

# THE LION TAMERS' TOOL KIT

Sherry Nesbitt, iFLT 2016

## Suggested statements to tame the lions:

I notice that when we talk about best practice or curriculum, our conversation turns into complaints. How does this make us look? What impact will it have if we stay in this mindset/ conversation?

From my point of view, it seems...

I feel \_\_\_\_ when \_\_\_\_

I get the sense that...

What would you like to see happen? What does that look like for you?

What would it take for us to be able to move forward? How do we get there?

Are you willing to share the impact this has had on you? Are you willing to hear my perspective?

What ideas do you have that would meet both our needs?

Can you tell me more about that?

What about this situation is most troubling to you? What's most important to you?

I understand...

Help me to understand what you need so I can support you.

I hear what you're saying, and here's my point of view...

I would like to listen more, but it's hard to do when you're yelling.

What can I do to make things less difficult for you?

Please help me to help you.

What's going on in your mind right now?

What do you think might happen if...?

What's another way you could...?

How does...impact student learning?

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What evidence do we have to support/ not support...?

## Suggested Resources:

12 tips for building a winning team:

<http://www.businessknowhow.com/manage/12winteam.htm>

Aguilar, Elena (2016). *The Art of Coaching Teams: Building Resilient Communities That Transform Schools*.

Aguilar, Elena (2013). *The Art of Coaching: Effective Strategies for School Transformation*.

- Coaching Stems:

<http://proposals.learningforward.org/handouts/Washington2015/C12/08%20Coaching%20Sentence%20Stems.pdf>

Capella University. Work values card sort.

[http://media.capella.edu/CourseMedia/CPLU1100\\_CPL5100/WorkValuesCardSort/workValues.html](http://media.capella.edu/CourseMedia/CPLU1100_CPL5100/WorkValuesCardSort/workValues.html)

Carnes, Lynn (2015). "From Raging Bitch to Engaging Coach - Power of Positive Intent". *TEDxTryon*. (about 8 minutes in – turn negative into positive) (12 minutes in – don't make other person villain and yourself a victim)

<https://www.youtube.com/watch?v=9rCbEzx5aSo>

Communication and Conflict

- [Using 'I-Statements'](#)

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Deepak Chopra (2013). How to Handle Difficult People. <http://bit.ly/2af0voa>

The Free Conflict Help Center. [www.Conflict911.com](http://www.Conflict911.com)

Krashen, Stephen (1982). *Principles and practice in second language acquisition*.  
[http://www.sdkrashen.com/content/books/principles\\_and\\_practice.pdf](http://www.sdkrashen.com/content/books/principles_and_practice.pdf)

Mindtools.com – now requires a paid membership to access full articles

- [Conflict resolution: Using the "Interest-Based Relational" Approach](#)
- [How good are your people skills?](#) – self-assessment tool
- [MindToolVideos](#): Forming, Storming, Norming, and Performing: Bruce Tuckman's Team Stages Model Explained.

National School Reform Faculty

- Meeting protocols - <http://www.nsrharmony.org/free-resources/protocols/a-z>
- North South East West Activity:  
[http://www.nsrharmony.org/system/files/protocols/north\\_south\\_0.pdf](http://www.nsrharmony.org/system/files/protocols/north_south_0.pdf)

Nesbitt, Sherry. Second Language Research Collection.  
<http://sherrynesbitt.weebly.com/rationale.html>

Rockwood, Malcolm (2014). *Dealing with Difficult People - How to Deal with A-holes at Work, at Home, and at Life*.

Smit, Helene (2011). *The Depth Facilitator's Handbook: Transforming Group Dynamics*.

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Thinking Collaborative. Norms of Collaboration Toolkit:

<http://www.thinkingcollaborative.com/norms-collaboration-toolkit>

TPRS Q & A. <https://tprsquestionsandanswers.wordpress.com/>

Wisdom of Geese Video: <https://www.youtube.com/watch?v=5rOg4WfNDfM>