

**MODULE NAME** : Challenging limiting assumptions (personal and group)  
**DURATION** :

**THEMES ADDRESSED** : Decision making, problem solving, conflict resolution, self-assessment

PROFILE OF PARTICIPANTS (AGE AND SIZE OF THE GROUP)
12+

AIM OF THE MODULE
<p>Limiting assumptions vary widely from person to person, as they are often shaped by individual experiences and beliefs. Some common limiting assumptions that many people struggle with include:</p> <p>"I'm not good enough". "I can't change". "I don't have enough resources". "I'm too old/young":</p> <p>This tool helps challenge limiting assumptions and involves recognizing and questioning the beliefs or ideas that may be holding us back from achieving our goals or holding unnecessary conflicts.</p> <p>Here are the steps:</p> <ol style="list-style-type: none"> <li>1. Identify the limiting assumption.</li> <li>2. Question the assumption.</li> <li>3. Reframe the assumption.</li> <li>4. Take action.</li> </ol> <p>Apply it to an individual or group case (personal or group conflict)</p>

**LEARNING OUTCOMES**

COMPETENCES ADDRESSED		
KNOWLEDGE	SKILLS	ATTITUDE
	Decision making skills Analytical ability Setting goals and priorities Coping with ambiguity Conflict resolution	

Please summarize how your methodology covers four modes of the experiential learning cycle. You may give suggestions for further implementations.

## CONCRETE EXPERIENCE

The group setting.

1. Sit together with your team and identify a problem a group is facing or a situation that the group feels like it's holding them back.
2. Each participant draws a table with 5 columns. In the 1st column "a limiting assumption" they should write down 7-10 statements about that situation (for example why the problem / conflict exists). Other columns: 2. "it is always true" 3. "it is sometimes true" 4. "it is never true" 5. "an opening assumption"
3. Each participant fills up the table with "X" for each statement.
4. Then they share their assumptions and their marks.
5. Now each participant should write down new statements which offer more opening assumptions. After that, they share them in a group.

The personal setting.

1. Follow the same instructions - statements + a table.
2. No sharing is involved.

## REFLECTION

Here are some reflective questions to help you and your team process the activity of challenging limiting assumptions:

- What did you learn about yourself and your assumptions through this activity?
- Were there any surprises or new insights that emerged from the exercise?
- How did it feel to challenge your own assumptions and those of your team members?
- Did any of your assumptions change as a result of the exercise? If so, which ones and why?

## CONCEPTUALIZATION

Here are some questions to help you and your team conceptualize the activity of challenging limiting assumptions:

- How can you apply what you learned about challenging limiting assumptions to other areas of your work or personal life?
- What could you do differently next time to challenge assumptions more effectively?
- How can you ensure that you and your team continue to challenge limiting assumptions in the future?
- What can you do to create a culture of open-mindedness and curiosity within your team or organization?
- How can you use this exercise to foster better communication and collaboration within your team?
- What steps can you take to ensure that you are constantly challenging your assumptions and looking for new perspectives?

## ACTIVE EXPERIMENTATION

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**FLOW OF THE MODULE**

SECTIONS	Duration	Materials / Remarks
Gather the team: Sit together with your team and identify a problem or a situation that the group feels like it's holding them back. Make sure everyone is on the same page about the problem.	10 min	
Draw the table: Each participant draws a table with 5 columns. In the 1st column "a limiting assumption," they should write down 7-10 statements about that situation (for example why the problem/conflict exists).  In the other columns, write down: "It is always true" "It is sometimes true" "It is never true" "An opening assumption"	15 min	
Fill in the table: Each participant fills up the table with "X" for each statement that they believe applies to the situation. The purpose of this exercise is to uncover the limiting assumptions that people hold.	10 min	
Share and discuss: Participants share their assumptions and their marks. Ask each participant to explain why they marked certain statements as true, sometimes true, or never true. Encourage a discussion about each statement to get everyone's perspectives.	10 min	

FURTHER READINGS AND CONCEPTS
Some examples: <a href="https://barefootcoaching.co.uk/blog/changing-limiting-beliefs-and-assumptions-in-coaching/">https://barefootcoaching.co.uk/blog/changing-limiting-beliefs-and-assumptions-in-coaching/</a>