

## Seeing things as if for the first time

All too often we approach and involve ourselves in situations in the ways that we always have. For example we always hold a weekly performance meeting on a Tuesday morning which has the same agenda, the same attendees and similar outcomes. "Someone" is always just a little late; "someone else" always needs to make a phone call. You get the idea! You also notice it is usually "someone" else. By inquiring and seeing things as if for the first time and owning what you contribute to the pattern the pattern can change.

We are reminded of a recent client who, even as head of this organisation, felt that they could not change anything anymore. The world "out there" was overly bureaucratic and regulated and they felt that they had to "play by the rules". We supported the client to identify different ways of seeing the world as if for the first time and placing themselves firmly into the pattern. In this process the client, much to their own surprise, noticed that they had taken on the stuckness of the world "out there" and saw change as happening outside of themselves. In a two hour session and working absolutely with the client's full reality and experience of what was going on, they identified that their hierarchical position as leader and their own personal position as being independent of change had generated a fixed pattern.

We helped the client see "what was going on" as if we were seeing it for the very first time and see the "going on" as having a positive intention (no matter how negative it might appear). We voiced what we heard "I hear you using words like "out there" and "playing by the rules"". We playfully and respectfully inquire ..." I am curious as to how these help you generate movement in your organisation" ...to stimulate the client's thinking. In so doing we support the conditions for fixed patterns of behaviour to be reviewed, options to be generated and choices made which can generate movement from the fixed patterns. Holding a belief of behaviours having a positive intention helps avoid personal and team shame and allows us to discuss things more openly, generating forward movement.

Transcend helps people See Deeply and inquire into such patterns of behaviour to help them increase their awareness of the choices they have. We cannot and do not make choices for our clients but we help them consider how some choices can maintain the status quo and others can powerfully create conditions for significant shift.