



The Solution-Focused Genius Zone

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Teams & Teamwork | SF approach | Knowledge Creating
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SFMW

- About me: Solution Focus **My** Way
("Wow, I love my work!")
- Calling: Connector, Creator & Developer
- Profession: OD Consultant for over 40 years
- Expert in Team Behavior, SFTeam, Abilities building
- I ♥ words - I play with them, wit, humor, reframing
- ("Finish" the project, Being "nervous")



ASAP

As Simple As Possible



Message like Mantra

Life is learning

You learn, therefore you exist!



The 9+1 SF Teaming principles

1. Focus on the solution - not the problem
2. Focus on the unique - avoid generalization
3. Focus on future - not present and past
4. Focus on what works - not what doesn't
5. Focus on interaction - the action is in-between
6. Focus on simple language - not complicated
7. Focus on resources - abilities, successes, skills, experiences & exceptions
8. Focus on what's there - not what isn't
9. Focus on small steps +
1. Focus on affirming the above



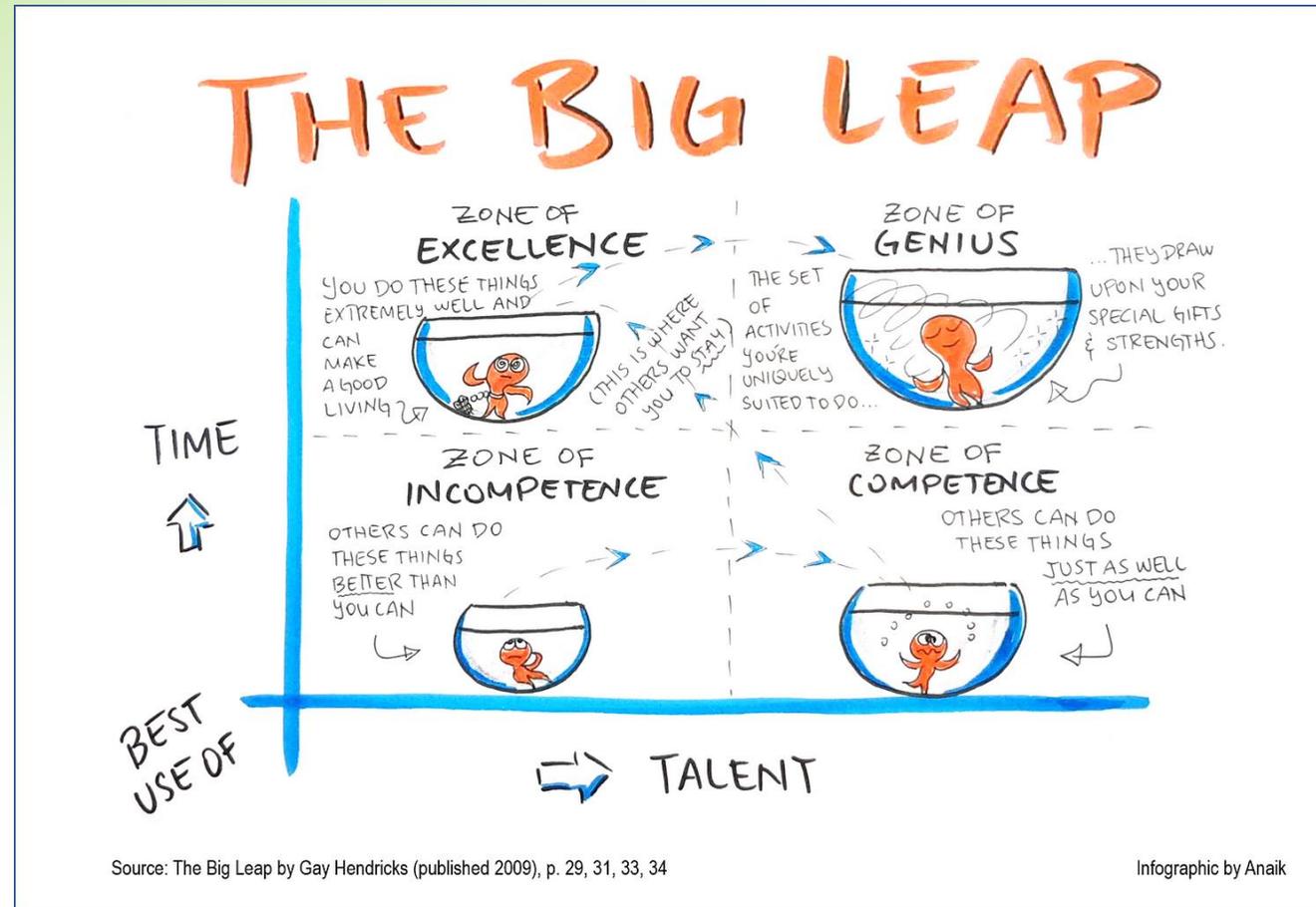
SF as two kinds of **approaches**

1. SF as an approach for therapy, consultation, coaching, training, management, mediating, etc.
2. SF as an approach for implementing other approaches. Some of those approaches might even be contrary to SF in their basic assumptions, principles or mindset.



