



HUMAN SCAFFOLD

Building human connections for exceptional results

RRF Long-Range Planning:

DARE to CHANGE & DARE to IMPROVE

Foisy & Associates

July 16-18, 2025



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OBJECTIVES



Objectives

1. Getting out of your comfort zone to try something new (**CHANGE**);
2. Finding your next gear, if you're on a good path but want to be better (**IMPROVE**);
3. Overcoming what's holding us back, embracing discomfort and supporting each other as we **DARE to Change AND Improve.**

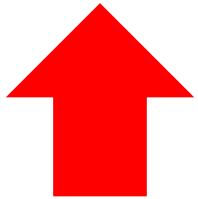


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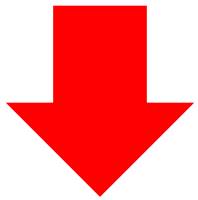
RRF Team REPN



*"Let's talk about
this"
(direct)*



RISK



*"Yeah,
everything's fine."
(non-
confrontational)*

*"Let's meet for
coffee to discuss."
(communicative)*

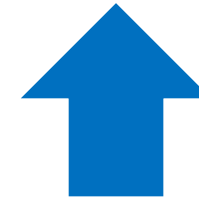


EXTROVERSION

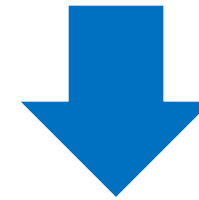


*"I need to
research and
analyze this a bit
more."
(analytical)*

*"I like to deal with
one task at a
time."
(listens, calm)*



PATIENCE



*"Let's try some
new things!"
(restless, dynamic)*

*"How will this meet
my high standards?"
(meticulous, precise)*

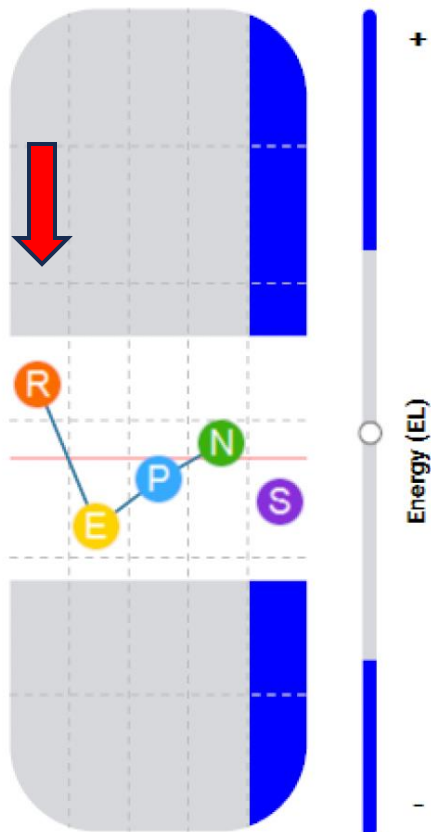


NORMS



*"Let's try something
different."
(unconventional,
fearless)*

NATURAL



R E P N S

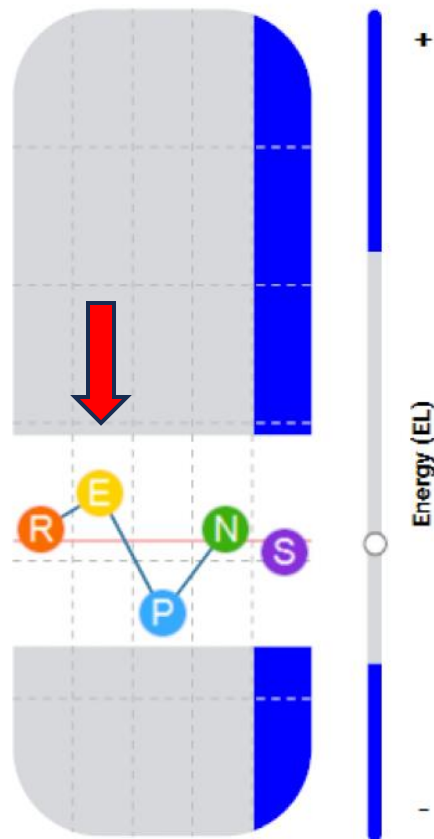
Profile	100	4	36	60	20
#	12	5	10	6	9
AI	64%	38%	47%	52%	43%

12 5 10 6 9
AI 64% 38% 47% 52% 43%

RUSALD

“determined”

