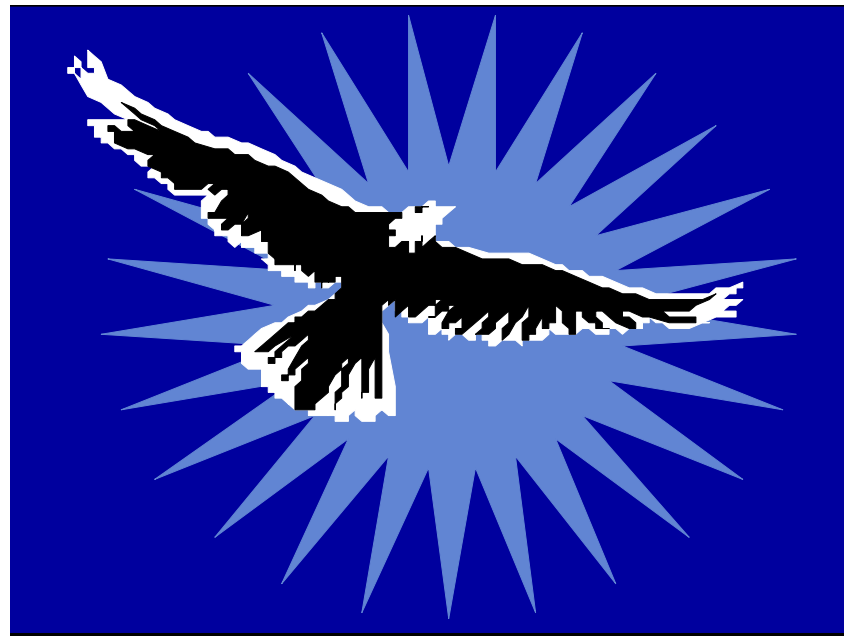


# CREATING A HEALTHY ORGANIZATION



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# THE FOUR AGREEMENTS

- SPEAK WITH IMPECCABLE WORDS
- DON'T MAKE ASSUMPTIONS
- DON'T TAKE IT PERSONALLY
- DO YOUR BEST

*Four Agreements by Don Ruiz*

# SIGNS OF A DYSFUNCTIONAL ORGANIZATION

- Trauma issues
- Gossiping, malicious rumors
- Communication breakdowns
- Lapses in ethical behavior
- Crisis is the norm
- Lack of motivation, apathy
- High staff turnover
- Abuse of power by management and Tribal leaders
- Mission is not clearly defined
- Policies and procedures are vague and inconsistently administered

# THE ADDICTIVE ORGANIZATION

“An addiction is anything you feel you have  
to lie about”

John Bradshaw

# SUBSTANCE ADDICTIONS

- Alcohol
- Drugs
- Food
  - Sugar
  - Salt
- Nicotine
- Caffeine

# PROCESS ADDICTIONS

- Work
- Money
- Sex
- Gambling
- Distorted Thinking

# CODEPENDENCY TRAITS IN THE WORKPLACE

- Dependency
- People pleasing
- Perfectionism
- Control issues
- Triangulation communication style
- Conflict avoidance
- Displaced anger
- Shame
- Guilt
- Difficulties with authority figures

# GOOD GRIEF CHARLIE BROWN

- Shock and Denial
- Pain and guilt
- Anger and Bargaining
- Depression
- Why do bad things happen to good people?
- Hope
- Healing/Traditional rituals
- Acceptance

