

# Christopher Howard's Assumptions for Empowered Leadership

## C.R.E.A.T.E.S. Y.O.U.R. C.H.O.I.C.E.S.

- C Calibrate on behavior - actions speak louder than words
  - R Respect the other person's model of the world
  - E Ecology of outcomes must be considered and evaluated
  - A Accept people; change behaviors
  - T Territory is represented by the map; just as reality is represented by the mind.
  - E Everyone is doing the best they can with the resources they have available
  - S Signs of resistance are due to a lack of rapport
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- Y You are in charge of your mind, and therefore your results
  - O Only feedback - no failure; therefore, utilize everything
  - U Unresourceful people don't exist, only unresourceful states
  - R Responses are the best way to evaluate the effectiveness of your communication
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- C Change occurring on the unconscious level is pervasive and creates long-lasting results.
  - H Having a mission, vision and goals determines your focus, therefore your results
  - O Outcomes are determined by expectations
  - I If you help enough people get what they want most, you will get what you want most
  - C Choice is a desired condition, so design processes to gain more choices, not fewer
  - E Ecological framework always increases wholeness
  - S Situational behavioral flexibility increases effectiveness