The 15 Commitments of Conscious Leadership
By Jim Dethmer, Diana Chapman, and Kaley Klemp
Reviewed by Pat Whitty

About the Author
JIM DETHMER has been devoted to the practice of conscious leadership for 45 years. He has spoken to tens of thousands of people about how to lead and live from consciousness. He has coached Fortune 500 CEOs and their teams supporting them in transforming their lives and their cultures. He has worked with over 200 organizations led by entrepreneurs and professional managers across all industries. In addition to The 15 Commitments of Conscious Leadership Jim also co-authored High Performing Investment Teams (Wiley, 2006).

DIANA CHAPMAN has been a trusted advisor to over 700 organizational leaders and many of their teams. She is also a well-respected facilitator for YPO forums and chapters worldwide. Clients from Genentech to Yahoo value her clarity, compassion, ferocity and playfulness. She brings you to your edge and ignites your courage to step into the unknown where you can experience what you want the most.

KALEY WARNER KLEMP is a sought-after speaker, certified YPO Forum Facilitator, and transformational executive coach. She advises senior executives on how to uncover and address core challenges and uses the 15 commitments to help high performing teams create conscious culture and superior results. Kaley is a master enneagram specialist, helping individuals and organizations outperform their competitors by unlocking a deeper understanding of what motivates and drives people. Prior to developing The 15 Commitments of Conscious Leadership, Kaley co-authored The Drama-Free Office and wrote 13 Guidelines for Effective Teams.

About the Book
This book is about “location, location, location,” as they say in the world of real estate. In our work with countless leaders, we have learned that at any moment, they are living from either a “below the line” commitment or an “above the line” commitment. The following 15 Commitments of Conscious Leadership provides a road map to help you constantly determine where you are with respect to the line. Each commitment has an “above the line” version (the commitment of conscious leaders) and a “below the line” version (the commitment of unconscious leaders).

www.conscious.is

The Book’s ONE THING

Blue Sky Leadership Consulting works with organizations to leverage Strategic Thinking and Execution Planning and we encompass many of the principles in these books into our Four Decisions™ methodology and development of your company’s Growth Roadmap™. Need to grow top line revenue? Improve bottom-line profits? Build accountable and trusting teams? Improve cash flow? Develop leadership team members? Contact us for a free consultation.
Location, Location, Location
Where are You?
Above the Line or Below the Line
The Drama Triangle
Working Below the Line

Drama

Hero

Villain

Victim

Effect of Victim

Powerless

Economy

Person Circumstance Condition

Blame

Others

Your Fault!

Your Mistakes

I Shouldn't Have...

I Should...

Myself

I Messed Up...

The Group

They Just Don't Get It!

Didn't Give... Best Effort!

Messed Up... For All Of Us!

Power

Victory

Will I?

I'll Do It For You!

TOMORROW RELIEF

Mindless Eating Drinking Wasting Energy

Person Circumstance Condition

Economy
Working Above the Line
4 WAYS OF LEADING IN THE WORLD

AS ME
Life is me

Posture: At one with all
Experience: Peace, spaciousness
Beliefs: There is just oneness. There are no problems, and no one to “solve” them.
Key Question: No more questions – just knowingness

THROUGH ME
I cooperate with life happening

Posture: Co-creator
Experience: Allowing, flow, wonder and awe
Beliefs: I am the source of all meaning I experience. Things are perfect, whole and complete. Life handles all apparent “problems.”
Key Question: What wants to happen through me?.
Benefits: Non-attachment. Unlimited possibility, plenty of everything.

TO ME
Life happens to me

Posture: Victim
Experience: Blaming and complaining
Beliefs: There is a problem. Someone is at fault. Someone should fix this.
Key Question: Why me? Whose fault is this?
Benefits: Experience separateness, drama as entertainment, and adrenaline high. Supports empathy toward others.

BY ME
I make life happen

Posture: Creator
Experience: Curiosity, appreciation
Beliefs: Problems are here for me to learn from. I created the problem, so I can solve it.
Key Question: What can I learn? What do I want to create?

Created with Kaley Warner Klemp
Conscious commitment begins the process of positive change and relational and organizational resolution. We define commitment using its Latin origin, *committere*, which means to gather one’s energy and move it in a chosen direction. Using this definition, we view commitment as an energetic experience and not a moral issue. We invite you to embrace these 15 commitments as your entry-gate into “By Me,” a life free of victimhood. Following each commitment is the “To Me” commitment; the way people show up when they are living and leading (either consciously or unconsciously) from the belief that life is happening to them.

1. I commit to taking full responsibility for the circumstances of my life, and my physical, emotional, mental and spiritual wellbeing. I commit to support others to take full responsibility for their lives.

2. I commit to growing in self-awareness. I commit to regarding every interaction as an opportunity to learn. I commit to curiosity as a path to rapid learning. I commit to being right and to seeing this situation as something that is happening to me. I commit to being defensive especially when I am certain that I am RIGHT.

3. I commit to feeling my feelings all the way through to completion. They come, and I locate them in my body then move, breathe and vocalize them so they release all the way through.

4. I commit to saying what is true for me. I commit to being a person to whom others can express themselves with candor.

5. I commit to ending gossip, talking directly to people whom I have an issue or concern, and encouraging others to talk directly to people with whom they have an issue or concern.

