Minnesota Communities Caring for Children

"The Power of Story and Re-Storying: A conversation on Worldview and implications for our daily actions and interactions"

May 11, 2017
Sawubona
Who Am I?

• Who did you think I was when you first saw me?

• Your first impressions???
We don't see things as they are, we see them as we are.

-Anais Nin
Through what lens do you view the world?
The Ladder of Inference

Our mental models are the assumptions and beliefs that arise from our everyday experience and our cultural context.

I take actions based on my beliefs
I adopt beliefs about the world
I draw conclusions
I make assumptions based on the meanings I added
I add meanings (cultural and personal)
I select data from what I observe
Observable data and experiences (as a camcorder would capture it)

My beliefs shape the data I select in the future

Our ability to learn and work together is limited by our feelings that:
- Our beliefs are the truth
- The truth is obvious
- Our beliefs are based on real data
- The data we select are the real data

The ladder of inference is a framework and tool for reflecting on our process of creating mental models.

From The Fifth Discipline Field Book, Senge et al.
Neuro-physiology, Brain Science, Human Behavior Dynamics
Brain Science

Amygdala Hijack
FEAR

Fear, to a great extent, is born of a story we tell ourselves, and so I chose to tell myself a different story!
Panel Discussion
Personal Reflection

“Can I call you back? We’re having our favorite argument.”

How does this impact you? Your community?
Motivated Reasoning

Once we have made a decision we have an unconscious tendency to process information in a way that supports and validates our decisions. The more we do this, the more attached we become to our decision or our point of view and the more important it becomes to resist information that threatens our very sense of our identity.
Confirmation Bias

This is the tendency to look for information, data and facts that support our worldviews, perspectives, opinions and beliefs. Our worldview will deliberately and unconsciously filter out information that does not support our view. The more we see, experience and hear something, the more we believe it, even if it is not true.
Cognitive Dissonance

When we hold a core belief that is very strong and we are presented with evidence that works against that belief, the new evidence cannot be accepted. It creates a feeling that is extremely uncomfortable that is called cognitive dissonance.

As human beings, it is so important to protect our core beliefs that we will rationalize, ignore and deny anything that does not fit with the core belief. It’s especially painful when conflict arises between our view of self and information that disputes that view. Cognitive dissonance enables us to stay committed to our beliefs.
As human beings we are born with a built in bias that we are not biased. This makes us believe our own view is reasonable, even if it isn’t.

Naïve Realism
Our Worldview influences the actions we take

The 6 Dimensions are the bridge between view and action

Our actions and experiences influence our Worldview
Worldview Areas of Practice

- Individual
- Cultural
- Professional
- Organization/Teams

Social Systems
The Law of Group Polarization

When we are around people like us, we can become more extreme in our views.
Personal Reflection

Explore the worldview of the other person in a situation where you have differing perspectives and reflect on how understanding their worldview could help move the situation forward.
Rembrandt’s “The Night Watch”

The students are using an interactive app to learn about the painting
Women’s hockey team from Edmonton, Canada 1916
Richard Gere portraying a homeless man in Time Out of Mind
So, which way is right?
What are the lenses through which you will view the world around you?
REASN VIDEOS
https://drive.google.com/open?id=0BzGg9JkcZvo0UkFnS29XNHFORE0

HAWTHORNE VIDEO
https://youtu.be/iQPUQauZZ3Y
Who am I?

I AM!!!

Were you correct???
Thank You!
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