

DISCUSSION GUIDE

BE YOUR OWN HERO

Brought to you in partnership with Fred Kofman, director of the **Conscious Business Center** at Universidad Francisco Marroquín and president of the academic board of **Axialent**. For more information, tools and tips please refer to Kofman's book, *Conscious Business*, and **his articles**.

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5	PRACTICING SKILLS In pairs, reframe the recent experience and try telling the story from a hero's mindset. Share with your Circle how it made you feel to reframe the situation	40 mins
6	ONE ACTION Commit to addressing the next challenge you face as a hero and use the worksheet to prepare	5 mins

Key Points

Life doesn't just happen to you

Even though there are many things out of your control, you have the power to choose how you respond. You are the main character of your life. You can choose your actions under any circumstance. You can be a hero.

We each have the ability to respond to circumstances according to our values

Being a hero means accepting what is happening, and then asking yourself: What can I do? What is really important to me? What result do I want to achieve? What values do I care to express?

The moment you start seeing yourself as part of the problem, you start seeing yourself as part of the solution

It is easy to confuse responsibility with blame. Blame means it is your fault, responsibility means it is in your power. You may not be responsible **for** the situation being what it is, but you have the power to respond **to** the situation in a way that fully expresses your values. You are response-able in the face of what happens.

The hero mindset is based on four questions

- What challenge am I facing?
- How might I have contributed (through my action or inaction) to bring this about?
- What can I do to respond effectively and produce the result I desire?
- What do I need to do to respond with integrity and express my values?

Personal Inventory

Describe a recent experience in which you didn't accomplish what you wanted, one in which you **blamed** someone else or the world. (Use Fred's question about being late as an example). Take 5 minutes to reflect on the experience and answer these questions:

ACTION

1. What happened?

2. How did you react?

3. How did you feel afterward?

Share with your Circle. 1 minute each. 10 minutes total.

- An example in the past month when you blamed others or external circumstances and how it made you feel.
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Practicing Skills

Break into pairs. You have 20 minutes to complete this exercise. Plan to spend the first 10 minutes focused on one partner, and the remaining 10 minutes focused on the other partner.

ACTION

- 1. Share with your partner the experience you reflected on in your personal inventory.**
- 2. Ask yourself the four “hero” questions and discuss your answers with your partner.**
 1. What challenge was I facing?
 2. How might I have contributed (through my action or inaction) to bring this about?
 3. What could I have done to respond effectively and produce the result I desired?
 4. What could I have done to respond with integrity and express my values?
- 3. Retell the story to your partner, this time adopting the mindset of a hero.**

Share both with your Circle. 2 minutes each. 20 minutes total.

- How did you feel when you retold the story as a hero?
 - What did you learn from this experience, and how will you use those lessons going forward?
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One Action

Between now and your next Circle meeting, look for an opportunity to adopt a hero mindset.

If you've already identified a challenge, share it with your Circle and commit out loud to addressing it as a hero. If not, simply commit to thinking and acting like a hero the next time you would otherwise fall into the trap of playing a victim.

Once you have identified the challenge, use this worksheet to reframe it.

ACTION

My Challenge: What challenge am I facing?

My Contribution: How did I contribute to bringing this about?

My Response: What can I do to respond effectively?

My Integrity: What do I need to do to express my values?

For your next meeting

Start your next Circle meeting by sharing the challenge you chose, what you decided to do and how you felt afterward. What surprised you most when you confronted the challenge as a hero? What was the outcome?