

## **Pre-Genius Process Interview Form**

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(Revised: 25. July 2002 by Clinton Callahan)

\_\_\_\_\_  
Sanctioner

\_\_\_\_\_  
Company

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contact

### **Getting Started:**

Sanctioner's Introduction at PRE-PROCESS INTERVIEW, and at GENIUS PROCESS:

- SAFETY: Participants are safe from repercussions of their participation.
- VISION: Here is where we want to go in the future. We truly wish to be challenged.
- SAFETY: Participants are safe from criticism or reprisal for giving feedback. We want success.
- HONESTY: We need ideas from you about what the organization needs now to move ahead.
- SAFETY: It is my personal commitment that what you say will not be held against you.

Schedule and agenda of PRE-PROCESS INTERVIEW. This is a PRE- session. We will be moving fast.

### **Context:**

(for the PRE-PROCESS INTERVIEW and the GENIUS PROCESS)

- Map Of Possibility
- Creative Sanctuary – agreement not to cancel anyone, say what you want, not what you don't want
- How Are You Going To Take Decisions Here: \_\_\_\_\_
- During the GENIUS PROCESS: \_\_\_\_\_
- The GENIUS PROCESS results are binding? \_\_\_\_ Or for information purposes only? \_\_\_\_
- What information is to be confidential? \_\_\_\_\_
- Pure Form Thinking
- Parallel Play (do a practice session, with questions and answers)

### **Clarify The Question:**

(using Short Form of GENIUS PROCESS with these headers)

- BACKGROUND
- OVERALL PURPOSE
- NON-PURPOSE
- HIDDEN AGENDAS (then dot and focus)
- PURPOSE AND OUTCOME OF GENIUS PROCESS

(Dot and focus to real questions, choose TOPICS and HEADERS, agree and sign below.)

**Purpose Of The Genius Process:**

(validated the question)

**Expected Outcome Of The Genius Process:**

(If you get this outcome, does that satisfy your needs? \_\_\_\_\_)

**Working Topic Of Genius Process:**

**Headers For Genius Process:**

**Ideal Team For Genius Process:**

(Total number for nametags: \_\_\_\_\_)

- |    |     |     |
|----|-----|-----|
| 1. | 6.  | 11. |
| 2. | 7.  | 12. |
| 3. | 8.  | 13. |
| 4. | 9.  | 14. |
| 5. | 10. | 15. |

Is there anyone not listed who could kill the results of the GENIUS PROCESS? \_\_\_\_\_  
Can they come? \_\_\_\_\_

Is there anyone not listed who will be affected by GENIUS PROCESS results? \_\_\_\_\_  
Can they come? \_\_\_\_\_

Our signatures below certify our satisfaction with these plans:

_____	_____	_____	_____
Sanctioner	Date	Possibility Manager	Date