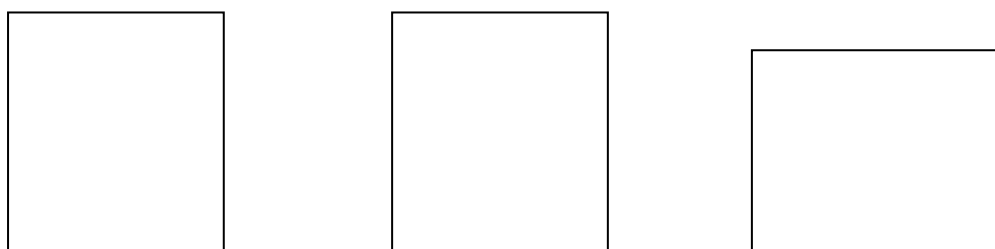


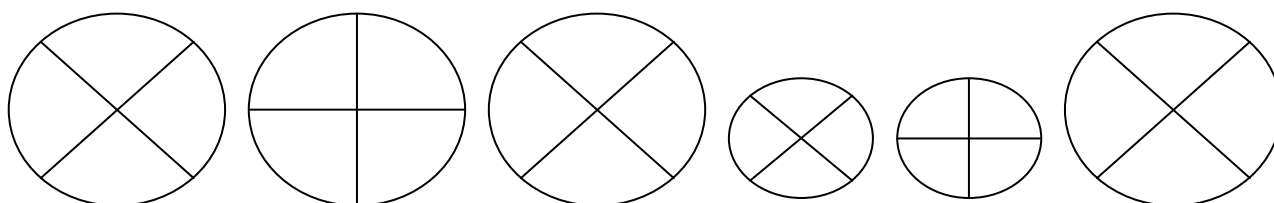
META QUIZ

1. Write one sentence that explains the relationship of the following shapes to each other

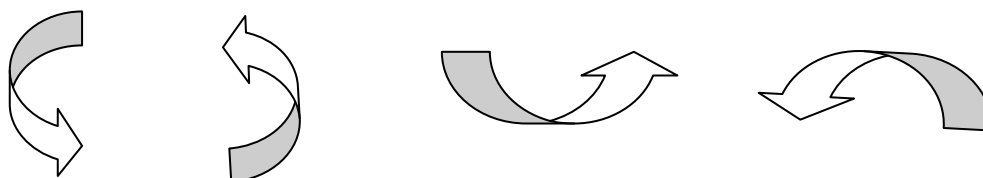
a)
.....



b)
.....



c)
.....



2. Think about the rest of this month. What are you thinking about ?
Tick the one's that best match your thoughts at the moment



- a) What you really want to achieve by the end of the month and you are feeling good about
- b) How much you have still got to do
- c) Something you have kept putting off and should finally get finished
- d) I'm looking forward to getting a certain task completed and what it will feel like when its done
- e) The positive emotions I will feel when I achieve the targets I set myself
- f) The problems that are piling up before me

3. Tick any of the following that are characteristic of your behaviour



- a) Thinking about holidays you have had
- b) Savouring the things you see, hear, and feel around you now
- c) Reviewing how successful your work has been
- d) Planning what you will work towards tomorrow
- e) Paying attention to what is happening around you
- f) Mulling over conversations you have had
- g) Deciding how you will organise your day
- h) Enjoying every moment
- i) Dreaming of where you would rather be
- j) Being aware of how you feel
- k) Anticipating what is going to happen
- l) Reminiscing
- m) Attending reunions and events to go over past times
- n) Living for now
- o) Imagining what you want to happen in the future

4. How do you know when you have done a good job? Tick the ones that are true for you.



- a) Someone praises me
- b) People tell me
- c) I feel good inside
- d) I know I've set the standard I set myself
- e) I get results from success
- f) I just know
- g) The effect it has on those around me
- h) I am being true to my values and beliefs

The Answers.

Q1 MATCH & MISMATCH THINKING

This is about your preference to look for similarities or differences.

When you look for similarities you are looking to get connected and build a rapport. This puts you in a better position to influence the attitude and behaviour of others. When giving feedback you are looking for what was done well before commenting on the gaps or differences between what was expected and what actually happened.

