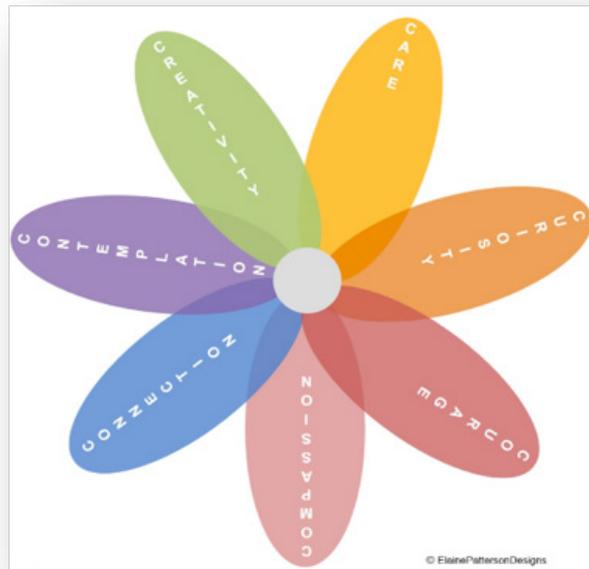




INTERNATIONAL CENTRE FOR
REFLECTIVE PRACTICE

INTRODUCING A NEW LENS FOR SUPERVISION



“BEING FULLY HUMAN”

WORKING WITH THE 7CS – THE 7 HUMAN CAPACITIES -
FOR INNOVATION, LEARNING AND TRANSFORMATION

Reflective Practice Workbook and Journal
From Elaine Patterson

*“Life is a long journey between human being and being human.
Let’s take at least one step each day to cover the distance”*

Wordion

WELCOME TO “BEING FULLY HUMAN”

A New Lens for Supervision by Exploring the 7 Human Capacities for Innovation, Learning and Transformation or Love, Life and Learning

This Reflective Practice Journal and Workbook is designed to introduce you to the 7Cs, and to offer you a structure and for your own reflections and discoveries for both yourself and the clients who you work with.

Section 1:	The Bigger Picture
Section 2:	Origins of the 7Cs
Section 3:	Working with the 7Cs
Section 4:	Defining the 7Cs
Section 5:	Self-Assessment Map
Section 6:	References
Section 7:	Further Resources and Reading
Section 8:	About Elaine

Feedback

Your feedback is welcomed.

Please email Elaine at elaine@ep-ec.com with your experiences, thoughts and feedback.

I shall look forward to hearing from you.

Section 1

The Bigger Picture

I have developed the 7Cs as a new lens for supervision in response to what I have been noticing in myself, in my clients and from my original research over recent years [1]. It is both a new lens for supervision - which can complement and works alongside existing models and processes - and is also a tool for the practitioners' own personal and professional development. Because WHO we are is HOW we work.

I have increasingly found that whilst competencies, models and expertise are important they can only take us so far in working effectively with people in today's VUCA world.

Instead, I have become fascinated in how - as practitioners - we can learn how to embrace our own humanity and our shared human condition to embrace the humanity in others where the true spirit of creativity, innovation and transformation lies, - and then how we can role model this for our clients. I also found myself discovering that working in this way was the difference, which was making THE difference. I am also very much work in progress!

I found myself agreeing with John Naisbitt when he wrote [2]

“The most exciting breakthroughs in the twenty first century will not occur because of technology but because of an expanding concept of what it means to be human”

Section 2

Origins of the 7Cs

The 7Cs emerged whilst I was walking up in the Lake District last summer.

I had been working on my new book *“Reflect to Create!” Reflection, Reflective Practice and Supervision for Creative Leadership and Professional Practice*. One of the headlines from my research had been that reflection was an act of creativity. I had found that reflection was the learning process, which brings the new into the world - be it a new idea, a new design, a new mindset, a new offer, a new product or a new way of being, relating or working. At the same time I started to notice that competency checklists - whilst invaluable - were no longer inspiring me.

