REALITY-BASED LEADERSHIP

Edit your Story

Reduce workplace drama by separating the facts from the story you are telling yourself.

We add suffering to difficult situations through the stories we tell ourselves about them. Those stories often include judgments, assumptions, assignments of motive. This tool helps you separate what actually happened from the drama you added onto it, so you can regain clarity, reduce stress, and take next right action.

1 SIT DOWN AND WRITE WHAT IS HAPPENING

What happened? What story am I telling myself about it?

Write down the situation exactly as you see it. Don't edit yourself. Capture your thoughts, frustrations, concerns, and reactions.

2 EDIT THE STORY TO THE FACTS

What do I know for sure?

Read back through your story and cross out anything you can't know to be true. Ask, "Can I really **know** that's true?"
Any assignment of motive, judgment, or speculation must go. Feelings are okay to keep. Rewrite the neutral, factual version below.

3 NOW, TAKE NEXT RIGHT ACTION

With the story edited and more neutral, ask: "Given my reality, what are three things I could do to help in the short-, mid-, and long-term?"
Treat them as simple instructions to improve the situation.

NOW, TAKE NEXT RIGHT ACTION

Choose the practical, do-able actions, not the ones that require other people to change.

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