NATURAL



R E P N S

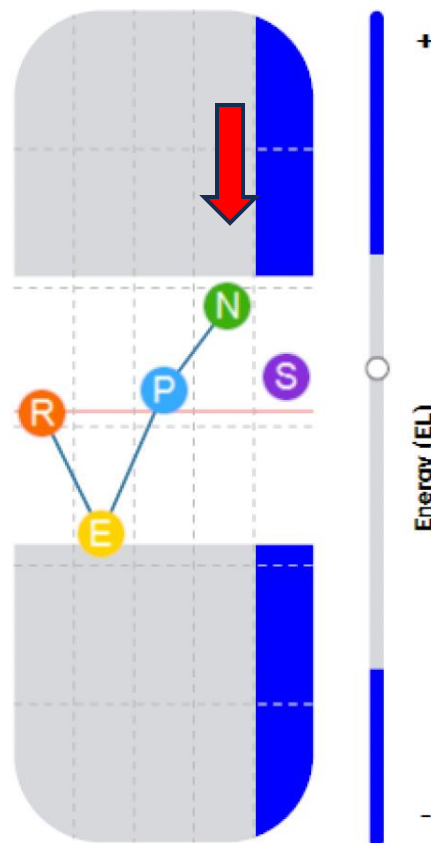
Profile	59	83	0	58	42
#	6	7	5	3	7
AI	52%	59%	33%	52%	48%

6 7 5 3 7
AI 52% 59% 33% 52% 48%

ISANKA

“creative”

NATURAL



R E P N S

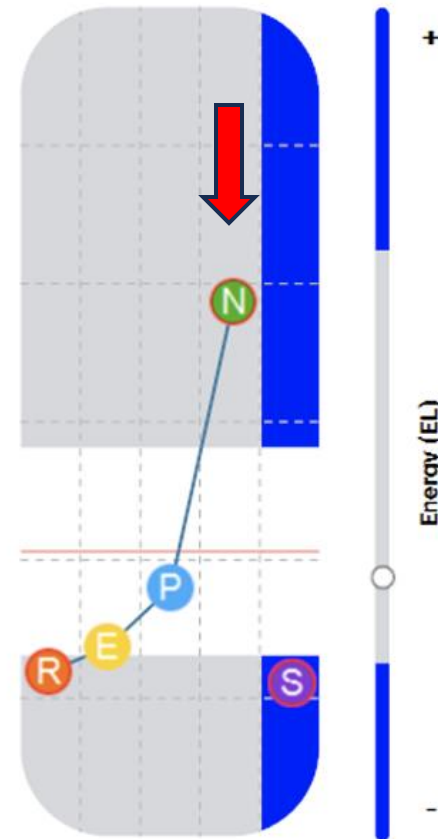
Profile	48	0	59	93	63
#	11	5	14	11	14
AI	50%	24%	53%	71%	55%

11 5 14 11 14
AI 50% 24% 53% 71% 55%

CELIA

“sensate”

NATURAL



R E P N S

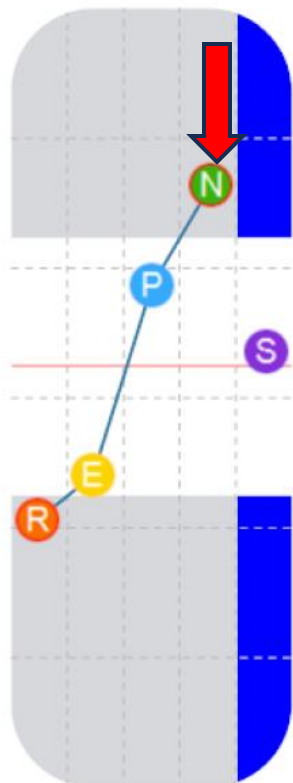
Profile	26	31	43	100	24
#	0	0	6	11	2
AI	17%	24%	43%	96%	15%

0 0 6 11 2
AI 17% 24% 43% 96% 15%

ANNE

“tenacious”

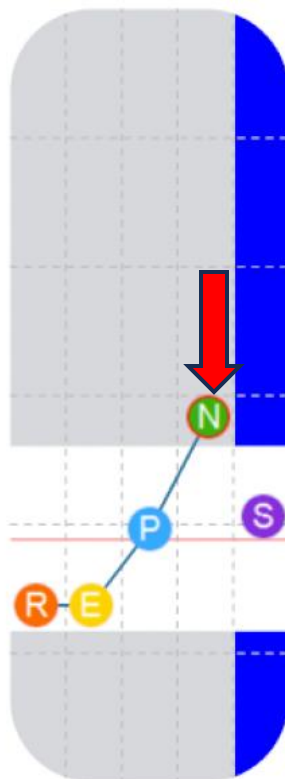
NATURAL



	R	E	P	N	S
Profile	8	20	72	100	54
#	5	6	17	15	14
AI	16%	26%	65%	88%	52%

AMBER
"Receptive"

