MOVING THROUGH CHANGE AND CHALLENGE, TURNING MINDSETS TO ACTION

First, prepare your workspace and make sure the chef has eaten and is hydrated. A hungry or thirsty chef can’t concentrate on anything other than themselves.

In a larger pot than you could ever possibly imagine you’ll need, mix equal parts genuine curiosity, self-awareness and a willingness to engage.

Add to that, 1 generous scoop of not needing to fix or know all the answers.

Sprinkle liberally with risk tolerance and humility.

Bring to a boil and skim off the yucky film that has developed on top – this film is made up of ego, judgment, rigidity, conflict avoidance, devices that cause you to stare into them instead of talking to – and listening to – those around you, and paralyzing fear that you’ll say or do the wrong thing.

Turn off the stove and let this mixture sit for as long as it takes to come together. Pay attention. Stir often. Make adjustments as needed. Serve warm.

Garnish with a large dollop of grace and an even larger dollop of knowing the lines you won’t cross nor permit others to.

Most importantly, don’t be surprised if you don’t get any immediate feedback whatsoever about how good it all tastes.

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