

MSOD Strategic Learning Contract: Records for Goal B2a

Name: Brenda Stone

Record for B2a. Record of Journaling.

Snapshots of journal entries from January 2016 - May 2017

1/15
 Detached, disconnected
 Not feeling competent, capable, smart

Thinking of Allegro project - regret -
 Why did I miss the danger that could
 be done? Why did I opt for the route
 that they wanted - I wanted?
 Why did I not take to heart the
 team assumption of the importance of
 self choice? Didn't really read it
 Disregarded it because didn't fit
 what I wanted to see?
 Didn't like it already. What? Would
 I have asked Allegro if she was
 on the line?
 - why not Phase 3 - not sure
 was whether they are integrated.
 Fit subbed (So I retaliated?)
 - why introduce another role
 construct? w/ Beth?
 - how would self select on
 work - how would it
 use Phase 3 composition
 learning?

beginning of year - already behind -
 not prepared for fellows' expectations,
 not on All Staff calendar.
 Not communicated out of Team/Prod Team.

First learnings + Next Steps was top of mind -
 but no action was taken.

2/4/16
 - counterproductive
 - clear message
 to the team

I made it to today - waiting to meet
 my carpool to Rogers.

Team, holding it all together - ready to release
 why do I feel like crying?
 This is not how my life, me + family
 are supposed to be. I have not been
 present with them - especially not Tom

Angry that work had to bleed all over
 my home + homework time.
 Frustrated that maybe I didn't manage
 as perfectionist well enough to have avoided all this.
 - questioning myself, ability to
 really be manager/director-like
 and not just a survivor

Balance work
 over self/husband
 ↑
 Manage
 up late's
 better
 timing

not saying No to things
 Because...?
 unable to trust others?
 Feel I ought to be able
 to rise to any and all
 challenges for help!

Individual CONTRACTOR
 how do I team?
 how do I rely
 on others?
 Unable to ask for help!
 Unsure of how to frame
 things for approval
 collabs w/ prod team

Scary that people rely on me = anxious
 vs.
 MSOD = only me.

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To Husband

Love + miss
 Can Need me less - just want me more?
 Just sit together -
 no talking, work talk

Not sleeping well
 in vs. mode - ... except I have
 to do x > than
 "just" not sleeping
 well? Fair?
 Just hug him!

Such anxiety upon return!

Negative feedback on Salary 20.
 I feel sad, insecure, defensive and mad

↓
 how I done something wrong?
 lost conf, decrease +
 less productivity all my work

↓
 why couldn't
 my husband?

Last night (4/2) bad dream -
 What Am I doing to help
 Increase Employee Engagement?
 Anything?

Unclear what to eat.

Tired Tired Tired.
 Miss My Family. Miss WATCHING TV.

↳ SCARED of having to step up in my job
 Cause worry of decisions + concerns
 Knowing right key points

ARE I MAKING the wrong decision? Not being the best one for
 the job for me

NEED TO ADVOCATE for myself, by myself now

Can I be thoughtful + forward thinking?
 - on the fly - came thru out of nowhere to rd
 instead of getting distracted R
 decisions?

Can all of her duties be absorbed by others?
 But my duties could be as well I could be doing my job
 How should they vs... what would help me check this anxiety
 Affected how others will think that I didn't put hard enough
 that I'm not doing my thing like
 or coo vs eat.

Was this predetermined from where cat selected? Should
 Does it make a difference? Should have been pushed
 since it had direct implications for me? Should
 My husband ignored this led to this?

Do I want to be there? What values am I supporting?

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How? Who? When?

Train
Reinforce
Monitor

This is going to be hard + more thankless than I imagined
Do I have the fight in me? 20k for Sr. Comp

Develop trust in me = by obedience?

Felt belittled, someone who should just do as their told + not
deserving of any lowest rationale, or time for discussion
Is it because I've done something objectionable + wrong -
if so I need that feedback + apply to correct

Meetings are baffling - decisions not debated or made there,
they are reported

The best strength / success enabling due to the rightness of her
operational perspective that we must follow

6/21
Terrible conversation with Zoe

Fel Angry
Angry that I did something wrong.

