



MindStory Coaching Academy

# The Harmonization Process<sup>©</sup>

Transform inner conflict and self sabotage, so that you can move forward and create the life of your dreams





**INSTRUCTIONS:** Read through the introduction. Then, just print out the Worksheet on pages 7-8 and fill in the blanks.

**BACKGROUND:** Most people have confusion about their life purpose and inner conflict about moving forward with it. Parts of them want clarity and to move forward, other parts are afraid; other parts want to go in a different direction. It's like working with a group of leaders in an organization, or your "inner stakeholders". You often need to hear out the different perspectives of those stakeholders, and find an outcome that works for all concerned. At the same time, you need a final decision maker. That final decision needs to come from the highest possible place with. This Harmonization Process can help you do all of this.

### YOUR INNER STAKEHOLDERS:

We will use that metaphor of an "inner stakeholder committee" for this exercise. While you may have dozens of inner voices to contend with, for this exercise we'll focus on 6 that usually have a big opinion about your life direction.

- |                           |                              |
|---------------------------|------------------------------|
| 1. <b>The Visionary</b>   | 4. <b>Security</b>           |
| 2. <b>Quality Control</b> | 5. <b>Public Relations</b>   |
| 3. <b>The Auditor</b>     | 6. <b>You (The End User)</b> |

Each of these inner voices has a positive role to play in your life, but if underdeveloped or overdeveloped, they can block your success and happiness. Here are descriptions of the top six:

**The Visionary** ensures you move forward with your life purpose. It's like the Founder of the organization. It already knows what you are here to do and who you are here to serve. In some traditions this might be called your Soul or your Soul's Destiny. If overdeveloped this voice can lead you to give up all other aspects of life in favour of just serving your vision. For example, a neglected family, poor health or living in poverty. On the other hand, if this Visionary voice is underdeveloped you can end up leading a life of quiet desperation, feeling unfulfilled. Often people can't hear the Visionary because the other voices below drown it out.

**Security** ensures you stay safe. It's the part of you that is cautious and plans things carefully. Often The Visionary is going to take you away from a safe and predictable future. If overdeveloped this voice can stop you from stepping forward on your path, from being spontaneous and having great adventures. Yet, if underdeveloped you can end up taking foolish risks like quitting your day job without any other means of support.

**Quality Control** ensures your offerings to the world are high standard. It's the part of you that is motivated to achieve your goals. If overdeveloped, this voice can be a harsh critic towards yourself and others. You can stay stuck for years feeling like nothing and no one is perfect enough. Yet, if underdeveloped you can be apathetic. For example, throwing together a proposal at the last minute without much forethought.



**Public Relations** ensures you look good to others, say the right thing at the right time, build rapport, and connect with important people. If overdeveloped this voice can cause you to worry too much about other people's approval. It can stop you from moving forward on your path because of worrying what your family, peers or society in general will think. But if underdeveloped you might act inappropriately or make a bad impression. For example, not understanding the background of your listeners and saying something that offends them.

**The Auditor** ensures you are being alert to scams, low integrity behaviour, and inconsistencies. It's the part of you that is discerning and needs changes to be grounded in practical terms. If overdeveloped this voice can become massive self doubt and cynicism about new possibilities. It can keep you stuck doing the same old thing over and over again and never trying anything new. If underused you can be too gullible or cut corners. For example, the speaker that steals another speaker's story and pretends it is her own because she didn't take the time to create something original.

**You.** This is also known as the "End User" or the part of you that is getting served by all these voices. In an organization this might be called "the customer". From a psychological perspective you might call this your Inner Child. This is the raw persona that is here to learn life's lessons and the other voices are allies on her journey there.

