information you didn't think about asking for (breadth, depth, and quantity)
  - Gives freedom to the direction of the conversation
  - Helps us walk in the experience of another person

#### "You" & "I" Statements

- "You" statements have an underlying judgment or fear
- "You" statements generally don't encourage further conversation
- The recipient of a "you" statement may not agree with what you say about them (positive or negative) and so can create friction
- "I" statements give more and important information about what the speaker is thinking and feeling
- Using "I" statements helps you take responsibility for your own thoughts and feelings
- "I" statements help keep communication clean and reduce blame

The more you practice these new communication skills in your daily life, the more your relationships will benefit from your awareness and good communication! 🌱

## Contact Us

<http://students.washington.edu/liftuw>

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## LIFT™ Certification

We are pleased to share with you the guidelines for Loving Leadership certification! When you decide that you want to seek certification as a Loving Leader from LIFT™, you must notify us in writing. The first requirement is to complete all six core workshops, and you are encouraged to repeat workshops as your time allows. In addition to attending all of the seminars, certification will also require attendance at six office hours and/or discussion groups. Once these initial requirements are met, you will formally apply for certification. When your request is approved, you will then write a thorough self-reflection and assessment illustrating how you have incorporated the LIFT™ curriculum into your daily living. After completing this stage, the final step will be to complete an oral synthesis discussion with Chris Loving and/or another certified Loving Leader. A major focus of this conversation will be exploring your vision and strategies for living into the future as a Loving Leader in your personal and professional life. 🌱

**"Leadership is much more an art, a belief, a condition of the heart than a list of things to do."**

**-Max DePree,  
CEO Herman Miller**