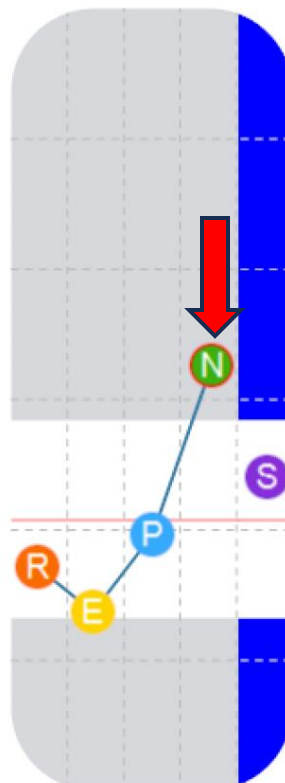
NATURAL



	R	E	P	N	S
Profile	22	23	55	100	59
#	1	0	7	6	7
AI	31%	31%	52%	86%	55%

AMELIA
"Tenacious"

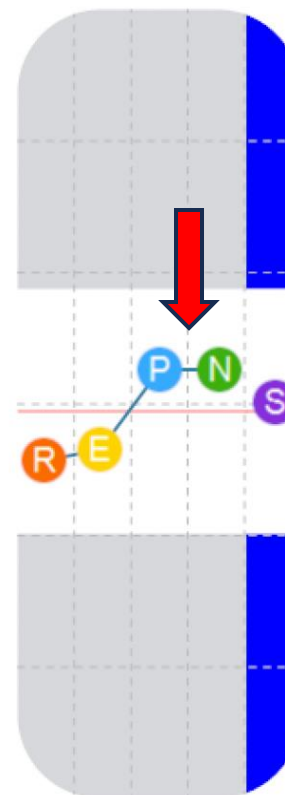
NATURAL



	R	E	P	N	S
Profile	35	20	45	100	64
#	3	0	7	8	9
AI	40%	23%	47%	91%	58%

ANTHONY
"Tenacious"

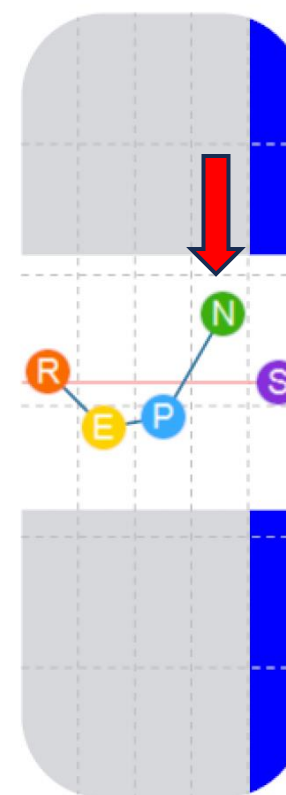
NATURAL



	R	E	P	N	S
Profile	0	12	94	94	59
#	8	8	14	8	12
AI	42%	44%	57%	57%	51%

DANNY
"Receptive"

NATURAL



	R	E	P	N	S
Profile	58	17	25	100	50
#	12	9	12	10	13
AI	52%	43%	45%	61%	50%

HARPREET
"Tenacious"

NATURAL

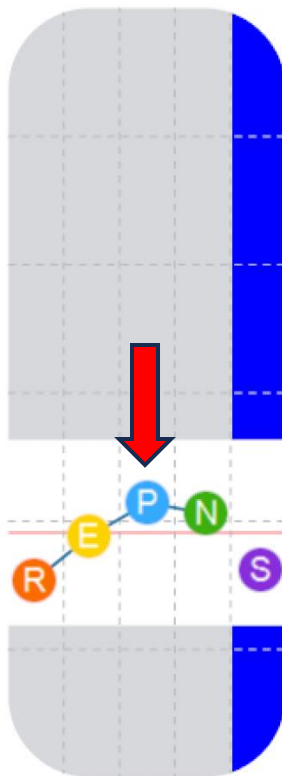


	R	E	P	N	S
Profile	17	25	58	100	21
#	2	2	9	8	5
AI	25%	34%	54%	86%	30%

DEBBY

“Tenacious”

