

SURVIVING AND THRIVING ALL THE B@LLSH*T

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BAD ADVICE

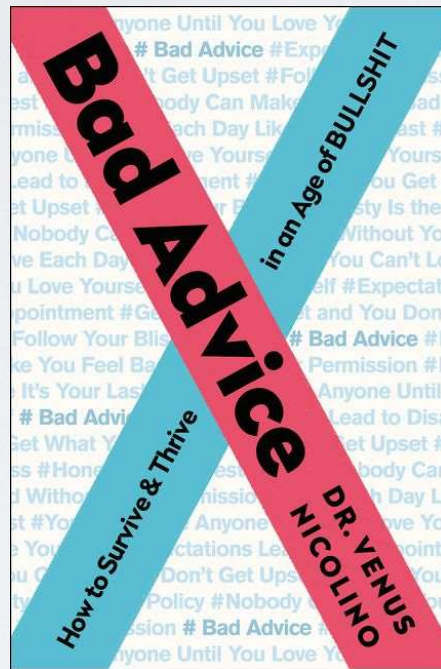


@doctor_v_

talk2drv.com



@Dr_V_Tweet



How much of your time would you estimate you spend on dealing with the “stuff” of running your organization versus growing actual tennis?

1. 10% of my time
2. 30%
3. More than 50%

B@LLSH*T DEFINED

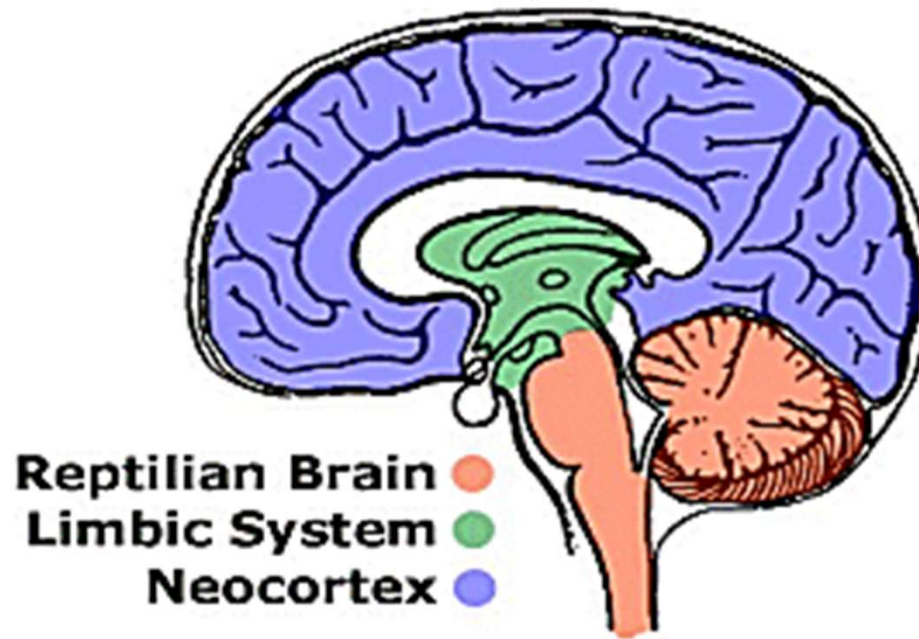
- Logistics, red tape, miscommunication, etc.
- Conflict
- Conflict is a collision of unmet needs

HOW YA FEEL?

- We are emotionally motivated animals.
- Emotions evolved as an adaptation to help us meet our needs (in other words, survive).
- To the primitive part of your brain, conflict on the job is the same as conflict in the wild.

I STOLE THIS BRAIN PICTURE FROM A WEBSITE

The Evolution-Designed Brain



HOW YA FEEL?

Which of the follow would you say best describes your approach to dealing with difficult challenges?

- My emotions dictate my response.
- I can “turn off” my emotions entirely to deal logically with the situation.
- My response is a mixture of both emotion and reason.

WHATCHA NEED?

Needs You Meet at Work

- Need for Meaning
- Need to feel a part of something Bigger Than Yourself
- Need to feel like you and your work matter.

IMMORTALITY PROJECT!

- Theorized by Ernst Becker in *The Denial of Death*
- Your job/career/work is part of your immortality project.
- Conflict becomes scary when it interferes with your Immortality project.

FIGHT, FLIGHT OR FREEZE

- Conflict can be intimidating and trigger your instinctual fear response: Fight, flight or freeze.
- Fear doesn't always immediately feel like fear.
- Misplaced fear makes you less effective.

FIGHT, FLIGHT OR FREEZE

Your organization's Board of Directors says for 2019 they want to see a 25% increase in participation in your tennis programming. You react by:

- a) telling the Board "not gonna happen"
- b) avoid responding to the Board until March of 2019
- c) ask the Board for clarification on timing to accomplish as well as any increase in funding

CAN WE TALK...

True or false: A cooperative approach (rather than adversarial one) in a conflict is guaranteed to resolve the situation.

a) true

b) false

“ CAN WE TALK? ”

- First, cool off.
- Approach resolving the conflict as cooperative, not adversarial.
- Identify everyone's unmet needs.
- Identify how you can help each other meet those needs.
- This won't solve everything instantly, but it does move your conflict from a state of confrontation to cooperation.

DON'T MISS OUT

- It might be scary at first, but you'll usually get more from resolving a conflict than avoiding it.
- Opportunity often comes with conflict:
Opportunity to grow and improve as an individual, a team and an organization on the whole.
- Avoiding one means avoiding them both.

FINAL THOUGHTS

- Think about how you can diffuse the challenge
- Don't get caught up in the b@llsh*t of the situation
- Keep the mission in mind (growing tennis – getting more people to play more tennis)