So on my walk I started to ask myself that if Creativity was an innate human quality what other qualities had I observed which were important to me and were underpinning my work and which might also (conveniently) also begin with the letter “C”! What emerged were the 7Cs of Care, Courage, Curiosity, Compassion, Connection, Contemplation and Creativity which I immediately recognized as the qualities which I knew both supported me and also helped to hold me to account. I also knew that without these qualities I - and my work – becomes quickly impoverished in some way.

I have since road tested these lenses when I have felt challenged, have lost my mojo, felt stuck, needed to find my inspiration or to help my clients reconnect with their own innate brilliance. I have found them to be very helpful and supportive in getting both myself or my clients back on track.

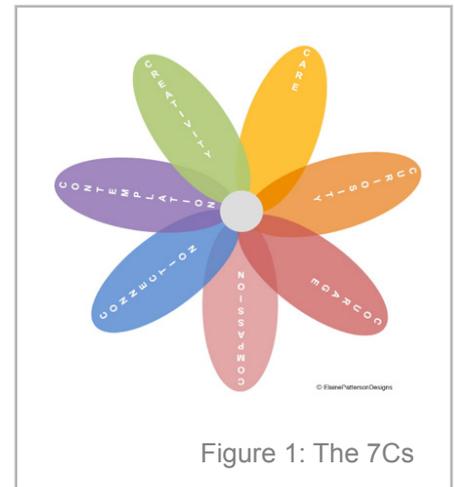
The beauty of the 7Cs is that they are all innate human qualities. They are therefore naturally available – if we choose - to us at any time. They also offer lenses which can be used for exploring WHO we are and WHO we are becoming and HOW this shows up in us, in our relationships and in our in work as we work. The 7Cs can be used to both inform the quality of our practice as well as support our own personal and professional development.

In this series we shall immerse ourselves in the frontier field of our shared humanity in order to enrich ourselves and to deepen our work.

Section 3

Defining the 7Cs

The 7Cs are the 7 human qualities or capacities for **Care**, **Courage**, **Curiosity**, **Compassion**, **Connection**, **Contemplation** and **Creativity**.



They have been selected because:

- **Care** is at the heart of our being human. What, who and how we care about defines us
- **Courage** is the capacity of the heart to speak its truth and to be brave, bold, vulnerable and wise
- **Curiosity's** questioning puts us at the edge of their learning
- **Compassion** helps us to see the inter-relatedness of all of life, to connect to the feelings of others whilst staying centred and connected to our true selves
- **Connection** helps us to see the deeper underlying essence of all of life – the whole within which we are all part
- **Contemplation** is making the time to turn to tune into ourselves, to be with ourselves and hear ourselves think and feel.
- **Creativity** helps us to break old ways of thinking, relating and seeing while spawning fresh approaches to life.

Each quality will be described and defined in greater detail below together with key inquiries to help bring each quality alive.

The journey starts with embracing our own vulnerability and humanity.

Our work together is to explore how you can bring more of these qualities to life for yourself, your teams and for your work. Journaling as you work through the 7 capacities is a very helpful way to capture your deeper reflections and inquiries. A reflective self-assessment map is provided at the end of this section to help you to identify the capacities and the qualities which you would like to invite more into your life.

Section 4

Working with the 7Cs

Capacity 1: Care

Definition

Caring is at the heart of being and at the heart of our humanity. Passion is over-rated and cannot always be sustained. What, who and how we care defines us.

Caring (and taking care) with people, issues, choices and decisions is actually the fundamental expression of our deeper purpose, meaning, values and integrity in action. It is also how we are experienced by others.

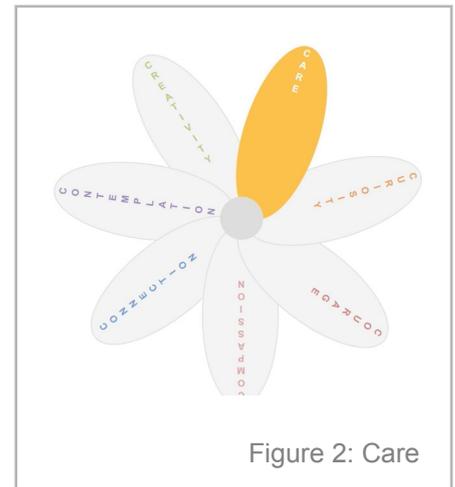
Caring sets the compass for authentic, ethical and compassionate leadership and professional practice. The work is relational. Trust has to be earned and not given. As Ken Cashman [3] writes:

“Leadership (and practice) is not simply something we do. It comes from somewhere inside us ...(it) is a process, an intimate expression of who we are. It is our being in action.”

