



Concept of Self-Deception

Definition

Not knowing and resisting the possibility of having a problem

Believing issues lie with others

Effects

Blinds us to true causes of problems

Solutions worsen matters

Seeing others as objects, not as people

Cycle of Self-Deception

Self-Betrayal

Acting contrary to what we feel we should do

Justification and Blame

Justifying my behavior & blaming others

Vicious Cycle

Inviting others to behave in ways that justify our perception

Q#1: How do I currently perceive my colleagues —are they people or obstacles?

Q#2: How can I recognize when I'm "in the box" and choose to act differently?

Q#3: What justifications do I use to avoid taking responsibility in conflicts?

Q#4: What needs or challenges do I see in those I find difficult to work with?