6. I commit to the masterful practice of integrity, including acknowledging all authentic feelings, expressing the unarguable truth and keeping my agreements.

7. I commit to living in appreciation, fully opening to both receiving and giving appreciation.

8. I commit to expressing my full magnificence, and to supporting and inspiring others to fully express their creativity and live in their zone of genius.

9. I commit to creating a life of play, improvisation, and laughter. I commit to seeing all of life unfold easily and effortlessly. I commit to maximizing my energy by honoring rest, renewal and rhythm.

10. I commit to being the source of my security, control and approval.

11. I commit to being the source of my security, control and approval.

12. I commit to experiencing that I have enough of everything... including time, money, love, energy, space, resources, etc.

13. I commit to seeing all people and circumstances as allies that are perfectly suited to help me learn the most important things for my growth.

14. I commit to creating win for all solutions (win for me, win for the other person, win for the organization, and win for the whole) for whatever issues, problems, concerns, or opportunities life gives me.

15. I commit to seeing life as a zero-sum game, creating win/lose solutions for whatever issues, problems, concerns, or opportunities life gives me.
## LOCATING YOURSELF: ABOVE OR BELOW?

<table>
<thead>
<tr>
<th>Statements</th>
<th>Behaviors</th>
<th>Beliefs</th>
</tr>
</thead>
<tbody>
<tr>
<td>I/Y/They should</td>
<td>Breathe</td>
<td>I am the creator of my well-being</td>
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<tr>
<td>I/Y/They can't</td>
<td>Significantly change my posture</td>
<td>There are more than two possibilities</td>
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<tr>
<td>I'm right/They're wrong</td>
<td>Take responsibility</td>
<td>It is valuable to question my thoughts and beliefs</td>
</tr>
<tr>
<td>It's hard</td>
<td>Question my beliefs</td>
<td>My feelings are intelligent</td>
</tr>
<tr>
<td>I'm trying</td>
<td>Feel emotions</td>
<td>Approval, control and security are something I already have</td>
</tr>
<tr>
<td>It's not my fault</td>
<td>Listen consciously</td>
<td>All people and circumstances are my allies</td>
</tr>
<tr>
<td>I'm confused</td>
<td>Speak unarguably</td>
<td>Revealing creates connection and vitality</td>
</tr>
<tr>
<td>The &quot;truth&quot; is</td>
<td>Make impeccable agreements</td>
<td>Play and rest are key to peak performance</td>
</tr>
<tr>
<td>I have to</td>
<td>Appreciate</td>
<td></td>
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<tr>
<td>You made me</td>
<td>Create win for all solutions</td>
<td></td>
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<tr>
<td>I'm sorry (with an excuse)</td>
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<tr>
<td>Always/Never</td>
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<tr>
<td>“Why” questions</td>
<td></td>
<td></td>
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<tr>
<td>You're not listening to me</td>
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<tr>
<td>It's no use/I give up</td>
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<td></td>
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<tr>
<td>My way or the highway</td>
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<td></td>
</tr>
<tr>
<td>They don't get it</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### (“BY ME”) Responsive / Curious / Growth & Learning

### (“TO ME”) Reactive / Defensive / Recycling Drama

### ACCEPTANCE AND TRUST

### RESISTANCE AND THREAT

Created with Kaley Warner Klemp & based on the work of hendricks.com
We want to recommend some of our favorite tools for growth in conscious leadership. We have grouped the resources in buckets based on the states of consciousness: By Me, Through Me, As Me.

**BY ME BOOKS**


THROUGH ME BOOKS


AS ME BOOKS

Dwoskin, Hale. The Sedona Method: Your Key to Lasting Happiness, Success, Peace and Emotional Well-Being. Sedona, AZ. Sedona Press. 2007. Note: we recommend listening to the CDs as the best introduction to the Sedona Method. Please see Other Resources.

Our Faculty and Our Sponsors

Actions

What thought, or idea had the biggest impact on you today?

What is your ONE THING? What one specific action you will take TODAY from what was discussed?

Calendar of Events

First Friday – Wittigs 2018 Avenue B San Antonio 7:30 – 9:00 [Sponsor: UTSA EMBA Alumni Association]

  Apr 5th   How to Fly a Horse
  May 3rd   The Fifth Agreement
  Jun 7th   Tribe of Mentors

Wine & Cheese Wednesday – Wittigs 2018 Avenue B San Antonio 5:30 – 7:00 PM [Sponsor: Haworth]

  Apr 10th  The 15 Commitments of Conscious Leadership
  May 8th   Atomic Habits
  Jun 12th  American Ulysses

Second Tuesday – Wittigs 401 William St. Corpus Christi 5:30 – 7:00 PM [Sponsor: Wittigs & Haworth]

  Apr 9th   How to Fly a Horse
  May 14th  Atomic Habits
  Jun 11th  American Ulysses

Fourth Thursday – Haworth 2 E Greenway Plaza #100 Houston 11:30 – 1:00 [Sponsor: Haworth & Wittigs]

  Apr 25th  Your Oxygen Mask First
  May 23rd  Resonant Leadership
  Jun 27th  Presence

Fourth Friday – Alpha Home 419 E. Magnolia Ave. San Antonio 8:00 – 9:30 [Sponsor: Alpha Home]]

  Apr 26th  How I Raised Myself from Failure to Success in Selling
  May 24th  Resonant Leadership
  Jun 28th  Presence