## The Mediator

In addition to these 6 voices, it serves to bring forth the voice of The Mediator. This is a wise part of you that can:

- validate each perspective
- ask clarifying questions to discover the core need of that voice
- reframe concerns as conditions where appropriate
- help committee members see past mistaken assumptions
- create a collaborative agreement with conditions
- make a final decision

This final decision or agreement is designed to be acceptable to all inner voices where possible. It will include important conditions under which you will move forward in this new direction. In other words, the Mediator's job is to fulfill your life purpose while also ensuring your journey is safe, high integrity, meets with the necessary approval, and offers good value to the world.

The inner Mediator needs to be a highly evolved part of you; a universal source of benevolence. Some people might call this part their Higher Power, The Universe, The Great Creator or God. Use whatever understanding has the most potency for you. It's like a **Trusted Advisor** that can tap into the deepest needs of all parts of you, that loves you, and is totally here to serve you and your highest destiny.



## Voice Dialogue Work

In order to come up with this sustainable agreement you will need to open up a discussion between them all. Voice Dialogue Work is a form of Active Imagination. This is a process designed originally by Dr. Carl Jung and is used for dialoguing between the conscious and the unconscious. It was further refined into Voice Dialogue work by Hal and Sidra Stone.

Use a notepad, journal or word processor to write out the voice speaking and then what they say in response, like writing a play. You will essentially be role-playing each of the voices and allowing their archetypal energy to form the words on the page. See below for examples.

### Part 1 – Clarify Your Life Purpose

Start by talking to The Visionary to give you more information on the best life purpose path for you at this time in your life. No editing, just let it speak. If something is unclear, keep asking questions. You'll know you are talking to the real Visionary part of your psyche if you have a strong physical or emotional reaction, or deep sense of satisfaction or "rightness" when reading it. Allow the answers to surprise you. If you feel indifferent, it's incorrect. Below is an example of what it might look like:

**YOU:** Visionary, how would you best describe my life purpose at this time?

**VISIONARY:** You are here to serve people who are about to retire, helping them find a meaningful direction for this next phase of life, helping them learn from mistakes and let go of regrets.

**YOU:** Can you give me more specifics in terms of What, Where, When, Who and How to take the next best step?

**VISIONARY:**

WHAT - helping people moving into retirement have a more meaningful life path

WHERE - online through coaching, speaking, writing

WHEN - now, drop all other activities and focus here

WHO - people with similar values, experiences and background to you

HOW - start by outlining an intro 6-session coaching program

### Part 2 – List All Concerns

Allow any member of your inner committee of stakeholders to share their perspective--- no editing. This is for your eyes only. Below are examples of common concerns that block people especially entrepreneurs and those who are experts in their field who are starting or building a business, but be open to the fact that your life purpose may be expressed in areas other than career. Use these as a starting point.



Be sure to allow concerns that are illogical, silly or paranoid. You need to understand what might stop you, so that you can address the concerns in an appropriate way. Below is an example. If you hear a concern but can't figure out a name for the voice, just write "Committee Member" and let it speak:

**YOU:** What concerns do any committee members have about moving forward in this direction?

**AUDITOR:** You don't have a proper education for this. You don't have a degree in Career Counselling. If you are successful, you'll get corrupted by your success.

**QUALITY CONTROL:** You don't have enough money to do this in the right, high quality way.

**PUBLIC RELATIONS:** It's not very glamorous working with retired people. You'll also end up dealing with a lot of rejection to get started.

**SECURITY:** You will end up broke and burned out trying to do a business like that. What if you can't really help people? You'll take their money and they won't be satisfied and they'll complain about you, or sue you.

**COMMITTEE MEMBER:** This seems off purpose. I thought the vision would be about music.

### Part 3 – Bring in the Mediator

These concerns can now act as sign posts to help you move forward in a sustainable way. The next step is to bring in The Mediator to validate each perspective, ask clarifying questions to discover the core need of that voice, reframe concerns as conditions where appropriate, help committee members check assumptions, make a final decision and create an agreement.

