

# RESET! VIRTUAL TRAINING

Get Ready for the Challenges Ahead!



Rebounding From the COVID-19 Pandemic

## The Rebound Conversation Guide

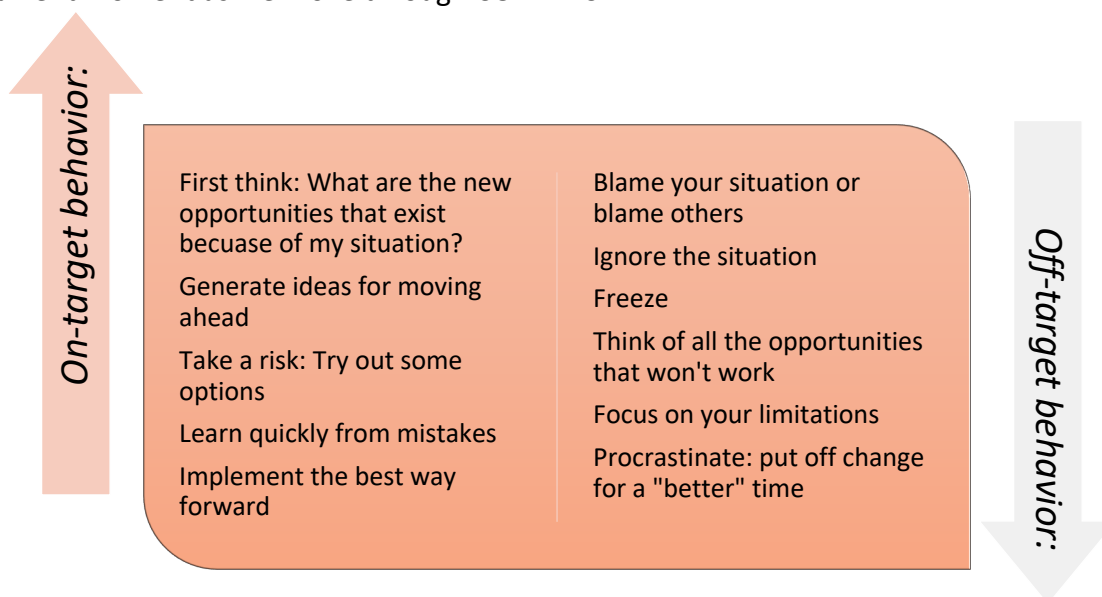
As the COVID-19 Pandemic continues, you can help yourself and others rebound and move forward by holding a conversation using this discussion tool.

### Four Steps to Holding an Effective Rebound Conversation

1. Share this document before you meet with others and ask them to complete the On-Target Rebound Model Self-test.
2. Review the On-Target Model and discuss the current challenges others are facing.
3. Review and discuss the On-Target Rebound Model Self-Test results.
4. Discuss ideas for what each person needs to move toward on-target behavior.

### The On-Target Rebound Model

Take a look at the following model. This model will help you define what your attitude is at the current moment as we move through COVID-19:



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## The On-Target Rebound Model Self-Test: Are you on-or off-target?

*Using your current mindset as an example, rate yourself on the following:*

- |  |     |    |
|--|-----|----|
| 1. On 1-10 scale: 10 high, are you functioning at a 5 or below?              | Yes | No |
| 2. Does the COVID-19 Pandemic offer more problems than opportunities to you? | Yes | No |
| 3. Are you frozen or in limbo?   | Yes | No |
| 4. Are your options limited?   | Yes | No |
| 5. Are you avoiding actions you could take?                                  | Yes | No |
| 6. Do you look to others for answers or permission?                          | Yes | No |
| 7. Do you often either lash out or retreat?                                  | Yes | No |
| 8. Are you hyper-aware of your many limitations?                             | Yes | No |
| 9. Do you often blame others or the situation?                               | Yes | No |

### Scoring

Add up your Yes's: \_\_\_\_\_

Add up your No's: \_\_\_\_\_

### Answer Key

#### **5-9 "Yes" Answers: High probability of off-target behavior**

You indicated that you often use off-target behaviors. From where you stand, you appear to be unready or unwilling to step into on-target behavior. Think about the rewards you get for remaining in this position and ask if you are willing to pay the price to step into on-target behavior. What will you give up, and what would you gain?

#### **3-4 "Yes" Answers: Some possibility of off-target behavior**

You indicated that you have some potential for using off-target behavior. Think about whether this gets in your way of making progress and achieving your goals. What could you do to make more progress?

#### **0-2 "No" Answers: You are on-target; no or little chance of operating off-target**

You are at little or no risk of operating off-target. Keep affirming yourself for operating on-target!

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## Discussion Questions

### 1. Are you making a conscious choice to operate on-target?

You can choose whether you want to operate on or off-target.

When you think about it-it can be easier to operate off-target. You can take less responsibility; after all, you are a victim of your circumstances.

### 2. What are the rewards of staying off-target?

Think of a time in your life when you were helpless, and others assisted you. You had less work to do and less responsibility. Some people have learned this lesson so well that they operate off-target consistently. As a victim, they have found that this defensive position enables them to call the shots while taking no action, with the caveat of being less accountable.

### 3. What actions can you take to operate on-target?

To operate on-target, you will have to review your perspective; are you capable of rebounding or a victim without options? This requires the willingness and courage to let go of blame and self-doubt. What action steps can you take to ensure you operate on-target?

## Additional Resources

### JOIN US!

Help yourself, others and your organization operate on-target. Join us for a five-day learning dash called RESET! on July 27 for a \$199.99 RESET! for organizations learning dash: <https://fulcrumnetwork.com/reset4organizations2>

Learn about CLI's new cost-effective DISC: a useful tools to help yourself and others collaborate: Find our NEW DISC ASSESSMENT at [www.discprofessionalstyles.com](http://www.discprofessionalstyles.com)

**CLI is here to support you and your organization through the COVID-19 Pandemic and beyond. Contact Dr. Susan Cain at [scain@corplearning.com](mailto:scain@corplearning.com) or direct at 1.(630).347.6333.**

