DXD SERIES #5: INTERPERSONAL DEVELOPMENT

How to change your mind (or at least consider it)

CENTRAL FLORIDA PLEDGE

A Pocket Full of Marbles

University faculty member Dr. Greg Sapp would ask his students each year that they enter the room with a pocket full of marbles.

- **THOSE MARBLES REPRESENT** their thoughts, opinions and worldviews that have been formulated by their family, faith, education and experiences to date.
- **HE CHALLENGED THEM** to take their marbles out of their pocket every day and put them on the table, to interact with others with curiosity.
- **HE THEN ASKED THAT THEY CONSIDER,** picking up the marbles (ideas and views) of others and to also select the ones of theirs that they wanted to keep before they put the marbles back in their pocket at the end of the day.
- **HE SHARED THAT BY GRADUATION,** you may have a pocket full of all new marbles, a mix of yours and others, or all of yours — but you would have mindfully selected them after listening to others.

There are two types of learning:

INFORMATIVE

Learning that includes facts and ideas that help us to gain mastery in an area. This learning changes the content, but not the structure of our thinking.

TRANSFORMATIVE

Critical thinking that challenges our underlying assumptions or the "mental models" we have inherited. It asks us to create space for truth and helps us gain clarity of our own values feelings and beliefs instead of assimilating them from others. Adopting new conceptual frameworks inspires us to change our behavior accordingly. This process also helps us transcend our egotistical tendencies and maintain a posture of learning grounded in humility and curiosity.

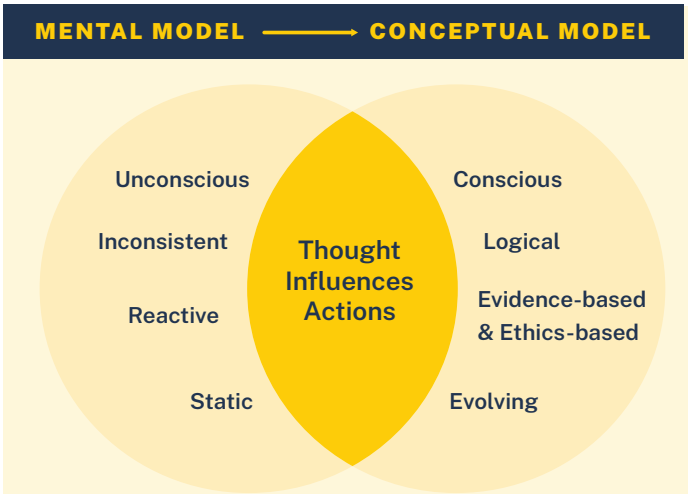
What is DXD? Dialogue Across Differences (DXD) shapes who you are as a person, friend, and leader. Your ability to listen, engage, and communicate — especially with those who see the world differently — unlocks new understanding and drives meaningful change.

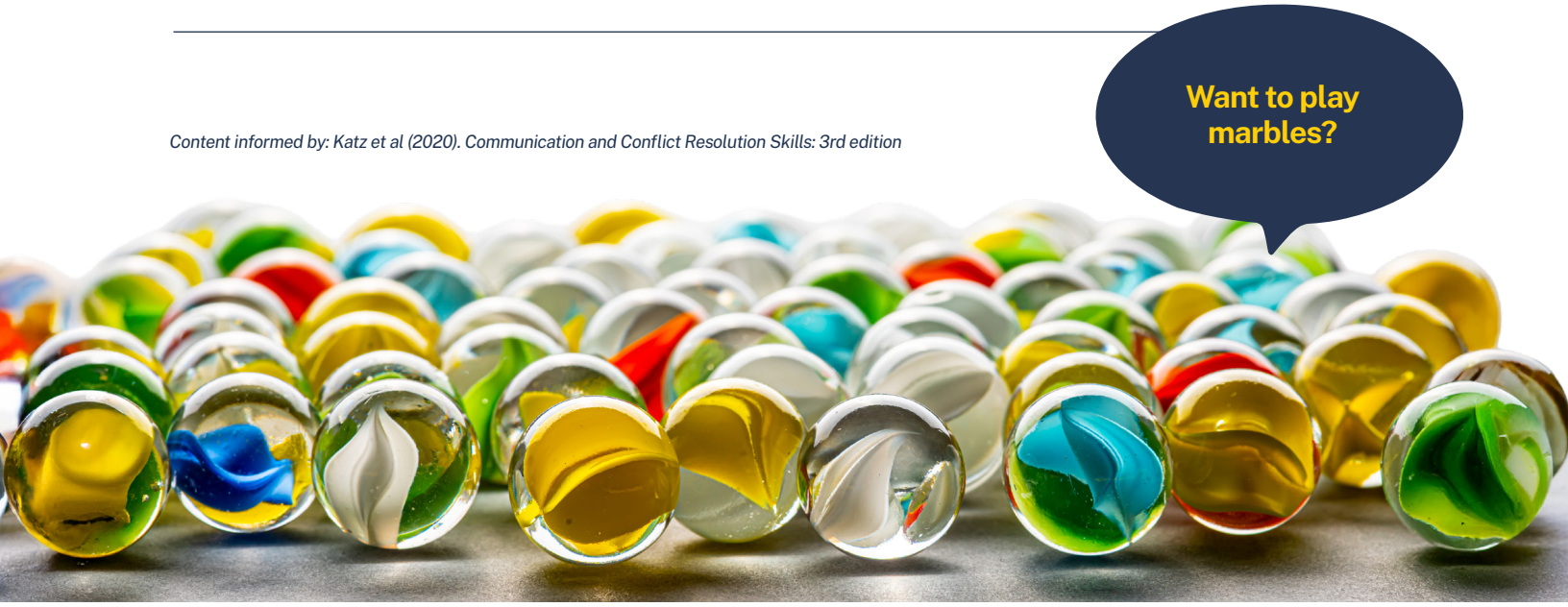
What is a strong mental model that you have?

What could you read or who could you talk to test those assumptions and create a more informed conceptual framework? Noting that it can be challenging to find unbiased data.

Some examples of mental models may be:

- Young employees are lazy, self-centered and less committed to their work than I was.
- The American dream is alive and well.
- A main goal in life is to be productive and wealthy.
- Competition is a main motivator.
- Technology improves life.



Anello, E., Hernandex, J., & Khadem, M. (2014) Transformative Leadership: Building the human dimension

Content informed by: Katz et al (2020). Communication and Conflict Resolution Skills: 3rd edition