For simplicity's sake invite the Mediator to just talk to YOU, rather than all the voices. In other words, YOU answers on behalf of all the voices. For example:

**MEDIATOR:** Thank you all for sharing your perspectives. It's important that you are able to pay the bills and to have life balance. How much do you need to bring in to feel ok – first year, second year, third year?

**YOU:** 50K in year one, 100K year two, and 150K by year three

**MEDIATOR:** Okay, good. And what do you need to feel balanced?

**YOU:** Regular time with friends and family. Time to exercise and eat properly. Quiet time to reflect every day. At least 4 weeks of vacation each year.

**MEDIATOR:** Okay, excellent. What is important about having a degree in Career Counselling?

**YOU:** That way people will consider me more credible.



**MEDIATOR:** Okay. So it's important to you to be credible. What makes you say that you would lack credibility without a degree?

**YOU:** People in power won't hire me.

**MEDIATOR:** Do you know this to be absolutely true?

**YOU:** No.

**MEDIATOR:** Would you be willing to research that to prove whether or not it's true?

**YOU:** Yes, I suppose I could do that.

Often committee member concerns are based on assumptions. By doing research, you can prove to them that it's an unfounded concern. They need proof so get it for them. If you feel relieved, reassured, and more congruent after doing this exercise then it's a good sign. If you still feel concerned then go back through Parts 2 & 3 again until you get there.

#### Part 4 – Create an Agreement with Conditions

Now as the Mediator try creating an Agreement with Conditions.

For example:

I agree to move forward in this direction if:

- I can attract 50K in year one, 100K year two, and 150K by year three
- I can hire helpers for computer work and personal assistance
- I stay on track with my purpose even if I get very successful
- I do it with integrity
- I can maintain my life balance
- I can stay centered and trusting even when there is pressure and deadlines

The “I” in this agreement is representative of all members of your committee including your Mediator. Through this agreement you are creating an intention that attracts what you need. Just like a company creates cash flow projections, value statements, staffing systems, etc. Don't worry if you don't know how to get there yet. Intention is a powerful magnet. And with permission from your inner committee there are far fewer obstacles.

Most people don't discover the underlying needs of their inner committee and so don't know how to create an ideal life. This process could save you years of spinning your wheels. Do it as often as you need to stay clear, aligned and in the flow.



## Worksheet

Now it's your turn, fill in the blanks below for all 4 parts.

### Part 1 – Clarify Your Life Purpose

**YOU:** Visionary, how would you best describe my life purpose at this time?

**VISIONARY:** You are here to \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**YOU:** Can you give me more specifics in terms of What, Where, When, Who and How to take the next best step?

**VISIONARY:**  
WHAT - \_\_\_\_\_  
WHERE - \_\_\_\_\_  
WHEN - \_\_\_\_\_  
WHO - \_\_\_\_\_  
HOW - \_\_\_\_\_

### Part 2 – List All Concerns

**YOU:** What concerns do any committee members have about moving forward in this direction?

**SECURITY:** \_\_\_\_\_  
\_\_\_\_\_

**PUBLIC RELATIONS:** \_\_\_\_\_  
\_\_\_\_\_

**QUALITY CONTROL:** \_\_\_\_\_  
\_\_\_\_\_

**AUDITOR:** \_\_\_\_\_  
\_\_\_\_\_

**COMMITTEE MEMBER:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**Part 3 – Bring in the Mediator**

Use the space below to start a dialogue with The Mediator. Sometimes the Mediator will just address all the concerns without a dialogue with YOU as a representative of all concerns, but sometimes The Mediator will need to negotiate and reframe concerns in terms of ideal outcomes to create a win-win agreement with all inner committee stakeholders.

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**Part 4 – Create an Agreement with Conditions**

I agree to move forward in this direction if:

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\_\_\_\_\_ SIGNED

\_\_\_\_\_ DATED

Good work! Now put this agreement somewhere you can see it regularly, like in a journal or planner, so you can review it from time to time.