

## **Possibility Process**

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*"Experience the power of creating possibility."*

### **FORMAT:**

Whole group process.

Duration: 30 minutes per person.

### **PURPOSE:**

This process creates clarity and possibility for individuals about their company, their project, and their personal career. It is based on the following five precepts:

- 1) Change occurs through taking responsibility.
- 2) Responsibility arises as the natural side effect of consciousness.
- 3) Consciousness grows by bringing the background conversation into the foreground.
- 4) Conversations are submerged into the background because of assumptions.
- 5) We do not need assumptions.

### **SETUP:**

Five blank flipchart papers are taped up to the wall in a line from left to right. Below the first three papers are taped second sheets. The top papers are labeled:  
COMPANY PROJECT CAREER ASSUMPTIONS REALIZATIONS  
The bottom three sheets are labeled with: ASSUMPTIONS.

### **INTRO / BACKGROUND:**

Our story about ourselves and the world determines our capacities in the world. In the Possibility Process we investigate a person's life in three domains: their company, their project, and their career. We use the innate abilities of other participants to detect unstated assumptions that limit our performance in life. Once we know what the assumptions are, we can make the conscious choice about whether to continue using them or not.

### **INSTRUCTIONS / PROCEDURE:**

Tell your story about your company/project/career. What is it for you? To get the most out of this work, do not withhold. Take the risk to speak out your true feelings and thoughts. Reveal yourself. Tell it like it is for you. Take 5 minutes to tell your story.

During story telling, participants write down the essential elements of the story on post-its and put them up on the paper.

After the 5 minutes, participants take 5 minutes to speak out and write down the assumptions they sense inherent in the person's perspective, the assumptions that the person has made in order to tell their story this particular way. Then go on to the next domain.

While telling the story about career, be sure to thoroughly answer the question: What do I really want to do?

After the assumptions for the third story have been posted, everyone takes 10 minutes to seek patterns of assumptions common to all three stories. They may also find special comprehensive assumptions which are important to transfer to the conglomerate sheet.

After distilling the important unstated assumptions, we allow the individual to say what they realize as a result of this clarity. They may realize that they do not have to continue making this same assumption. They may realize that they can make a commitment to some other assumptions, or lack of assumptions.

## **DEBRIEF:**