Guilt -
I did not advocate for her as I
should have. - Fight for a
But I did not agree w/ her

Plus frustrated someone alot that she couldn't
get what she wanted.

I keep focussing on wanting to defend myself

I am defensive - as I read everything as my fault.

But I think she is ~~stupid~~ blinded by a perceived
injustice in salary comp - I want to
understand

Somehow I'm the source of that injustice

Just focussed on self - self-important.

Stuck on "But I'm right"

7/13

Angry
Betrayed - like someone not trusting me +
needing to call me out.

✓ - As if I'm hiding something from someone

M - unknowingly/knowingly forcing this job to
be something not valuable nor seeing
how Tri Net adds value, made up her
mind - no amount of data to dis it.
↳ Caution

Ms - "I don't know" - who owns + how?

—

DEFINE HR ROLE

Angry - want to run off - slow her
belittling She doesn't care

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9/14
 Confused
 Just want to sleep, relax.
 Don't want responsibility.
 Feel like everything is too much -
 able to go w/flow for basic house duties, being efficient
 but that it's putting off planning, forward thinking
 Afraid to do the planning, forward thinking
 afraid I'm not able to do it, get it wrong
 miss something. That it's too hard.
 Also resentful to do this at home at all
 but paralyzed @ work, unable to concentrate

 If I'm not there next week - what would I
 how would I deal w/people.

leadership gaps. } 3 things by end of year.
 8/22/16
 What are the key things you want to have done by end of
 X months?

 Break things into smaller pieces - see where people
 can add/take - + what is all be me.

 Don't like how makes me feel uncomfortable
 Not ready to respond, debate -
 feel like I don't know anything
 Need to have thought base ahead - do that well
 What am I accomplishing? What do I still want
 to accomplish?

 Why do I want to leave? give up?

No direction for my efforts
 what's the point of the efforts?

 What do I want to do?
 Sleep. Go to museum, Watch TV.
 Re-do the house. Hang out with daughter.
 Have coffee w/ husband regularly.
 See friends. Accomplish things + get
 recognition, validation.
 Time to enjoy breaks w/ staff. - s have ways
 to celebrate life, learn of things to do with
 Is how I take care of staff too controlling?
 create too much dependence on me?

 8/23
 Feel like I'm involved in everything
 Can't think straight
 Prof Dev @ place? No perspective, slow -

 I have a lot to develop but no time to
 do it well without letting people down?

 Doesn't make sense to me
 Do everything - no plan / no steps
 or reason
 Not supported

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Dif levels of nox tolerance.
 Not treat When its legal
 If it's a legal- I don't care what others feel.
 Where have you felt

Seleckle for folk
 give time to process.
 - sole contributor - take resp very seriously.
 what I need - can make judgment on my own.
 why things can go south.
 I make judgment calls when I
 data points. raise them to you when feel its
 Don't chat with respect. / struggle / coach
 the time for midw atn.
 The interaction she has cause damage.

What has been an obstacle w/ Prof Dec.
 BATTLE w/ PERF MENT.
 SALARY FRAMEWORK.

To lead
 Create a system that adapts
 enable people to achieve their best
 to grow
 to benefit community.

To Serve

To love

Oct 25 47
 in a funk

NOV 6
 Too much broken can't focus.
 what to start first
 PPDs work - analysis - what conclusions?
 next steps - recommendation
 make easy to set up

RACI training ->

REVIEWS - Peer feedbacks
 People Mgr calibration forms.

External signals from Summit?

Mtggs w/ Leaders 1:1
 set? Time w/ Lou?

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1/16/2017
 This is what my brain has been telling me all week
 You don't follow thru
 You did busy work - made everyone busy - but
 what ever bit was created was reflecting
 You're letting yourself get buffeted around by
 busy work and not stepping up like a
 real manager
 Ask for what you need already!
 So what if you don't like her get to work
 already!