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

- What do you truly and fundamentally care about?
- Why do you choose to lead or practice?
- Do you care enough about this?
- Is this decision ethical?
- How care-full are you? On a scale of 0 to 10 where 0 is not at all and 10 is care- full all of the time or when I need to be where would you place yourself?



Your Reflections

Capacity 2: Curiosity

Definition

Curiosity drives inquiry, questioning and learning. Curiosity keeps leaders and people practitioners open and receptive. The human brain loves questions. Curiosity keeps us awake, alert to our blind spots, avoids complacency, questions the status quo and drives creativity and innovation.

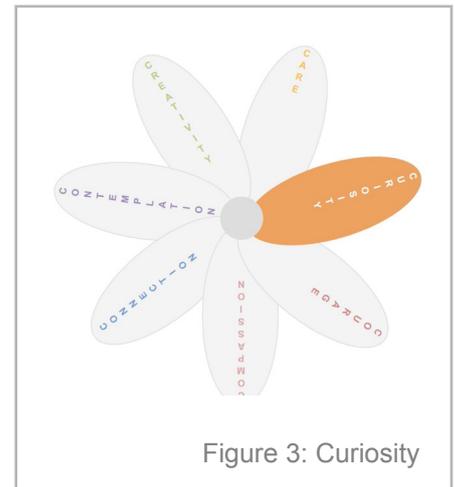
Curiosity's questioning puts us at the edge of their learning, challenging the known, assumed and expert to explore other possibilities, perspectives and potential; to sense and lean into what is wanting and needing to emerge. As Albert Einstein [4] wrote:

“The important thing is to not stop questioning. Curiosity has its own reason for existence. One cannot help but be in awe when he contemplates the mysteries of eternity, of life, of the marvelous structure of reality.”

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

- a. What are you curious about?
- b. When was the last time you were truly surprised or discovered something new?
- c. Where are your blocks or blind spots?
- d. What is emerging?
- e. Who can give you honest feedback?
- f. How curious are you? On a scale of 0 to 10 where 0 is not at all and 10 is curious all of the time or when I need to be where would you place yourself?



Your Reflections

Capacity 3: Courage

Definition

Courage in English is derived from 'Coeur', which means 'heart' in French. Courage comes from the intelligence of the heart to be brave, bold and fearless for wise action.

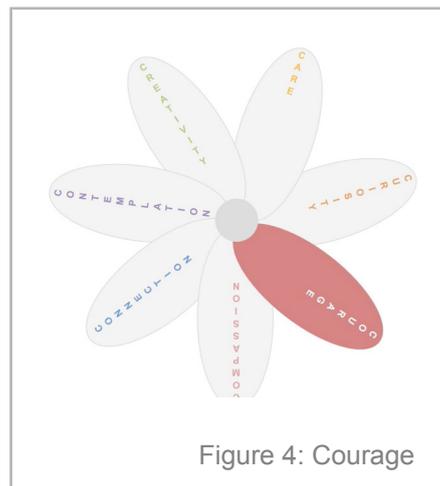
Courage enables us to move forward whilst also being aware of their vulnerabilities, fears and risks. Leaders with courage feel the future and act upon it, comfortable to prototype and test and to learn. According to Coco Chanel [5]:

"The most courageous act is still to think for yourself. Aloud."

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

- a. What I am called to do?
- b. What I am here for?
- c. What do I really want to create in my life?
- d. How courageous are you? On a scale of 0 to 10 where 0 is not at all and 10 is courageous all of the time or when I need to be where would you place yourself?



