

OKA Workshop Exercise Output: Reversal Theory Trigger Exercise

The following data were collected by a group being introduced to Reversal Theory and the book *Reversing Forward* by Hile Rutledge and Jennifer Tucker. In the exercise, each of the 8 motivational states within Reversal Theory had a work station, and each participant in the workshop was asked to take a tour of the stations and answer the following questions.

What images, props, actions, songs, colors, et cetera—trigger this motivational state for you?

Having an extensive list of optional state triggers serves to give individuals and coaches a number of options in helping to trigger or pull this state into an active role.

The following are the responses.

Serious

- role as a caregiver
- deadlines/to do lists
- \$\$
- “grown up”
- shoes/biz suit; bills and bank statements
- possibility of gaining/losing income
- professional clothing; office space/work
- personal investments
- plans for family
- problems
- stress
- competition
- responsibilities
- piles on my desk/inbox

Playful

- Kids
- Water
- Wine
- Music
- Spa
- Movies
- Traveling
- Friends
- Games
- People
- Pets
- Jimmy Buffett and Jack Johnson music
- Girls Just Wanna Have Fun
- Playing w/ grandchildren
- Tension in a group
- Sneakers
- Boredom
- Color (markers and a blank page!)
Beach Boys music
- "fiddle toys"
- Vacation
- Going to the river
- My dog
- Friends
- Good meal
- Music-Carbon Leaf!
- Being outside
- Poetry
- Tapping my feet
- Dancing
- Sun
- Sand
- Girlfriends
- Outdoor activities
- Learning
- Sunshine
- Intense intellectual activity
- Looking for something in unexpected places "the search"

Conforming

- Rules
- Regulations (stated or not)
- Pleasure of association with a recognized group/organization
- Fear of losing security (job, income, home, etc.)
- Authority figures
- Wearing black/white
- Wearing shoes
- Fear of others dissatisfaction
- Risk avoidance
- Group norms
- "This Land is Your Land"
- Organizational charts
- Organizational role
- Wanting my team to coalesce
- Wanting to succeed
- Anything new (new job, new house in a new state, etc.)
- Wanting/having to be accepted
- Personal commitments
- Family reunions
- Already proven effective process/methods
- "you're too loud" the criticism of others
- Reaction to fear of something inside or external you don't like;

Rebellious

- “Smells Like Teen Spirit”
- Bossiness
- Paternalism
- Other people’s lack of tolerance
- Being told what to do/how to do
- Southern culture
- Judgments
- Assumptions
- Inequities
- Jewelry
- Wind/stormy weather
- “We’ve always done it that way”
- “Faux” patriotism
- Need
- If
- Wanting things (organizations) to be better /different
- Injustice
- “No”
- “You can’t”
- “So”
- Getting things aligned in a way that makes sense to me
- Secure relationships capable of intellectual differences
- Wearing green

Mastery

- Weapons
- Running
- Packing
- Fixing things
- Curiosity
- Challenge
- Books
- Driving
- Giving directions to driver
- Training
- Being open to new ideas
- When no one steps forward
- Learning-new
- Success
- Team performance
- Natural quest to learn and improve
- Problem solving
- Vulnerabilities/insecurities
- Inequities
- Judgments
- Bias
- Performance contracts
- Implementation of new plans
- Challenge
- Role of leader
- Role of consultant
- Athletics
- Indie rock
- Things I'm good at

Sympathy

- Music, especially opera or classical
- Cooking
- Tragedy
- Trust
- Friend/client who is hurting
- Role of manager/spouse
- Pictures of my family
- People (women and children especially) in need
- Other people's tears
- Certain movies
- "Voices"
- Children
- Animals

Self

- Survival
- Ego
- Career
- Jewelry
- Stress-need a break
- Desire to be an example for others (good)
- Mirrors
- Peaceful environment
- Writing
- Thinking about development/life review
- Nervousness-reaction to
- Exercise-focus
- Writing
- Writing in my journal
- Putting words to my needs/wants
- Dreams
- Own legacy
- New creation of self
- Fear, sense of belonging/acceptance
- Excelling

Other

- Homelessness
- Addictions in others
- Wanting to succeed (long term and building alliances)
- Love
- Need
- Trust
- Age
- Beggars
- The environment
- Being asked
- Aged people
- Team members
- Friends
- Photos of family/animals or children in need
- Disability-disease, dis-ease
- Tears
- Relationships/friendships
- Counseling others
- Female
- Serious movies