

# Video Transcript: Impact with Integrity - Module 1, Lesson 2

Hey, welcome back. Good to see you. So, this next lesson, what we're going to do is take that acorn that you started with in the last lesson, whether it was an issue, problem, concern, or potential, and we're going to widen our scope a little bit and say, "is it just me, or is this part of some dynamic that's happening in my organization?" And, not so that we can kind of fix blame or anything like that, but more so that we can kind of wrap our arms around, "Oh, this challenge might be bigger than me." And most people who take our courses are organizational leaders in some capacity, so you have the opportunity and possibility and perhaps even arguably responsibility to do something about it, right? So we're going to kind of call the game here. So, in this lesson, there are a couple of handouts that I want you to go ahead and download and print them.

And they're pretty simple, straightforward assessments, and they give you a chance to start to tune in to what extent are micromanagement, indecision, overwork and overwhelm, and blame and criticism, at all, part of your context at work. Whether it's you bring those into the context or somebody else, it doesn't matter. It's just, is this are any of these on the table or at all? And the reason I want you to do this...there's two reasons. One is because I see these everywhere, right? So don't feel bad if this is happening in your context. It's so endemic that it seems normal. The problem is powerful impact, powerful change in the world is really hindered to the extent that any of those dynamics are present. And often, what I find is the issue that's your issue has this other kind of tendrils that connects to an organizational issue.

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So, to the extent that we can start to kind of put our finger on it in an even more expansive way, that's going to be of service for what we're going to do about it in subsequent modules. Okay? So as you go through these, it'll just ask you some questions. Answer as honestly, as you're able and for each one and asks you on a scale of one to 10, how much is this a problem for you right now? Right. And, and it might be that only one is a problem. It might be that all four are a problem. That's fine. That's okay. This is normal. And it might be that there's an organizational dynamic that maybe isn't one of the most common ones we see, but it's happening in your organization and you want to name it and you want to name it clearly. By all means, please do those, those four aren't exhaustive.

They're just pervasive. Okay. ,And, and that's fine. We'll deal with that in the live part, too. If, if it's something that we didn't mention, we can, we can, we can improv with you on that. Okay. I want to honor your experiences, your truth, whatever that is. This whole first week is intended to help you be able to put your finger on "this is what's true for me. This is my experience right now in my own life, in my organizational context, and as also just being part of the world." So, um, as you're facing into these, I just want to invite you to do that with some self-love, some self-care. And, and then we'll go to the next piece, which is, "Hm, is this part of this broader college culture context that's actually quite oppressive." So what we're really going to get to is probably the thing that's eating at you is eating at everybody in some different way. And how can we collectively make different choices and shift the context to make a much better world together. All right. So, be good to yourself and we'll see you in the next lesson.