Your Reflections

Capacity 4: Compassion

Definition

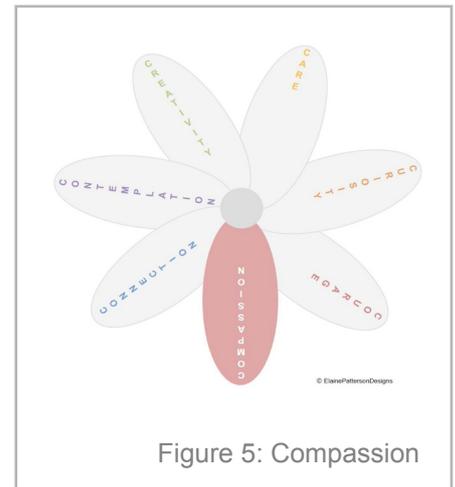
Compassion is the capacity to connect to yourself, to others and to our shared humanity with loving kindness. Compassion is not just empathy. Compassion is the capacity to be with, to connect to the feelings of others whilst also staying centered and connected to self. Compassion is the awareness of the inter-relatedness of everything. People exist in relationship. Compassion is the capacity to embrace all of what it means to be fully human with loving kindness: the vulnerabilities, the joys, the losses and the celebrations, which accompany an everyday life. Self-compassion is when we are also able to extend that gift to ourselves. As the poet John Donne [6] wrote:

*“No man is an island,
Entire of itself,
Every man is a piece of the continent,
A part of the main.
If a clod be washed away by the sea, Europe is the less.
As well as if a promontory were.
As well as if a manor of thy friend’s
Or of thine own were:
Any man’s death diminishes me,
Because I am involved in mankind,
And therefore never send to know for whom the bell tolls;
It tolls for thee”.*

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

- a. How do you extend your compassion to others?
- b. How do you extend self-compassion to yourself?
- c. How accepting are you of your own and others vulnerabilities; and how they show up in your work?
- d. How, who and what do you judge?
- e. What touched you most today?



- f. How compassionate are you? How self-compassionate are you? On a scale of 0 to 10 where 0 is not at all and 10 is compassionate and self compassionate all of the time or when I need to be where would you place yourself?

Your Reflections

Capacity 5: Connection

Definition

Connection is the capacity to see the deeper underlying and universal inter-connections in and between all of life. Connection is the capacity to appreciate, value and work our intimate interconnections with all living things across the dimensions of past, present and future.

Connection gives us a bigger perspective, purpose and sense of belonging within the world and the work we do; and an awareness of how our actions can affect others and how planet. As Albert Einstein [7] wrote:

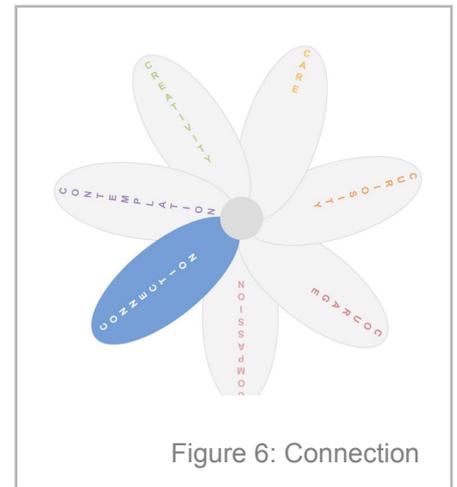
“A human being is part of the whole, called by us the ‘universe’, a part limited in time and space. He experiences himself, his thoughts and his feelings, as something separated from the rest, a kind of optical illusion of his consciousness.

This delusion is a kind of prison for us, restricting us to our personal desires and to affection for a few persons nearest to us. Our task must be to free to ourselves from this prison by widening our circle of compassion to embrace all living creatures and the whole of nature in its beauty.”

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

- a. When, how and why did you last feel a deep connection with someone or something?
- b. What did this connection feel like?
- c. What happened?
- d. How did your perspective alter?
- e. How connected are you? On a scale of 0 to 10 where 0 is not at all and 10 is connected all of the time or when I need to be where would you place yourself?



Your Reflections

Capacity 6: Contemplation

Definition

Contemplation is the capacity to learn to turn away from the endless busyness, rush and noise of everyday living to tune into ourselves, to be with ourselves and hear ourselves think.

