

ACCELERATOR

SHOW UP

positive



by rita ernst



Welcome to the movement

Remember your excitement when you accepted the job offer or started your business?

Do you recall when teamwork and camaraderie made your day more fulfilling?

If you spend your days convincing, compelling, and controlling, you've adopted a job description trapping you in misery and ineffectiveness.

But don't fear! I'm going to show you how to use this card deck to break free and restore pride and teamwork without sacrificing profits.

These cards are specifically crafted to create experiences in teams and meetings that cultivate a positive culture.

By selecting and practicing the mindset and interaction prompts when you are calm and focused, you build language and methods that allow you to respond effectively to obstacles and challenges instead of reacting from frustration.

And along the way, your team experiences connection, belonging, and commitment which facilitates your ability to pull together and resolve issues better and faster. Let's get started!

Be the Spark

CONTENTS



- 01** card deck introduction
- 02** situation specific applications
- 03** inspiration applications
- 04** continue learning

01

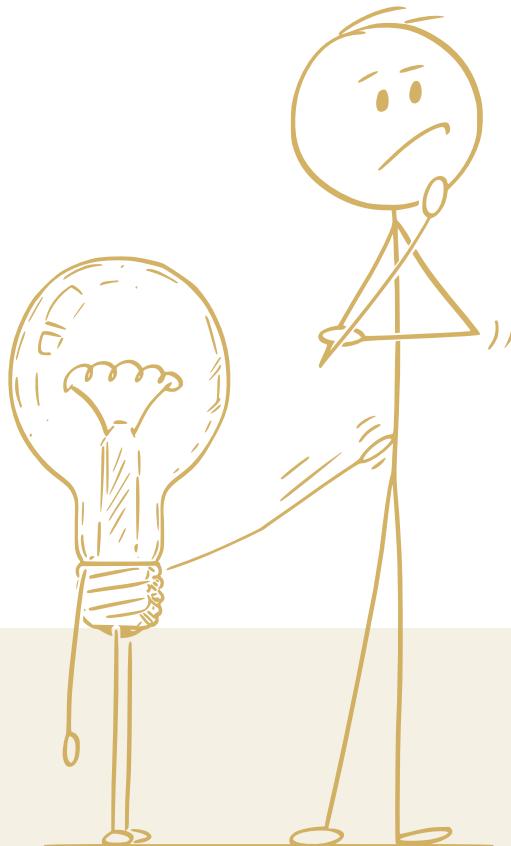
SHOW UP POSITIVE SPARKS & META MESSAGES

| | | |
|--|--|--|
| <i>togetherness</i> We're family | <i>focus</i> We've got this | <i>reciprocal</i> We value mutuality |
| <i>observant</i> I'm paying attention | <i>meaningful</i> Our work is valuable | <i>valuing</i> This is worthy |
| <i>inclusion</i> I value you | <i>affirm</i> Your ideas matter | <i>understand</i> I get you |
| <i>joy</i> Let's enjoy right now | <i>empathize</i> Your feelings matter | <i>honesty</i> We speak openly |
| <i>inquiry</i> I want to understand | <i>integrity</i> We trust each other | <i>civility</i> You deserve respect |
| <i>dedication</i> You can count on me | <i>recognition</i> You add value | <i>ample</i> We are enough |
| <i>synergy</i> We're better together | <i>generative</i> Let's create together | <i>acknowledge</i> I see/hear you |
| <i>equality</i> Every voice matters | <i>curiosity</i> I am willing to learn | <i>flexibility</i> I'm open to change |

Meet "Thinker"

This side of the card focuses your mindset.

Consider the two synonyms and then use the 5 question prompts to examine the assumptions and beliefs underlying your thinking and behavior.



One Card, Two Practices



Meet "Engager"

This side of the card prompts your interaction with others.

Use the meta-message to ground your intention before you speak.

Use the 5 prompts to generate more connection, alignment, and dialogue while increasing communication effectiveness.