What would I rather be doing?
 Mgt/Leader Training - Philosophy
 resources - Self Study
 - Community

Tending to the Scaffolding
 Mgt Purpose, agenda
 Learning Loops
 Rituals

Gathering Stones

What MUST be done
 PAVE Follow thru -
 Salary Framework
 Remitting

Jazmyne M
 Proe

Perf Row redamp

Don't Like or Want: 5 min
 Not enough time to reflect, have a sense of desired outcome
 Taking work home
 Letting people down
 Being wrong
 Creating more work for other people
 Failing to be thoughtful of people
 Failing to make them happy
 Not feeling I am doing good or valuable work

What I want: 5 min.
 Be happy w/ amount of work I get done during work day
 Happy w/ quality of my work: clear, thoughtful, planned,
 time + room for feedback

To be relaxed and happy around people at work
 To feel like I have space + time to breathe and have fun
 To be a positive resource for people at work

Questions to help me look for + create what I want: 5 min.
 Does this have to be done now, why?
 What are 2 things you want to accomplish today?
 What piece of work would I like to spend time thinking through?
 What work is causing me most anxiety - why?
 How can I minimize this anxiety? What's in my control?
 What consequences?
 What future am I or the other person looking for?
 What will make me happy?
 What if failing didn't matter - what would I do?
 Is this realistic to accomplish today/this week?
 What person's input or opinion would be important to me here?
 What is NOT serving me now - let it go?

JANUARY 2017

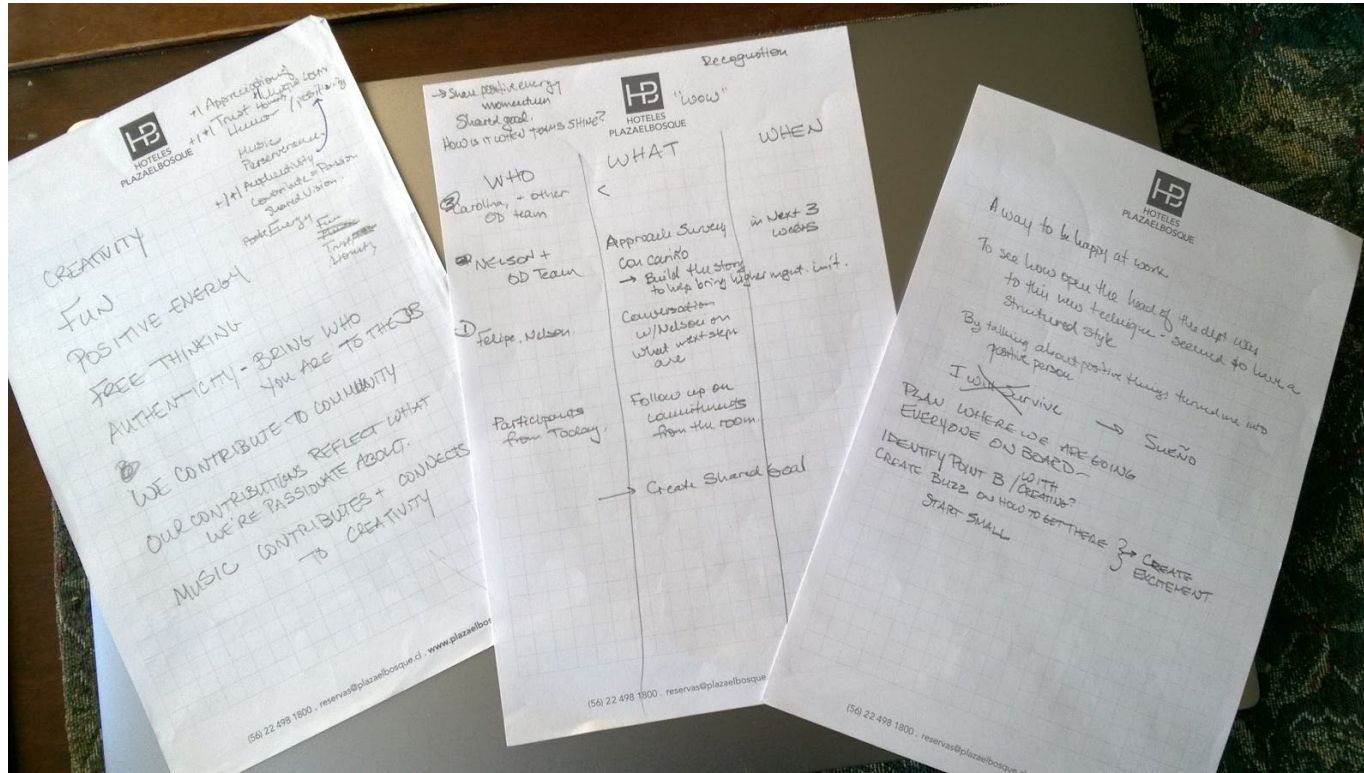
Circle Welcoming Activities w/ Opening Team
 Marci, Darrou, Allegra, Owar

