

## WHEN THE SOLUTION IS THE PROBLEM

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## WHEN SOLUTION IS SOLUTION

CONSIDER HOW YOU YOURSELF ARRIVE AT JUDGEMENTS AND DECISIONS:

- YOU RECALL IMPRESSIONS AND EXPERIENCES WITH CERTAIN SITUATIONS AND INDIVIDUALS AND YOU DRAW YOUR CONCLUSIONS.
- YOU MAY FIND YOURSELF AS A PRISONER OF YOUR OWN EXPERIENCES & INTERPRETATIONS BY CONSTRUCTING YOUR OWN REALITY
- CONSEQUENTLY, THIS LINE OF REASONING WILL MOST LIKELY DETERMINE YOUR ACTIONS.

THEREFORE...:

- IT IS REASONABLE NOT TO CONSIDER YOUR OWN WORLDVIEW AS UNIVERSAL AND INFALLIBLE...
- IN THE DAY-2-DAY BUSINESS CONTEXT, A TRUSTWORTHY, SMART COLLEAGUE CAN BE A CORRECTIVE AND A SOUNDING BOARD.
- IF THERE IS NO ONE IN YOUR SURROUNDINGS, AN EXTERNAL COACH MIGHT BE OF HELP.
- AND LAST BUT NOT LEAST, A 360-DEGREE FEEDBACK WILL BE OF HELP.

*A man wants to hang a painting. He has the nail, but not the hammer. Therefore it occurs to him to go over to the neighbor and ask him to lend him his hammer.*

*But at this point, doubt sets in. What if he doesn't want to lend me the hammer? Yesterday he barely spoke to me. Maybe he was in a hurry. or, perhaps, he holds something against me. But why? I didn't do anything to him. If he would ask me to lend him something, I would, at once.*

*How can he refuse to lend me his hammer? People like him make other people's life miserable. Worst, he thinks that I need him because he has a hammer.*

*This has got to stop!*

*And suddenly the guy runs to the neighbor's door, rings, and before letting him say anything, he screams: "You can keep your hammer, you bastard!"*

Paul Watzlawick, philosopher, communication researcher and psychotherapist