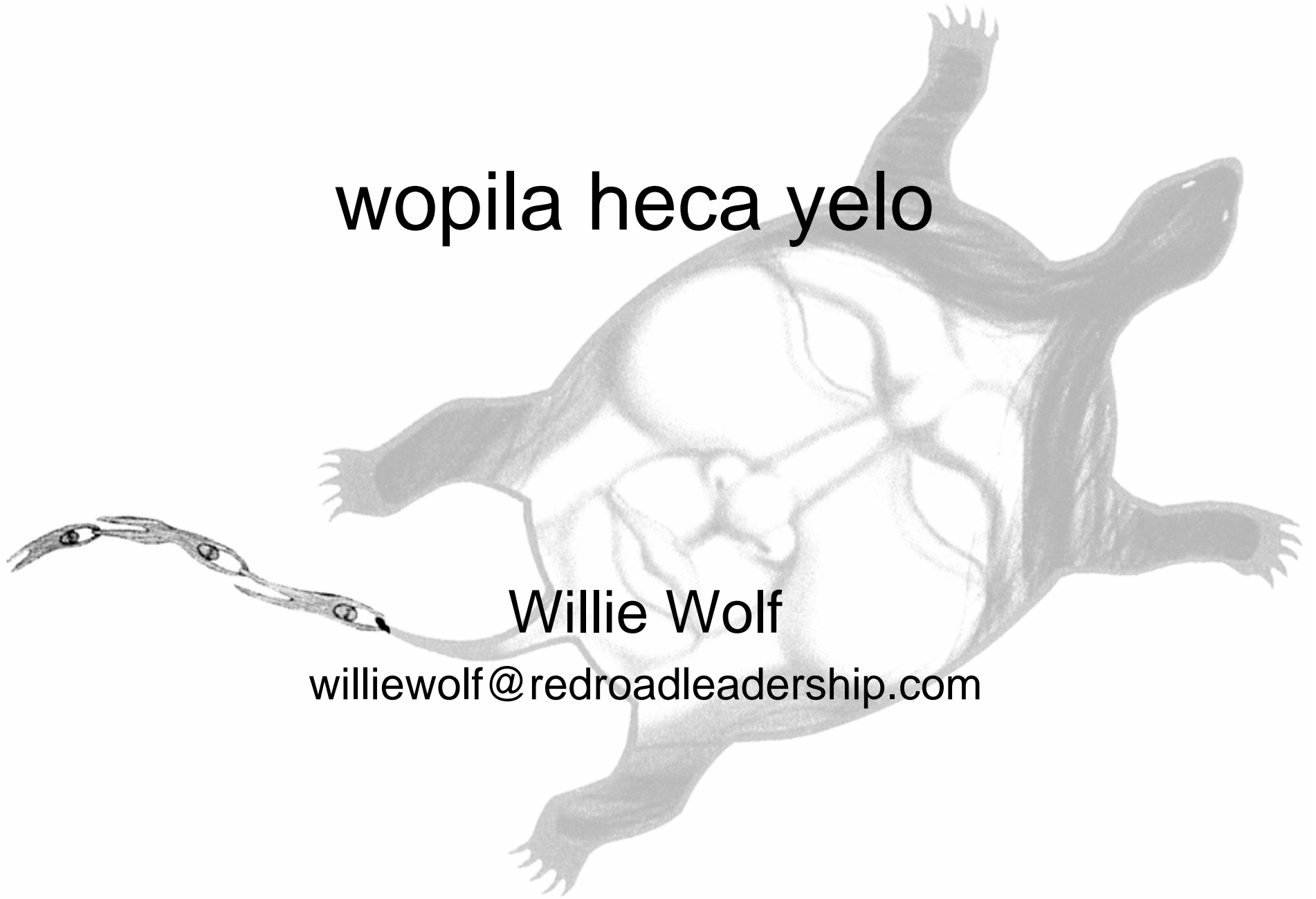
# PROACTIVE EMPLOYEE ASSISTANCE PROGRAMS

- Pros and cons of internal versus external EAP
- Contract with local or regional agency for services
- Have monthly or quarterly trainings on dysfunctional organization topics
- Focus on prevention as well as treatment
- Cultural sensitivity essential
- Diversity training should include intertribal issues/conflicts

# TALKING CIRCLE GUIDELINES

- Sit in a circle/remove barriers
- Smudge to unite hearts and minds
- Everyone is equal within the circle
- Facilitator goes first and sets tone/topic
- Go clockwise depending on tribal protocol
- No one interrupts
- Everyone is equal in circle
- No one has to share
- No time limit
- Close by reconnecting

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