

Gremlin Hunting

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FORMAT:

A 45 minute, 6 step, dyad writing process, for organizations, workshops or Labs.

Please note: There is a special version of this exercise for the ETB. This is available in the ETB Trainer Handbook.

PURPOSE:

Participants discover aspects of their underworld, their Gremlin and their Hidden Purpose. This is an excellent warm-up preparation for the *Hidden Purpose Process*. It also serves in particular professional settings in which a purely cognitive result is desired and it might not be so acceptable to express strong feelings.

SETUP:

Ask people to choose a partner and sit facing them somewhere spread out in the room with pen and paper for writing.

INTRO / BACKGROUND:

We will now make a short underworld exploration journey. In this journey we will use a phenomena which, in the field of psychology, is sometimes referred to a *mirroring*.

Each person has a part of themselves which can be regarded as the King or Queen of their own personal underworld. In Possibility Management we refer to this part as your *Gremlin*.

Each person's Gremlin serves a unique series of 3 to 6 unconscious Principles, called *Shadow Principles*, or, altogether, your *Hidden Purpose*. A Shadow Principle is an aspect of irresponsibility, and is served unconsciously, because if you were fully conscious of the consequences of serving a Shadow Principle you could not do it because it would be too painful in terms of intimacy, trustworthiness, love, etc.

There are hundreds of Shadow Principles, for example *manipulation*. If manipulation is one of your Gremlin's Hidden Purposes, your Gremlin will have gained skills at using manipulation to get what it wants in order that you can survive. Your Gremlin will expertly manipulate people around you to think, do, or believe what it wants, largely outside of your awareness (and beyond your control). In this way your defense strategy works and you continue to survive. Not to *live*, mind you, but to *survive*. Your Gremlin assures that you continue *surviving*.

Your Gremlin operates covertly, outside of your awareness, so you to not interfere. Why? Because what it has been doing, obviously works! (You have survived!)

When you meet someone whose Gremlin serves a Shadow Principle similar to one used by your Gremlin, they mirror back an image of your own attitudes and behavior. To assure that you do not notice the price you are paying and try to change a defense strategy that has worked for years, your Gremlin distracts you by reacting negatively towards the mirror. When the mirror seems bad you won't look at it, and Gremlin's strategy can continue protecting you.

For a Gremlin-manufactured reason you might suddenly become scared of this mirror person, or angry with them, or mistrusting of them, feeling betrayed by them or any number of other Gremlin fabrications. To you it will seem as if your body just reacts with hatred, fear or suspicion, and because the reaction is visceral you will regard it as truth. You react with revulsion or avoidance without further thought.

INSTRUCTIONS / PROCEDURE:

Step 1: Think of 5 people you dislike

Please think of 5 people who, off the top of your head, you could say that you dislike. Please write down their names on your paper, leaving some space between each name. These might be people who disgust or irritate you. People you might put in the category of "not friends". They might be related or unrelated to you, dead or alive, fictional or actual people, famous historical people or ordinary people from your daily life. These are people you might gossip about, complain about, avoid being with, point your finger at, or try to get rid of. Just write their names down. (2 min)

Step 2: Write down their negative characteristics

Go through each person one at a time and feel your reaction to them. Without judging yourself, please write down the specific behaviors, attitudes, qualities, or actions of each person that bother you. In colorful language, describe their troublesome characteristics. Please be precise, meaning, write full sentences about these qualities rather than single words. (8 min)

Step 3: Circle their most disturbing attitudes and behaviors

Please scan over the bothersome characteristics you wrote and for each person circle the characteristics that you are most disturbed by. (2 min)

Step 4: Find the patterns, write them into a descriptive sentence

Now scan over the whole list and copy to the bottom of your paper the three to five circled attributes or qualities that are strongest or most repeated. Look for patterns. Please write these button-pushing characteristics into one short powerful descriptive sentence at the bottom of your page. Write it so it touches something in you. (2 min)

Step 5: Question 1

One person in each pair put your hand up. Please tell your partner: *Why do you think these people push your buttons so easily?* The other person just listen. No discussing please. (3 min for each person)

Step 6: Question 2

We return to the first person. In the Shadow World consciousness is blocked. The sentence you wrote could be a first draft of your Gremlin's Hidden Purpose. Please tell your partner: *What are examples of times when you have served in these Shadow Principles?* This is not bad. It is not good either. Classification of good and bad is itself a Shadow Principle. (Think of 700 years of Inquisitions.) Your sentence

gives you clarity about your Gremlin. (3 min per person) *Tell your partner your Gremlin's name. Write its name next to your Hidden Purpose sentence.*

DEBRIEF:

This procedure is very simple and very powerful. It can disillusion you about your self-image. Disillusionment can loosen up your self-image of being a good person and allow you to admit being an authentic person. Ask the participants to share about their experience.