Contemplation is the capacity to listen deeply to ourselves; to sit with and to be with issues trusting that in time - and with time - that our own inner wisdom and knowing will surface. It is the capacity to be fully and mindfully present in the moment, which stills the ego and our strategic minds to listen to all of our other and perhaps quieter bodily, heart based and soulful intelligences. As Parker Palmer [9] describes the soul as like a wild animal. He writes:

“The soul is like a wild animal... whilst tough, resilient and resourceful, savvy and self-sufficient ...it is also shy ...and will only come out when it is safe to do so...”

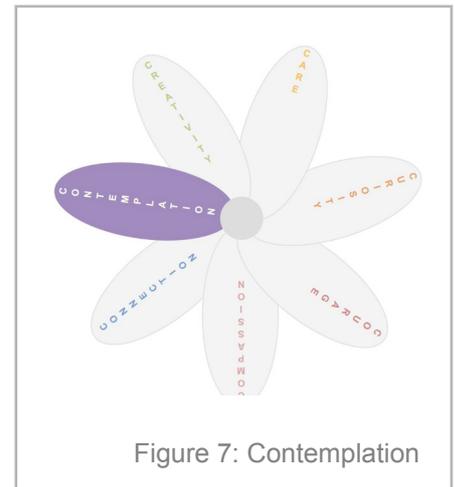


Figure 7: Contemplation

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

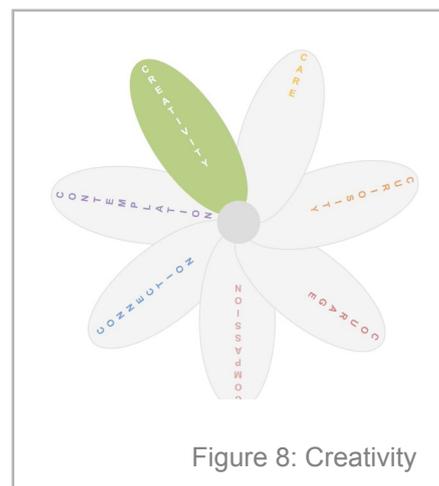
- a. Do I create the time and space to tune into myself?
- b. How do I listen to myself think?
- c. What am I holding onto that I need to let go off to see afresh?
- d. How contemplative and reflective are you? On a scale of 0 to 10 where 0 is not at all and 10 is contemplative and reflective all of the time or when I need to be where would you place yourself?

Your Reflections

Capacity 7: Creativity

Definition

Creativity is the capacity to break old patterns and habitual ways of being, seeing, relating, learning and working to create anew. Creativity is the capacity to bring the new into the world – be it a new product, idea, insight or way of working - whilst also being deeply respectful of past efforts, which have brought the individual or team to the point of a new creative breakthrough.



As George Lois an American Art Director [8] said:

“Creativity can solve any problem. The creative act, the defeat of habit by originality, overcomes everything.”

Creativity thrives where there is time and space for care, curiosity, courage, compassion, connection, and contemplation to blend and work its magic.

Reflective Questions

Core Questions to explore this capacity in you or with your clients are:

