


One day, seeing a mental health practitioner will be as common as going to a personal trainer.


CARING FOR OUR MENTAL ATTITUDE, OUTLOOK AND WELL-BEING WILL BE A DAILY ROUTINE LIKE EATING A HEALTHY DIET AND EXERCISING.



A TRIP TO OUR FAMILY DOCTOR WILL BE SEEN AS AN OPPORTUNITY TO INCREASE OUR MENTAL, SPIRITUAL, PHYSICAL AND SOCIAL WELLNESS.



CREATING PERSONAL GROWTH CULTURES IN OUR ORGANIZATIONS, WILL MAKE US PRACTICING EXAMPLES OF RECOVERY; MORE EFFECTIVELY MENTORING CONSUMERS.



“PERSONAL GROWTH” WILL REPLACE THE TERM “RECOVERY” AND BE APPLIED TO ALL PEOPLE; NOT JUST THOSE FORMERLY LABELED MENTALLY ILL.

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We live in an age where technology is advancing at such a rapid rate that keeping up with it is a daunting task for even the most intelligent, and innovative. The resulting acceleration in the pace of change in our society and our economy makes obsolete the knowledge, methods and viewpoints that were so effective just a few years ago.

Evidence of this can be seen in the level of stress that we all exhibit trying to keep up with the pace of everyday life. Many of us feel insecure in our jobs, as well we should, our organizations themselves are being rendered obsolete at an unprecedented pace. Unemployment is rising among groups of people whose skills are outdated; which has become a chronic condition rather than a temporary inconvenience.

If we don't address this issue, the pace of our own obsolescence will result in more depression, anxiety, and unemployment. The rift between the classes will be dramatically amplified and we will be faced with ever increasing demands on the safety net system. In order to

address the issue, we must be clear about what is at its core. The core issue is that we have not developed the ability to learn fast enough keep pace. I don't just mean memorize or assimilate new knowledge, it is much more ingrained behaviorally than that. We need to redesign the way that we look at the world; to generate new mental models, new viewpoints and approaches. And we must develop this ability to evolve those views continuously.

Human beings are really quite remarkable in our ability to learn. We develop *unconscious competencies*; things that we are so competent at, that we know longer have to consciously think about how to do them. The most obvious and often used example of this is learning to ride a bike. One has to be very conscious about figuring out how to balance the bike, spin the pedals and steer the bike... until you master it. At which point all it all seems to flow without thinking. This happens with our ability to drive, use a computer, and use whatever skill you have honed in your profession. And the unconscious motivations that drive our behavior; the need to take control, strive for perfection, be interactive or stabilize situations... are just as automatic. ***The automatic relegation of learned viewpoints and behaviors to an unconscious level, for easy access is a huge strength... but it is also a huge limitation.*** As soon as learned

behaviors and motivations become unconscious we become constrained by the fact that we do not consciously choose them, it is as if they choose us. *We get stuck in past based viewpoints and behaviors and can't access a different option.*

Our society needs us to take the lead; caring for one's mental well-being and generating new, more effective mental models must be seen as routine, like eating a healthy diet and exercising. Creating learning organizations; utilizing a personal growth culture is one way to address this need. ***PERSONAL GROWTH IS THE LEARNED ABILITY TO IDENTIFY OUTMODED OR INEFFECTIVE VIEWPOINTS AND BEHAVIORS, AND DEVELOP NEW WAYS OF BEING, OUTSIDE OF ONE'S COMFORT ZONE.*** So, "personal growth" is the equivalent to those of us in the workforce as "recovery" is to those we have labeled mentally ill. Leaders who are focused on the personal growth of their people, must utilize a whole host of new tools and skills; i.e. *performance appraisals* become methods to support staff development, just as *treatment plans* do for consumers, and helping *staff generate new mental models* is akin to *cognitive behavioral therapy*.

When the leaders of our behavioral health organizations learn to develop cultures that foster personal growth for managers and staff, then, and only then will we be the model of recovery our clients' need us to be.

In a personal growth culture, the organization is driven by the personal commitment of its members.

- Confronting difficult issues is accepted as necessary to produce forward movement, and is conducted in a manner that strengthens interpersonal relationships.
- Accountability exists throughout the organization and is supportive of people, not punitive.
- Coaching is the norm in relationships; differing opinions/perspectives are sought out as a source of valuable learning.

All of which combines to unleash innovative approaches to the daunting challenges we are all facing in today's economy and society.



Personal Mastery Programs

Transforming Organizations Through Personal Growth

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