NATURAL

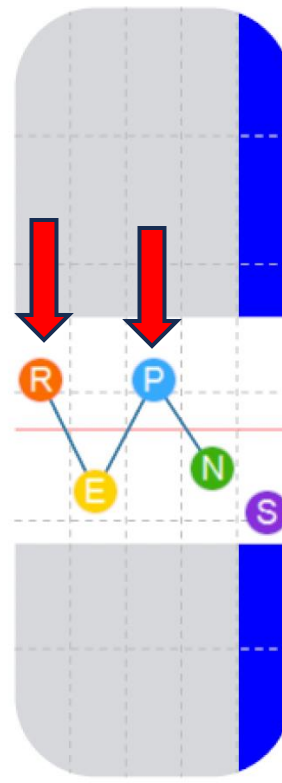


	R	E	P	N	S
Profile	0	47	82	71	12
#	2	3	8	2	5
AI	40%	49%	57%	54%	42%

CHRIS

“Collaborative”

NATURAL

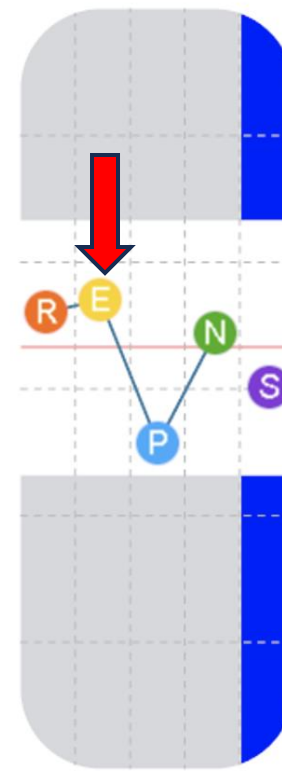


	R	E	P	N	S
Profile	91	0	91	18	0
#	11	5	13	4	7
AI	59%	39%	59%	43%	31%

LINDA

“Investigative”

NATURAL



	R	E	P	N	S
Profile	69	74	0	57	29
#	14	14	10	9	12
AI	56%	57%	30%	52%	44%

ROGER

“Creative”



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LRP Meeting Charter

- Personal white boards

RRF LRP TEAM CHARTER

Be constructive (offer solutions)

Know that it's okay to be uncomfortable

Be empathetic

Try to understand different points of view

Listen actively

Be supportive

Be patient

Be open to feedback

Use humour to create connection

Practice openness

No judgement

Be respectful (don't interrupt)

Be direct and honest

Remember: It's not personal

Be constructive (offer solutions)



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RRF Core Values



RRF GOOGLE REVIEWS:

Top 5 insights from last 10 reviews

Deep Expertise in Brain Injury and Complex Cases

"I can not stress enough how extremely knowledgeable Roger Foisy and his team are in the complex area of Brain Injury..."

Compassionate, Personalized Client Care

"They rallied around me when others tried to wear me down."

Clear, Consistent Communication

"They kept us informed every step of the way and promptly answered all of our questions..."

Strong Teamwide Dedication and Collaboration

"From the moment I reached out... I felt I was in good hands. Everyone worked on my behalf."

Tenacious Advocacy and Long-Term Support

"They never gave up on me.", "They stuck with me when things were tough..."



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DARE to CHANGE
&
DARE to IMPROVE



<u>DECIDE</u>	<u>ASSESS</u>	<u>RESOLVE</u>	<u>EXECUTE</u>
What do you want to change, improve, or explore?	What's your current reality? What's helping or hindering you?	Make a conscious decision to commit. What mindset or approach will you take?	Take action. Start the smallest meaningful step forward.
My Reflection...	My Reflection...	My Reflection...	My Reflection...
What part of the DIScomfortable Compass will you need to move to work in each part of the DARE framework to meet your CHANGE & IMPROVE goals?			
My Reflection...	My Reflection...	My Reflection...	My Reflection...



DARE to CHANGE & DARE to IMPROVE



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Johari Sandwich

Johari Window: *Sandwich edition*

1. **Detail-Oriented** – Pays attention to nuances, catches small but important issues.
2. **Reliable** – Dependable and consistent in completing tasks and meeting expectations.
3. **Efficient** – Manages time and resources wisely to maximize productivity.
4. **Organized** – Maintains structure in files, workflows, and daily tasks.
5. **Resourceful** – Solves problems using creative and practical solutions.
6. **Empathetic** – Understands and respects the emotions and perspectives of others.
7. **Assertive** – Communicates needs and ideas clearly without being aggressive.
8. **Collaborative** – Works well in teams and values input from colleagues.

9. **Calm Under Pressure** – Maintains composure and judgment in high-stress situations.
10. **Adaptable** – Adjusts smoothly to change, shifting priorities, and new tools.
11. **Analytical** – Breaks down information logically to identify trends and solutions.
12. **Technically Savvy** – Comfortable learning and using law firm technologies.
13. **Strong Communicator** – Writes and speaks clearly, professionally, and appropriately.
14. **Professional** – Maintains integrity, discretion, and a polished presence.
15. **Client-Focused** – Anticipates and prioritizes client needs with care and efficiency.