The Genius Zone

Guy Hendricks:
 The Big Leap
 (2009)





The four Zones

1. The Incompetence Zone

What one can't do or dislike

2. The Competence Zone

What one is capable of doing and is OK with it

3. The Excellence Zone

What one performs very well and enjoys FB & rewards

4. The Genius Zone

What one is proud to achieve being in the flow



Location of the Genius Zone

The Genius Zone

----- **Upper limit syndrome**

The Excellence Zone

The Competence Zone

The Incompetence Zone



Upper limit syndrome

Four fears that might prevent you from reaching the Genius Zone or once you're there - from staying there for a longer period:

1. Outshining
2. Burden
3. Loyalty (being disloyal)
4. Wrong



The SF Genius Zone

Solution Focus and the Genius Zone, together:

1. Suppose it was Superb... what made it so?
2. The Genius Zone as a context!
3. The Personal Growth Program - Future Perfect
(Best hope, vision, preferred future...)



Quotes

"Everything is a useful gift"

- Steve De Shazer

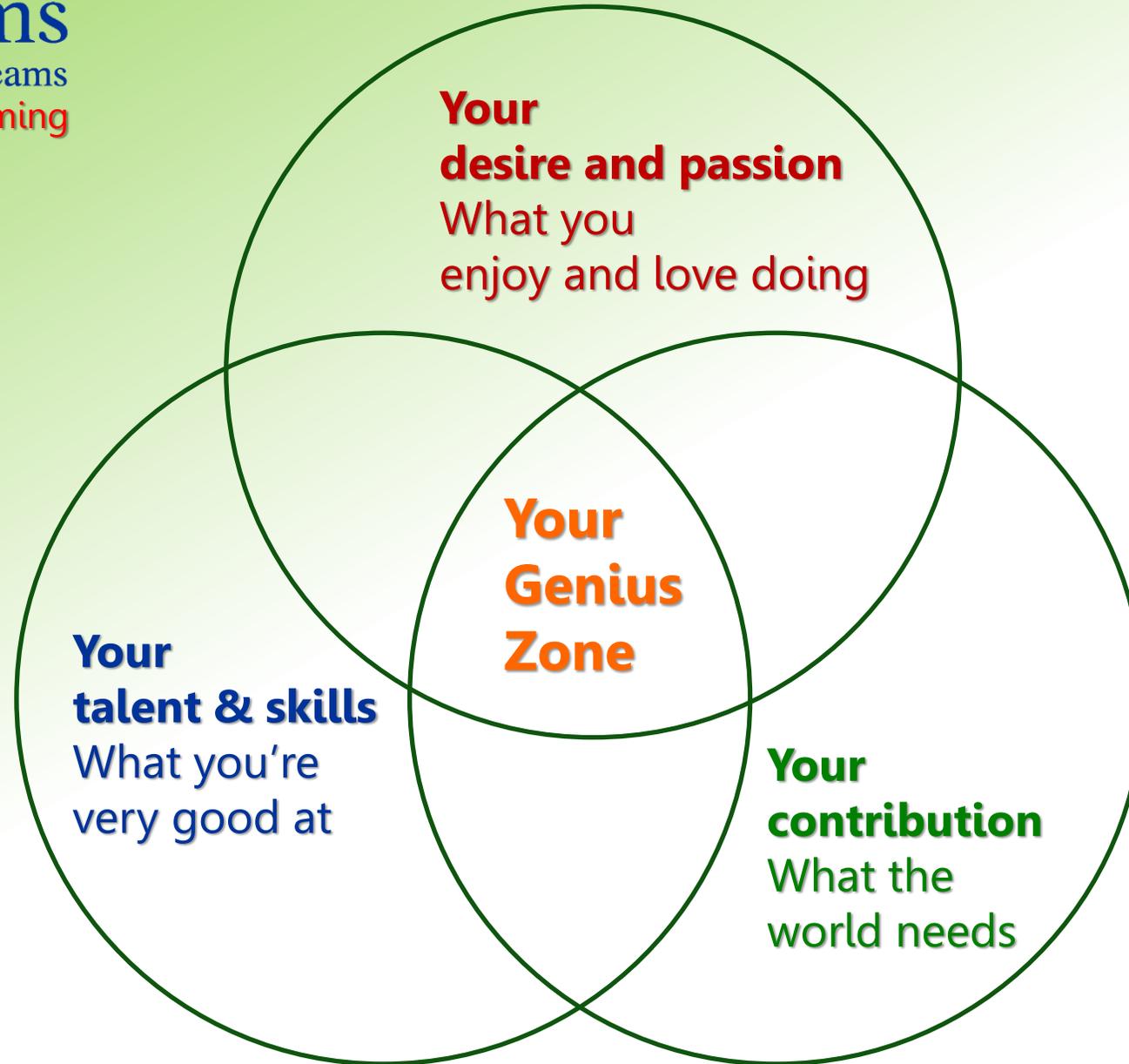
"The greatest good you can do for another is not just to share your riches, but to reveal to him his own."

- Benjamin Disraeli



Words of the Genius Zone

- Brilliant, spark
- in the Flow
- Talented
- Gifted
- Proud
- It's very meaningful
- It's inspiring ... Love
- Curiosity
- Joy of effort
- Desire & Talent!
- Devotion for no fee
- Like a hobby for me
- Could do it for hours
- I'm great! real genius





Thank You!

Thank you for your participation and for your contribution to the meeting of our Genius Zone and thank you for utilizing it in a Solution Focus context & work.

For further questions regarding the journey to explore, find and conceptualize your own SF Genius Zone, please contact me via email: yoram@createams.co.il

Cheers & happiness,
Yoram Galli