

Re-thinking resistance

Based on the work of
Dr David Drake

Resistance sounds negative!

Narrative coaching

“What are you resisting in your life or work right now?”



Why do we resist change

1. To AVOID dealing with re-enactment of a difficulty narrative or relationship.
2. To AVOID anxiety related to our needs or experiences
3. To retain a sense of autonomy
4. To AVOID accountability for what is learned or acting on what they decided.

Resistance serves a need

FACT: You may have an insight but don't want to act on it. **What is the REAL issue?**

Resistance is natural, essential for growth, not to be avoided or overcome.

What needs to die? (let go of)

What needs to be born? (come into being)

The 4 phases of resistance

O W
U O
T R
E L
R D

SITUATE
What is?

SUSTAIN
What works?

I W
N O
N R
E L
R D

SEARCH
What if?

SHIFT
What matters?

The 4 phases of resistance

Quadrant 1: Situate

How are you narrating your current situation and experiencing the process of doing so?

Quadrant 2: Search

Notice what happens when you resist, what are you defending against and why?

Quadrant 3: Shift

Step more fully into the moments of resistance to surface the energy that is there.

Quadrant 4: Sustain

What needs are you trying to meet through your resistant behaviours and develop more optimal strategies

Resistance is oppositional and aspirational

It is not inherently positive or negative.

FIELD	OPPOSITION
physics	Change in motion
electricity	Change in heat or energy
physiology	Change in effects
history	Change in society
psychotherapy	Change in self

What if resistance was our teacher not our enemy?

Resistance is the key to your success. Why, because it unfailingly points towards our deepest aspirations, the very thing it most wants to stop us from doing. The more important the calling, the action, the decision is to our true growth, the more resistance to pursuing it we will feel.

Stephen Pressfield



How can we bring energy to life?

Find a third way: it is not polarised.

Work with resistance not against it.

What are the 'incubator' moments?

How does it feel for you right now; in this session?

Only YOU can tell yourself what to do!

Thresholds

Resistance is the negotiation between old and new; it is like going through a doorway.



Understand your fears, work towards aspirations

“The most serious threshold in every story calls forth our greatest fear or to the world as we know

it.” Laura Simms

Examples of Thresholds

- Letting go of planning to take first step
- Finding your voice in a difficult moment
- Showing a new narrative about yourself
- Showing your team how you have changed



Crossing to the next threshold

YOU NEED:

Quadrant 1: Situate

A safe haven.....the ability to cope

Quadrant 2: Search

A secure base.....the ability to connect

Quadrant 3: Shift

A working model....ability to create

Quadrant 4: Sustain

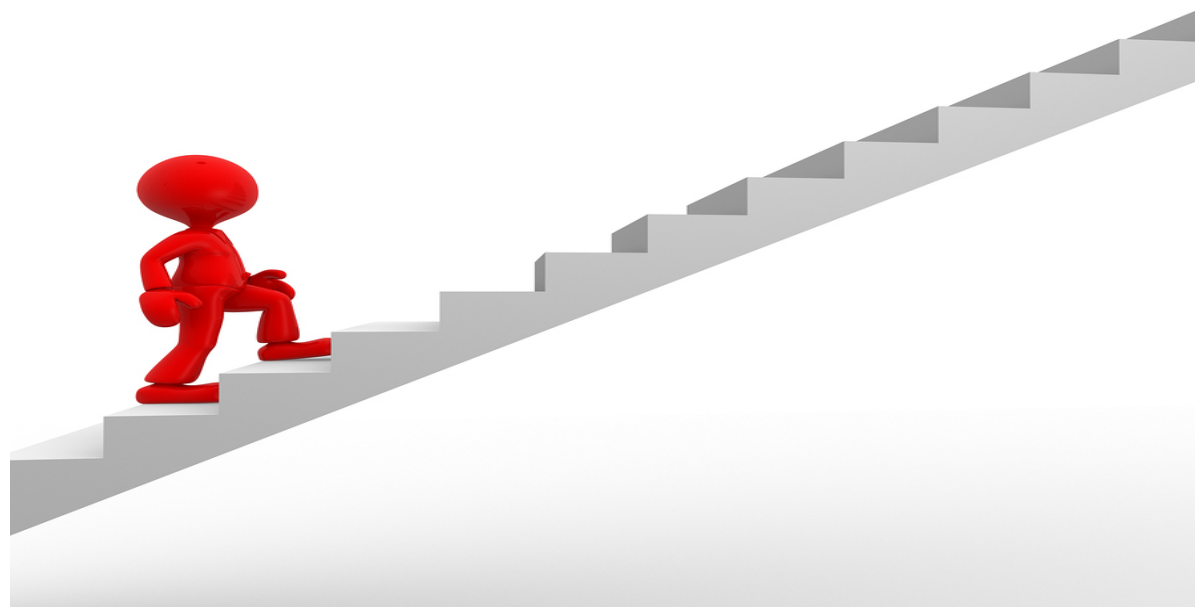
A family system.....ability to contribute

Top tips for a leader

1. Don't confront defensive routines and points of reference head on; work on elements of their story.
2. Unlock vital information embedded in their resistance so the energy can be freed up to be used in more conscious ways.
3. Help others to identify key elements and actions related to what they have resisted and to work on at least ONE a day.

The journey

Q: “Where is this person on THEIR journey right now and what do they need?”



Getting to the next level of greatness

Quality of the culture



Quality of relationships



Quality of conversation

Everything happens through conversation