Johari Window: *Sandwich edition*

16. Disorganized – Struggles to maintain systems, files, or priorities.

17. Unreliable – Frequently misses deadlines or follow-through.

18. Poor Listener – Misses details or misunderstands due to lack of attention.

19. Overly Critical – Tends to judge or nitpick, discouraging collaboration.

20. Passive – Hesitates to speak up, take initiative, or assert needs.

21. Defensive – Reacts poorly to feedback or constructive criticism.

22. Rigid – Resistant to change or new approaches.

23. Emotionally Reactive – Struggles to manage emotions under stress or conflict.

24. Avoids Feedback – Dismisses or ignores opportunities for self-improvement.

25. Lacks Initiative – Waits for direction rather than taking proactive steps.

26. Unapproachable – Distant, cold, or intimidating to colleagues or clients.

27. Procrastinates – Delays tasks, often causing last-minute pressure.

28. Poor Time Management – Frequently underestimates how long tasks will take.

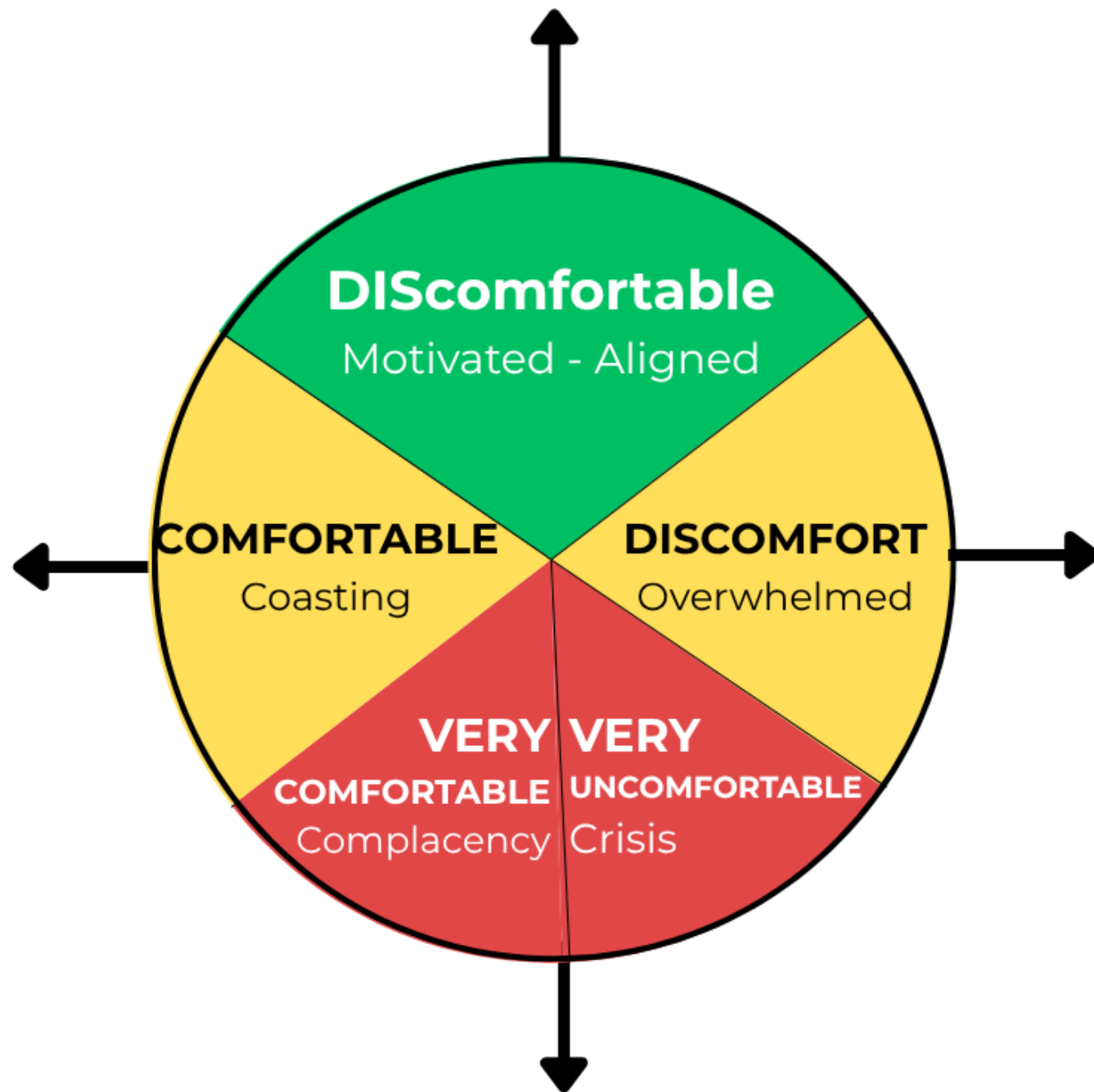
29. Overconfident – Fails to recognize personal limits or mistakes.