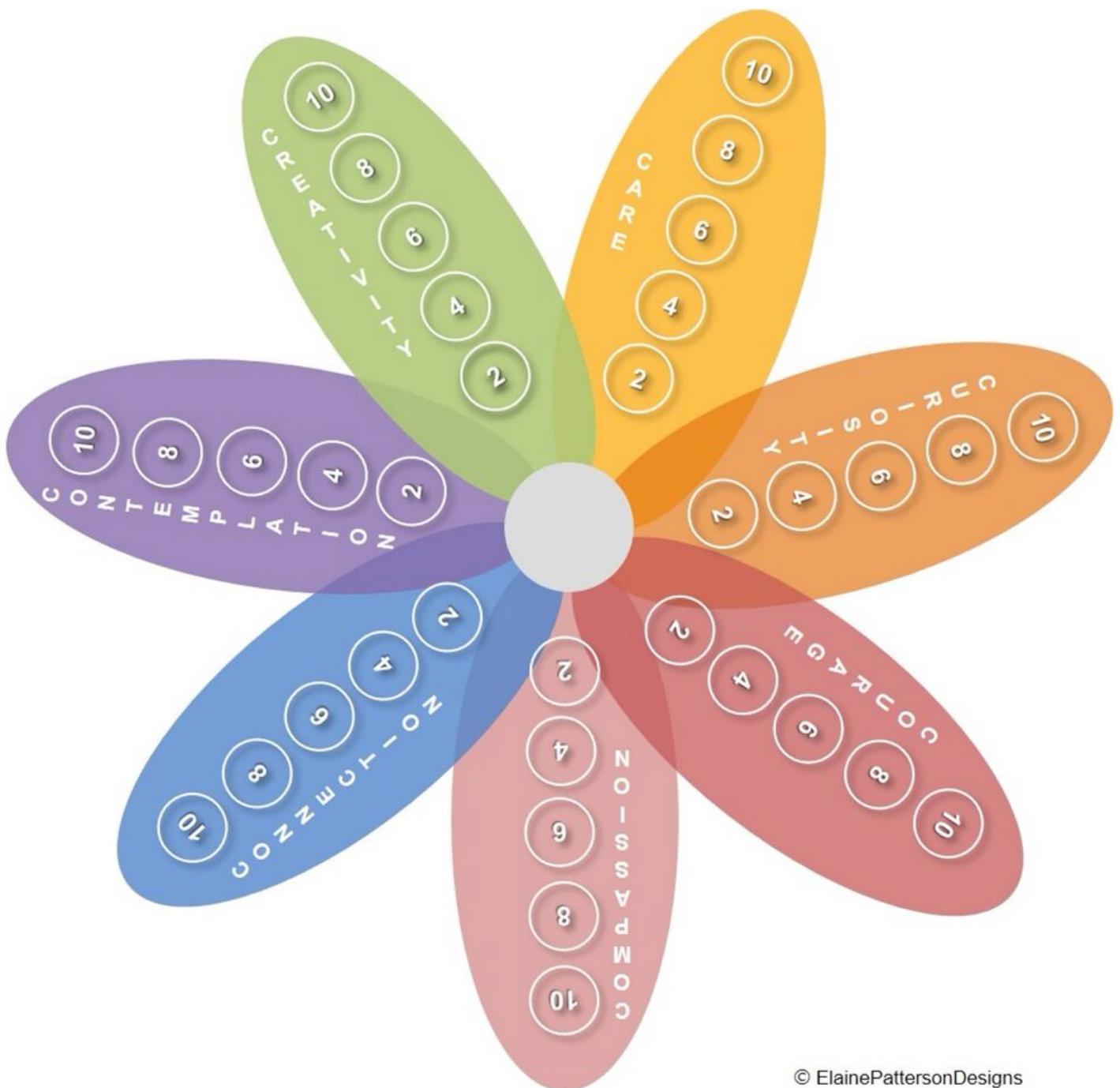
- a. What inspires you?
- b. What are the seeds of the future in the present here and now?
- c. How can you bring more light and playfulness into your work to enable creativity to flourish?
- d. How creative are you? On a scale of 0 to 10 where 0 is not at all and 10 is creative all of the time or when I need to be where would you place yourself?

Your Reflections

Section 5

Self-Assessment Map

You can use the graphic below with yourself and your clients to identify your underlying patterns and development edges. These can then be part to inform your personal and professional development conversations.



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Figure 9: Self Assessment Map

Your Reflections

Section 6

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Section 8

About Elaine



Elaine Patterson is Creative Director at the CSA and ICRP.

She is an international Executive Coach, Coach Supervisor, Thinking Partner and Writer. Clients appreciate her warm, inspiring and reflective approach. She is currently writing a book called “Reflect to Create!” Reflection, Reflective Practice and Supervision for Creative Leadership and Professional Practice”

“Salvation of this human world lies nowhere else than in the human heart - in the human power to reflect, in human meekness and human responsibility”

- Vaclav Havel

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