- didn't feel I contributed + gift of handkerchief
 Substantive OD Design, activities, was positive
 to this

- didn't ^{not when... I didn't know to} ^{plan} ^{act} ~~even structure of the~~ + kept momentum + flow
 group discussions idea clear with timekeeping,
 unclear + large groups were forming shortening it to keep
 people engaged.
 Marci of the postcard!
 → would like to hear "that's a good design!"

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Angry at all. Anyone I pass I'm aware of project or judgments
 What do I do everything for? Supportive in my classroom - really?
 The version I quit my job because he needed me to be more
 available for him.
 Yes I miss him.
 He thinks I do a good job. He prefers I do a better job
 with him + with him?
 I give up hard for him.
 Why am I here? I am F, just him selfish all along?
 Maybe I don't trust him
 Made to serve but not really a partner or friend?
 But he's my work. But he's my choices
 What is it that I need? Want?
 I am sad to have left important parts of my identity.
 Now am nothing but a server - we more me than that.
 Maybe I'm just not letting myself be talked down to any more
 Taken ~~as~~ as for granted + maybe I am talking everyone else that
 will do.
 So sad. Fed like having to coddle everyone. What is it that I want. To not be needed
 to not serve anyone else's need. To be utilized, honored, respected. Cared for.
 Who is caring for me? Really not just some self serving version but actually
 caring for me? What does caring for me look like?
 What do I enjoy? I feel alone - wanted not for who I am but
 for what purpose I serve others.
 How the argument is about what serve his purpose + his being right.
 Now. Lost. Don't know who I am or what I want, what in my life
 is serving me?

Traveling at 294 km/hr in car #9 after taking subway line 9 to Beijing West
 What sitting in uniform for 5 hours makes me imagine I'm doing something
 I've never done before. I've been playing cards - pass - the time enjoying each other's company?
 Confirmed that I'm next to a Caucasian Canadian couple also heading to Berlin
 Air is murky outside lots of construction every where is the Dan Dong.
 Still being grateful for? What am I thinking about now?
 They're having a 1st class ticket. Lots of room, not sticky + got free snacks.
 They bought snacks including these seaweed puffy sticks.
 Doing in Berlin - excellent too! Great day turn signals + the red stopped riders put on cars out
 a percentage.
 Berlin looks more like it's their own business - their hands in partnership ideas/dishes -
 Berlin is really honoring to see + we just taking the fore.
 "Relax" "Coke" "Finger out" - not sure how to do any of it. Just want to be down
 eat snacks and sleep. Not that I don't have clarity - I just have a mind blank. Would
 completely understand if not for errands longer.
 I haven't gotten properly aligned at anyone yet. I'm aware of things around me when I
 still have fight. Dislike the sun + pushy people + out of control kids. Like helpful adults
 hotel people, that are hotel driver.
 Momentarily happy that I didn't have a job to go back to