30. Conflict Averse – Avoids necessary discussion, leading to unresolved issues.



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DIScomfortable Compass





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Bias, Ladder of Inference, Dunning-Kruger Effect

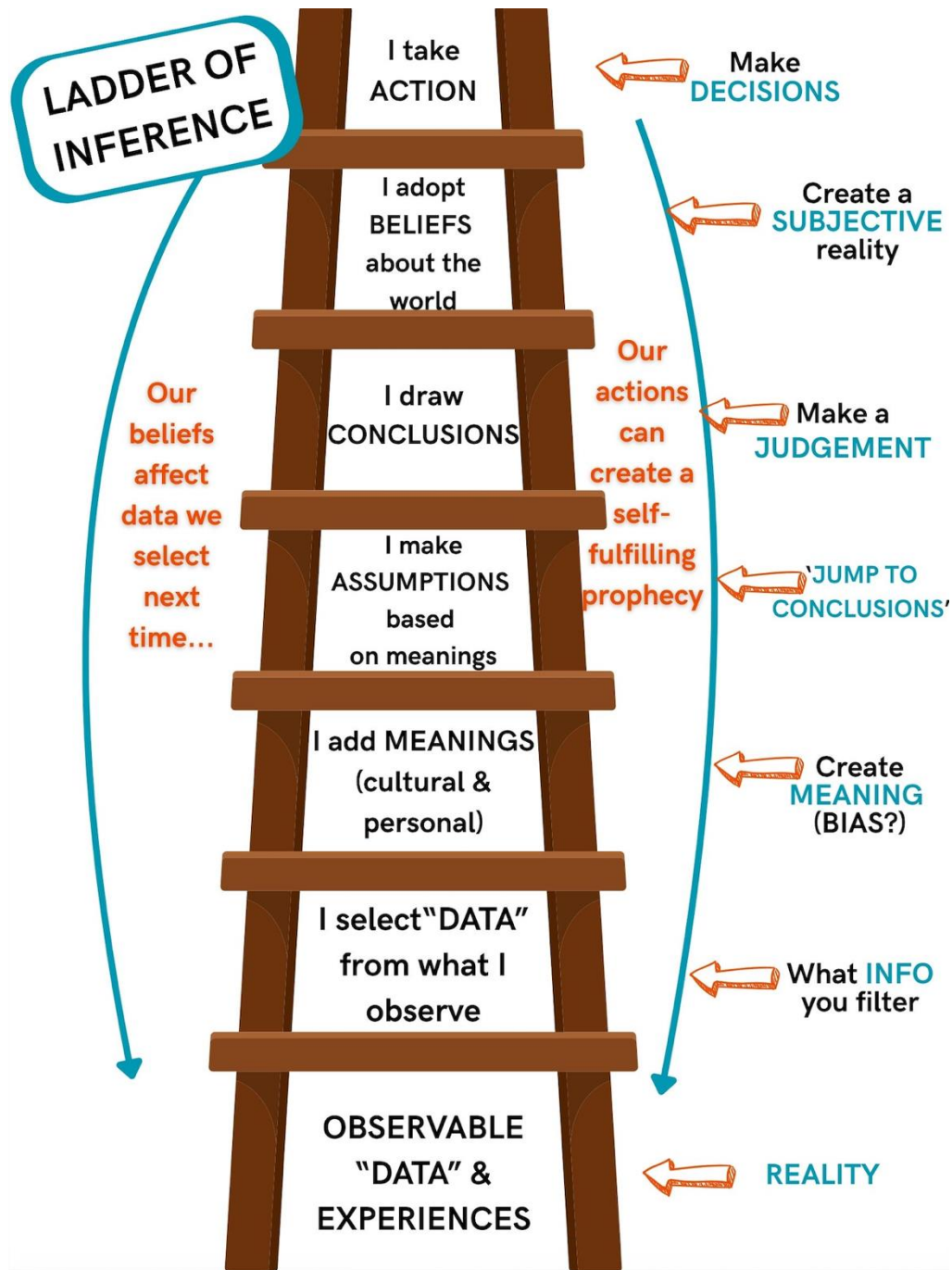
Perception vs Perspective

PERCEPTION: your interpretation of the world around me

- Unique only to the individual
- No real advantage since it's only focussed on your beliefs (and the root of most arguments)