If you tend to look for differences first, recognize it and make yourself look for similarities or what's working for you. Seek first to understand before attempting to suggest what needs to be done differently. Build on what pleases you and them. At least you will know what pleases them and they will know what pleases you.

Q2 AWAY FROM & TOWARDS THINKING

The answers you gave to these questions may indicate a preference to be motivated more by moving away from something you don't want rather than moving towards something you do want.

Most of the research on personal change suggests that we are motivated more by being future focused and looking for positive solutions than getting bogged down in negative thinking when analyzing past problems and failures. Being clear about what you want and having strategies to deal with what's stopping you holds the key to success in all things.

A coach can be particularly helpful to people wanting to achieve something.

Preference to move away from b) c) and f)

Preference to move towards a) d) and e)

Q3 PAST / PRESENT / FUTURE THINKING

The answers here will give you an idea of where you prefer to live in your head. In the past, the future or the here and now.

Past	Present	Future
a	b	d
c	e	g
f	h	i
l	j	k
m	n	o

Circle the letters you ticked and count them up

Totals

The research suggests that future focused people are more energetic, proactive and optimistic. They tend to make the best leaders because people want to be around them and bathe in their positive zest for life. If you like to live in the here and now you probably prefer to stay in your comfort zone. If you prefer the past you are probably disconnected and therefore in denial that any change can be good change.

Q4 INTERNAL & EXTERNAL THINKING

These answers will give an idea of your preferred reference point – whether it is internal or external. Add up the ticks for each column. The more the ticks the greater the preference.

Internal	External
c	a
d	b
f	e
h	g

The research here suggests that people who are more emotionally stable look to themselves first, whether it is to allocate praise for achievement or to allocate blame when something goes wrong. This is not to ignore the contribution of others, simply to value oneself. A healthy, well balanced person, with high self-esteem, will view failure or success as valuable feedback from which they can adjust their behaviour to be to the best they can be.

Suggestion for follow-up action

The feedback from this exercise may suggest that you could gain from increasing the flexibility of your response in feedback situations. It will increase the influence you can bring by strengthening your thinking in the following ways.

1. Choose the thinking style that you want to strengthen
2. Choose a time each day when you will commit to paying attention to it
3. Decide to pay attention to how you and others use this thinking preference and note the reaction it gets from others
4. Do this until you feel you have the choice of how to use the style that gets the result you want
5. Repeat the process with another filter

Working with Metaprogrammes

There is no right or wrong metaprogramme. We develop them from an early age depending on the people we copy, the friends we want to be like, or patterns of behaviour that just seem to work for us.

Metaprogrammes are ways of thinking. They do not define us as a person but they do indicate preferences which exist in all of us to varying degrees depending on our personality, experience and cultural conditioning.

Metaprogrammes are like the unwritten rules or the background culture that influences the way we think in a particular context. For example, what metaprogrammes do you think would serve you best working for Birmingham City Council ?

Proactive	-	Reactive
Options	-	Procedures
Towards	-	Away From
Internal	-	External
Global	-	Detail
Sameness	-	Difference

Learning about metaprogrammes enables you to become more proficient at understanding yourself and other people better. They explain how people navigate their way around life's experiences.

Metaprogrammes can be a powerful way of establishing verbal rapport.

Look for the language (words and body) that characterises each metaprogramme. For example, a proactive person is likely to stand more erect, have quicker movements and perhaps show signs of impatience. They use phrases such as "let's do it" and "run with it", unlike a reactive person who might use phrases such as "let's take our time" or "we need to weigh things up first".

EXERCISE: What would you observe and listen (or even feel) if someone was behaving in ways that reflect each of the metaprogrammes listed ? Ask the following questions to find out

Proactive – Reactive – *Do you find it easy to act in new situations ?*

Options – Procedures – *Why did you choose the job you're doing now ?*

Towards – Away From – *How could you improve life at work ?*

Internal – External – *How do you know when you have done a good job ?*

Global – Detail – *Describe a project you have worked on*

Sameness – Difference – *Is it fair to treat everyone the same ?*

Steve Trivett
Personal & Professional Change Coach