

Don't get yourself trapped!

The Paradigm Effect:

Avoiding "Paradigm Paralysis"

Definitions

1. **Paradigm** – is our perception of reality, our view of the world or people. It shapes our beliefs and is based on our education, training, and experiences.
2. **Paradigm (Alternate)** - is a set of written or unwritten rules that do two things:
 - a. helps you identify the person, situation or way of doing something and places the appropriate parameters around the event;
 - b. tells you how to behave within those parameters or boundaries.
3. **Paradigm Effect** - the screening of data based on a belief or model for doing something which results in not seeing, changing or rationalizing information contrary to what one believes.
4. **Paradigm Paralysis (or TRAP)** - the paralysis that prevents a person from seeing reality or a different way of doing something. The paralysis prevents needed change in attitude or behavior.
5. **People Paradigms** - is a set of unwritten rules that do two things:
 - a. 1) puts boundaries around people;
 - b. 2) tells you how to behave or treat people within those boundaries.

What Happens After We Lock on to a Belief or Paradigm?

1. We screen data based on what we believe in order to create support for our beliefs. “Sanity is more important than success” as one author has said. Many people would rather be right in their own minds than change a habit or point of view and be successful. Believing is seeing. Another term for this is “Confirmation Bias.” This level of self-deception can be like a drug, numbing you from a harsh reality, or turning a blind eye to important data for gathering evidence and thinking.
2. We then attach powerful emotions to these beliefs. These emotions that can preclude us from looking at issues and people objectively.

Truths about Paradigms

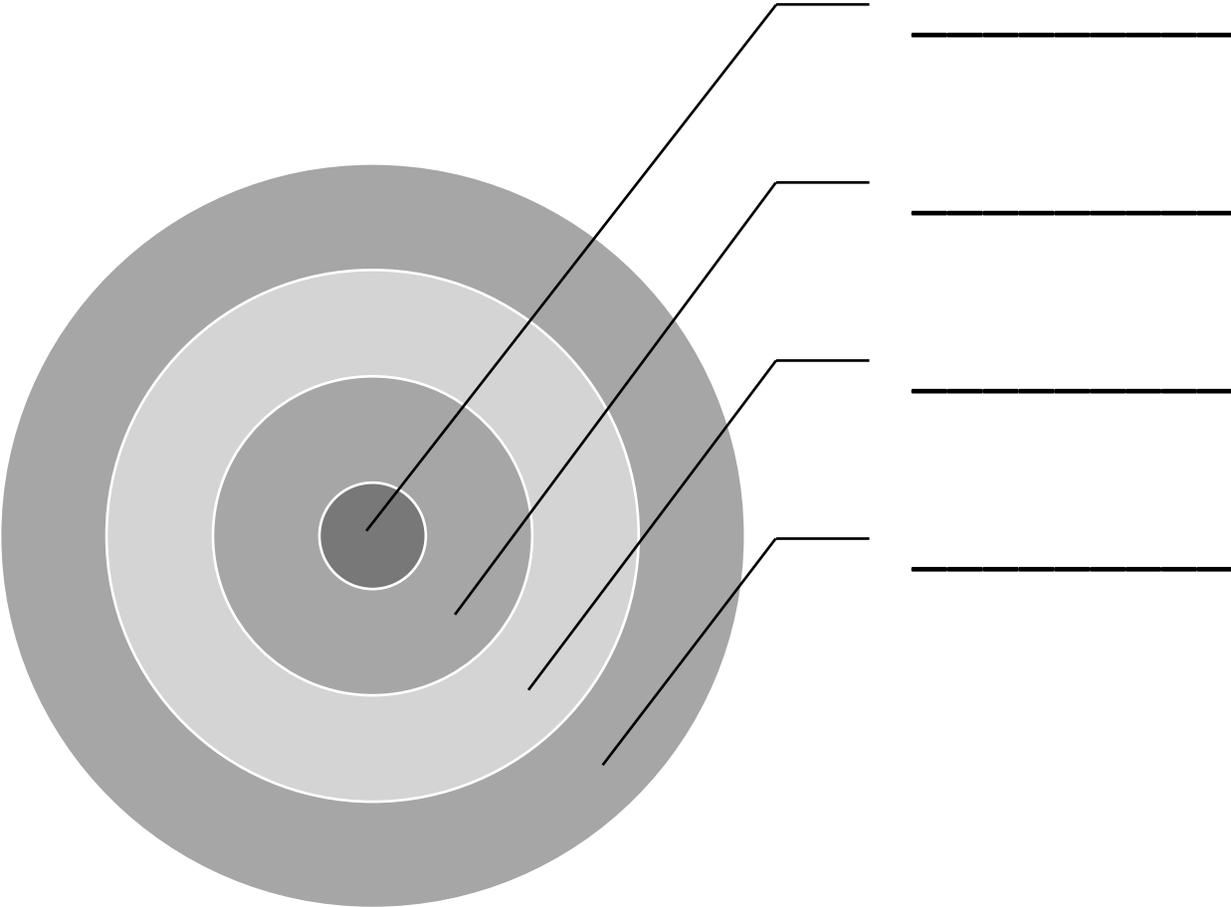
Paradigms are not necessarily bad.

- Paradigms are common to all aspects of our lives.
- Paradigms are useful. They help us to organize data, focus and solve problems.
- New paradigms are created by outsiders, those on the fringes, (i.e., Steve Jobs, Apple Computers, Bill Gates-Microsoft, Wal-Mart, Sam Walton, etc.)

During this session, we ask you to take some traditional supervisory, leadership paradigms and examine them in the light of many of the things we will discuss. Examine them that you might leave this seminar with a proactive, positive approach toward your role as a leader and change agent.

As a side note, Abraham Lincoln intentionally filled his cabinet with rival politicians who had extremely different ideologies. When making decisions, Lincoln always encouraged vigorous debate and discussion in an attempt remove blindness and get the best possible answer.

Creating Change – The Paradigm Cycle



Remember...

- Acknowledge the _____.
- Understand that paradigm change _____.
- Acknowledge that people with opposing paradigms are living in “_____”.