PERSPECTIVE: Observing the world from outside of yourself

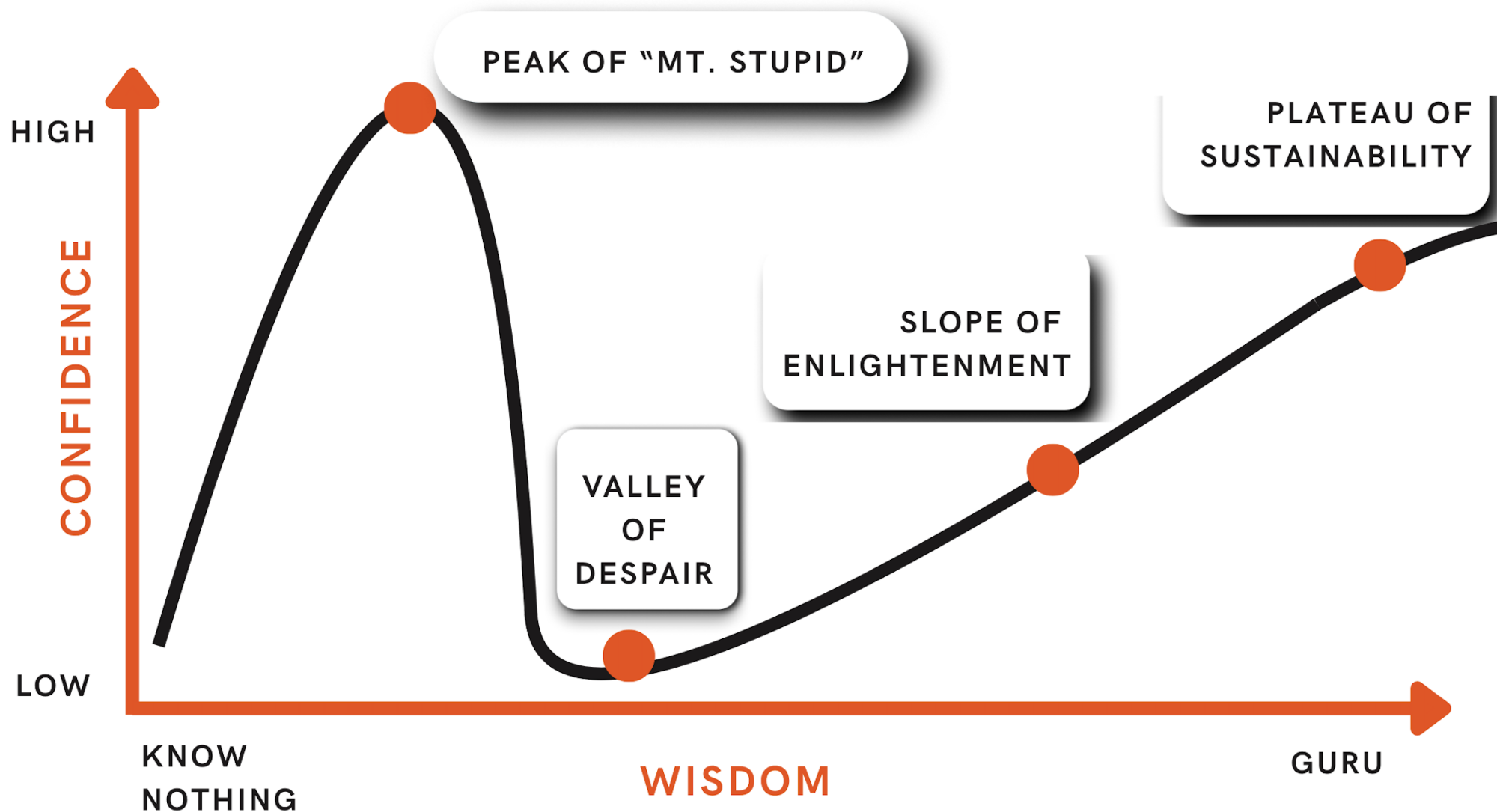
- Shift into someone else's perspective to think like them, to give you an informational advantage



DISCUSSION:

Why do I continue to do something which no longer serves me?

DUNNING-KRUGER EFFECT





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Micro Bravery Challenge

1

DECIDE	ASSESS	RESOLVE	EXECUTE
What do you want to change, improve, or explore?	What's your current reality? What's helping or hindering you?	Make a conscious decision to commit. What mindset or approach will you take?	Take action. Start the smallest meaningful step forward.
What part of the DIScomfortable Compass will you need to move to work in each part of the DARE framework to meet your CHANGE & IMPROVE goals?			