Be the Spark! ⚡

APPLICATION

02

| WORD | SITUATION | | | | | | | | |
|--------------|-----------|----------|---------|----------|---------|-----------|---------|-------------|-----------|
| | deciding | aligning | arguing | opposing | forming | repairing | uniting | frustration | accepting |
| togetherness | | | | | | X | | | X |
| focus | X | X | | | X | | | | |
| reciprocal | X | | | | | X | X | | |
| observant | | X | | | | | | X | X |
| meaningful | X | | | X | X | | | | |
| valuing | | | X | | | X | | | X |
| inclusion | | | X | | | X | | | X |
| affirm | X | | X | | | | | | X |
| understand | | | | X | | | X | | X |
| joy | | | | | X | X | X | | |
| empathize | | | | | | X | X | X | |
| honesty | X | | | | | X | X | | |
| inquiry | X | X | X | X | | | | | |
| integrity | | | | | | X | X | | X |
| civility | X | X | | X | | | | | X |
| dedication | | | | X | X | | X | | |
| recognition | | | | | | X | X | X | |
| ample | X | | | | X | | X | | |
| synergy | | X | X | | | | | | X |
| generative | X | | | X | | | | | X |
| acknowledge | | X | X | | | X | | | |
| equality | X | | | | | X | X | | |
| curiosity | | X | X | | | | | | X |
| flexibility | X | | | | | | X | X | X |

APPLICATION

03

Inspired Individual Uses

CREATE AN INSPIRATION BOARD IN YOUR WORKSPACE.

Whether you work in an office, in a cubicle, in your car, or at the local coffee shop, select 3 or more cards and artistically arrange them on a flat surface or pinboard. When the colors catch your eye, take a moment to reflect on one of the words. Recall recent opportunities to practice this Show Up Positive Spark and set a specific intention with a person or in an upcoming meeting to practice this action. Grab the card and carry it with you as a visual reminder and prompt.

SET A WEEKLY INTENTION (VARIATION 1).

Randomly select one card every Monday morning. The word on the card is your Show Up Positive action for the entire week. Carry the card with you to meetings and review the prompts. I'm a firm believer in less is more. By choosing one focus each week, you give yourself space to practice and figure out how to incorporate the ideas organically instead of forcing them to meet a deadline.

SELECT A WEEKLY INTENTION (VARIATION 2).

Every Monday morning, shuffle through the cards and select the one that speaks to you. The word on the card is your Show Up Positive action for the entire week. Carry the card with you to meetings and review the prompts. I'm a firm believer in less is more. By choosing one focus each week, you give yourself space to practice and figure out how to incorporate the ideas organically instead of forcing them to meet a deadline.

SET TARGETED INTENTIONS.

Think of your team and colleagues as you look through the deck. Ask yourself, "Who is struggling?" or "Who needs more support?" Identify 1-3 people and select a specific card to fit each person. Pursue opportunities to engage with each person and incorporate the Show Up Positive message on the card. Notice how it shifts the conversation and connection for both of you.

04

Inspired Team Uses

[note: participation should always be a choice, not mandated, and without judgment]

KICK OFF YOUR WEEKLY TEAM HUDDLE (VARIATION 1).

Select one Show Up Positive card from the deck to serve as the positive inspiration for the whole team for the upcoming week. You can randomly select a card, or rotate the opportunity within the team for one person to select a card. Discuss the message and idea of the card and then set a shared challenge such as everyone uses the action at least once a day.

SHARE AT YOUR WEEKLY TEAM HUDDLE (VARIATION 2).

Bring the card deck to your weekly team huddle and allow each person to select a card that is their Show Up Positive action for the week.

CATCH SHOW UP POSITIVE ACTIONS.

After selecting a Show Up Positive action, have every team member keep track each day of when they used the action and when they noticed others using it. Have people write the number on a post-it or piece of paper and display it in their workspace as a reminder to build on and/or improve the prior day's success.

SHARE SHOW UP POSITIVE STORIES.

Set aside time during team meetings/huddles to invite the exchange of stories. If time is limited, have people pair off and mix the pairs each meeting. Storytelling reinforces and inspires participation. Avoid judgment of those who don't have a story to share.

Inspired Meeting Uses

[note: participation should always be a choice, not mandated, and without judgment]

KICK OFF YOUR MEETING.

Allow each meeting participant to select one or two cards from the deck. Use the card content during the meeting to increase positive connection and ideation during the meeting.

REFRAME THE CONVERSATION.

If you notice the energy in the room waning or going negative, introduce the card deck and select one card to shift or expand the conversation. You can select a new card each time you want to shift the energy. By using the questions on the card, you automatically bring in an outside perspective, breaking the group-think that's keeping the conversation stuck.



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