

# MORFING PROBLEMS WITH PRACTICE PARTNERS



## INSTRUCTIONS

- 1. Pair Up** – Find a partner and decide who will be the “facilitator” of the MORF process and who will be the “client” and bring a topic that is causing difficult moods.
- 2. Identify Complaint** – Ask the “client” to share a current problem or complaint that they would like to work on.
- 3. Identify Difficult Mood** – Ask “client” to name the mood(s) associated with this problem or complaint.
- 4. Pivot to Longings with Positive Emotions** – As the “facilitator,” ask partner to select positive emotional words to describe their longings for each of the first three questions (for **Myself**, for the **Other**, for the **Relationship**).
- 5. Get Specific with Each Emotion** – Facilitators should notice if words like “Respect” feel too general. If so, ask “*What would respect feel like?*” Some feel respected when they feel “*Appreciated*” while for others it’s when they feel “*Trusted*” to do assignments with more autonomy.
- 6. Include a Positive Leadership Quality** – For the first question, ask the “client” for *two* emotional words (i.e., What do you want to feel more of *inside*? And, what leadership quality you want to *bring* more of to the conversation overall?).
- 7. Experiment Out Loud** – Use different words to help capture the emotional tone that would make all the difference (e.g., is the longing for feeling more “Optimistic” or “Proud?” Or, more “Confident” or “Courageous?”).
- 8. Envision the Future** – Ask “client” to paint a vivid picture of the benefits in the **Future** to the other person, team, culture, community, family or world. Futures can be short-term, medium-term, or long-term.
- 9. Improvise** – Experiment with sequencing points (i.e., start with the **Future** state or with the **Relationship** or the **Other’s** longings). Switch roles again and again. It’s not cheating to start over in different ways. The MORF process answers describe the territory we want to traverse in our conversation. There’s no one path but we’ve found that even going in order (M, O, R, F) works and feels less formulaic than you might expect.

- 10. Create New Possibilities** – The goal is to describe longings in meaningful, inspiring ways, which open up possibilities rather than shutting them down. This is known as “the pivot” where we stop being experts on a past that doesn’t work and we invent a new possibility that creates mutual respect, mutual purpose, and a desire to work together.
- 11. Cultivating a Heart at Peace** – Conversations long stuck become easy when we have the language of what we want for ourselves and others. The body is intelligent about holding back on conversations that will trigger others. With language with heart, we can suddenly speak about anything with confidence.

## DEBRIEF

- What was that like? As the facilitator? As the person MORFing a challenge?
- Who can you imagine introducing the MORF process to (e.g., colleagues, team members, or family members who are complaining)?

## THE MORF PROCESS

-  **M** What do I want more of for **Myself**?  
And, what do you want to **Bring** to the conversation.  
(See *Mood Chart*)
-  **O** What do you want more of for the **Other** person (that she/he would actually want for themselves)?  
(See *Mood Chart*)
-  **R** What quality do you want to shape “more of” into the **Relationship**?  
(See *Mood Chart*)
-  **F** What outcome(s) do you want for the **Future**? (*What is the horizon you’re aiming for?*)