

## Overcoming Blind Spots

**Summary:** This workshop explores the topic of blind spots – why we all have them, how they limit our effectiveness, and how we can identify and overcome them.

**Learning Objective 1:** Participants will explore intersections between modern psychology and Biblical truth.

**Learning Objective 2:** Participants will be exposed to practical tools for uncovering and overcoming their own personal blind spots.

**Learning Objective 3:** Participants will discover the power of a “growth mindset” for leadership development.

### Part 1 (Introduction)

**Facilitator Intro:** Tom is a certified coach, PhD student, and international development professional. For over a decade, he served as a field director for Samaritan's Purse and Food for the Hungry in Asia and Latin America. Since joining CLC in 2018, Tom has been helping FBOs/NPOs thrive in the US and abroad through coaching, teaching, and consulting.

**Blind spots – unexamined** areas of our thinking that cause us to do **the wrong thing**.

*“For now we see in a mirror dimly, but then face to face. Now I know in part; then I shall know fully, even as I have been fully known.” (1<sup>st</sup> Cor. 13:12)*

### Part 2 (The Nerdy Part)

**Confirmation bias** – “our tendency to **cherry-pick information** that confirms our **existing beliefs or ideas**.”<sup>1</sup>

**Carta Marina** – example of the “maps in our minds” and the implication for leadership development.

*“Do not conform to the pattern of this world but be transformed by the renewing of your mind.” (Rom. 12:2)*

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<sup>1</sup> Farnam Street – “Confirmation Bias and the Power of Disconfirming Evidence”; <https://fs.blog/>

## Part 3 (The “Churchy” Part)

**The Healthy Tree:** Four key relationships damaged in the Fall (Genesis 3)

- Relationship with God
- Relationship with others
- Relationship with creation
- Relationship with self

“... first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye.” (Matt. 7:5)

## Part 4 (Application)

**Practical ways to uncover and overcome blind spots:**

- Leadership 360s
- Pain points/tension with team members
- Lack of fruit
- Coaching
- Adopt a **Growth Mindset!**

### Mindset Quiz

(Select the response that MOST REFLECTS what you believe)

#### **Intelligence**

1. Your **intelligence** is something very basic about you that can't be changed.
2. Your **intelligence** can only be developed marginally and with great cost/effort.
3. No matter how much **intelligence** you have, you can always improve it.
4. Your **intelligence** is flexible and can be developed significantly.

**Response:** \_\_\_\_\_

**Talent....** \_\_\_\_\_; **Creativity....** \_\_\_\_\_; **Leadership Ability....** \_\_\_\_\_; **TOTAL:** \_\_\_\_\_

(Scoring: 4-8 indicates more of a *fixed mindset*, 9-11 indicates a mix of *fixed vs. growth mindsets*, and 12-16 indicates more of a *growth mindset*)

## Bibliography and Suggested Reading

Kegan, R. & Lahey, L. (2016). ***An Everyone Culture: Becoming a Deliberately Developmental Organization***, Harvard Business Review Press.

Dweck, C.S. (2006). ***Mindset: The New Psychology of Success***, New York, NY: Random House.

Kahneman, D (2011). ***Thinking, Fast and Slow***, Farrar, Straus, and Giroux