2

D

DEFINE

identify what needs to change or improve

A

ASSESS

understand the context and what might help or hinder success

R

RESOLVE

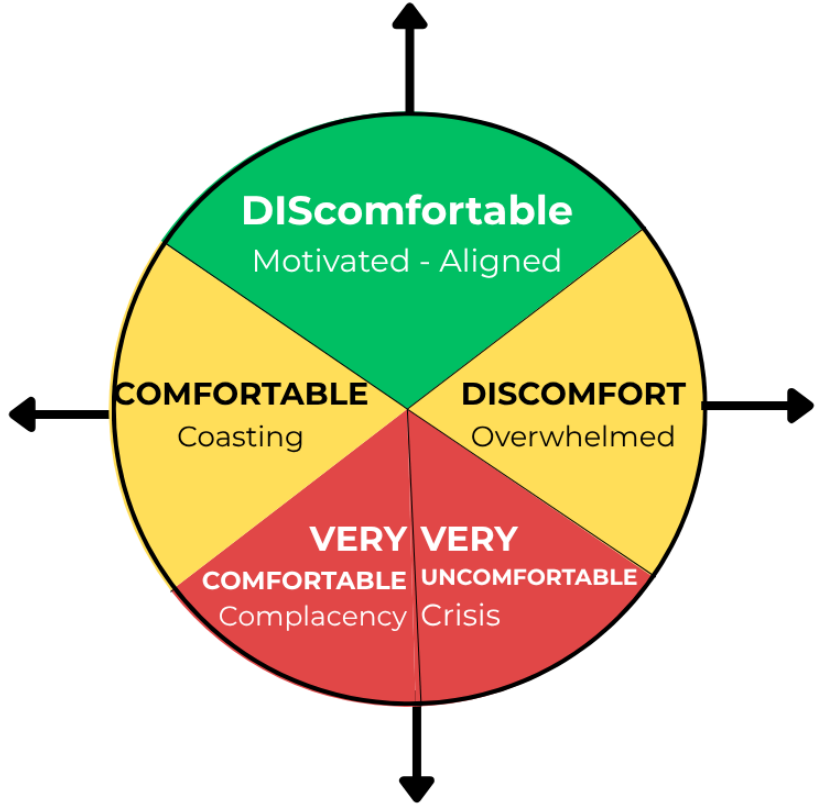
make a commitment to take action

E

EXECUTE

build habits and routines to keep moving forward

3



Micro Bravery Challenge: *scenarios*

1. Staff member who needs more gumption to take more initiative
2. Staff member who is stuck in their ways, likes status quo
3. Staff member constantly questions themselves



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DARE DEVELOPMENT PLAN

DARE DEVELOPMENT PLAN

LONG-RANGE PLANNING: 2025



I DARE to CHANGE _____

 Something I want to leave behind, shift, or approach differently.

Describe the change I would like to make and why it matters to me.

I DARE to IMPROVE _____

A skill, habit, or behaviour I want to improve.

Describe what I would like to improve and why it matters to me.

What discomfort might I feel, and what DIScomfortable Compass zone am I in now?

Why would I like to improve in this area?

What belief or habit do I need to re-examine?

Which REPN trait might support or sabotage this?

I DARE to CHANGE _____

Something I want to leave behind, shift, or approach differently.

DEFINE: What's something I want to change about how I show up at work or care for myself that's holding me back?

ASSESS: What beliefs, patterns, or barriers are influencing this? Which part of my REPN profile might help or hurt?

RESOLVE: What will it mean for me to truly commit to this? Why now?

EXECUTE: What's the first visible step I'll take this week? How will I know I'm making progress?

I DARE to IMPROVE _____

A skill, habit, or behaviour I want to improve.

DEFINE: What's a skill, habit, or behavior I want to strengthen?

ASSESS: How does this area affect others? What patterns, supports, or blind spots should I consider?

RESOLVE: What's my motivation for improving this now?

EXECUTE: What specific practice, system, or cue can I put in place to improve this consistently?

Looking at both goals, where do I want to be on the **DIScomfortable Compass** as I pursue them? What support or reminder will keep me there?

What items from the **Johari Picante** exercise could I use to help inspire change & improvement for me?

What belief might I be holding at the top of the ladder that's keeping me from changing? What measures will I take to **check my biases** to "know what good looks like"? e.g. Dunning-Kruger Effect, Ladder of Inference

Who will I ask to hold me accountable? Describe what that will look like.

What will progress look like over the next 90 days?



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