

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit":

Determinism

Date

Put Unit Emblem here

Presenters Name

Presenter's Job title



Misc.



Teaching Points

Teaching Points:

- Welcome and introductions
- Overview
 - This is a snipit of a principle from the Profession of Arms Center of Excellence (PACE) Enhancing Human Capital Course
 - Intent is 5-10 minute discussion of an EHC principle. Seek to apply to current work, home situation
- How this will flow:
 - An overview
 - Encourage participation
 - Ask questions whenever you like
 - Have fun

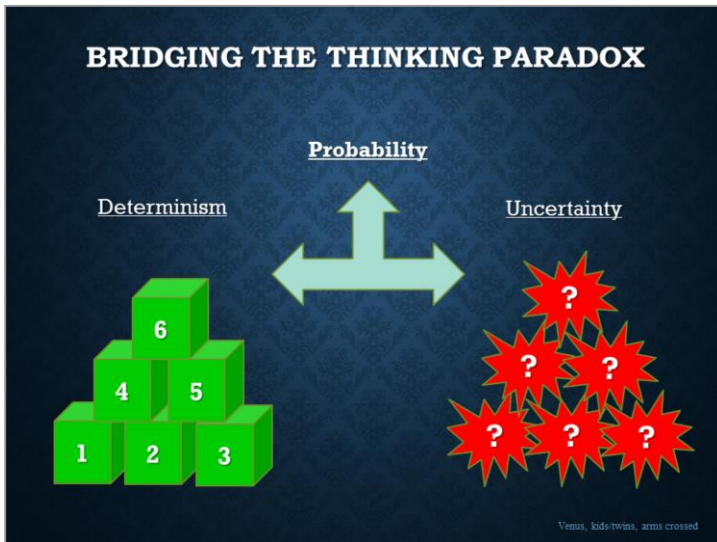


Your Notes

Teaching Notes:

- Limit intro to 1
- Emphasize this is not EHC. Rather an opportunity to discuss as a group the principles.
- Encourage attendees to get familiar w/ resources on the PACE website:
www.airman.af.mil
- If they really enjoy, invite to schedule an EHC course

Instructor Guide



Misc.

If you remember from EHC, you can use the hands/thumbs exercise (cross over, turn up), exemplify that we can't just assume we all have the same green blocks. As a result, ends in frustration, on both sides.



Teaching Points

Teaching Points:

- One theory: Determinism, says, humans develop blocks of knowledge, passed on from one generation to the next. The blocks act as "truths".
- These green blocks are very powerful. They allow us to determine the best way to interact with this world.
 - Humans are very complex, more to us than just determinism -- the ability to change our minds.
 - There is a level of uncertainty but not completely – when we start looking closely over a long period of time we can start to see some trends and there are things certain people do repeatedly.
- Determinism-Uncertainty: opposite ends of spectrum.
 - Combine knowns (determinism) with unknowns (uncertainty), we have the theory of probability.
 - The more information we know about a particular topic or person, the more PROBABLE we are to determining what will occur.
- When leading, remember all have different block sets.
 - The way we solve problem might be successful for us but might not work for everyone.
 - Bias develop when we become so focused on our own green blocks that we lose sight of the fact that there might be more than one way to view a



Your Notes

Teaching Notes:

- For years people have been using different theories help us understand humans.
- With green blocks we can even predict the future. Line up what we know about physics and can predict where Venus will be in the sky this time next week.
- Uncertainty: Can raise two children in the same home and turn out completely different.
- Example of probability: gambling
- One person's life is not another's. While many people face similar events, each person forms their own unique experiences and life so we each have our own unique set of blocks.
- If we really do this right, things at work, home & in families will have a higher probability to be better. Notice that there is a higher probability, not a guarantee. There will always be uncertainty—but we can do a great deal to contribute to making interactions better.

Instructor Guide



Misc.

situation or how to address things.

- Sometimes other people have better green blocks based upon their experiences. It takes a good leader to be willing to get outside of their comfort zone, outside of their own green blocks to help address some of this messy world of uncertainty.



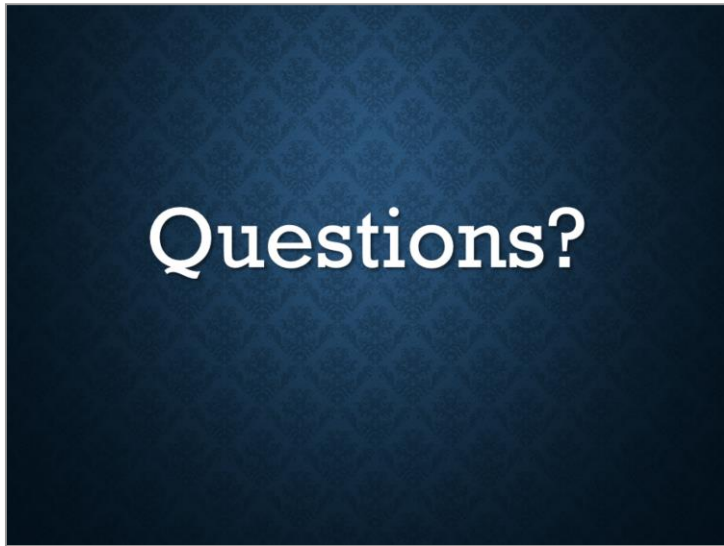
Teaching Points

Teaching Points:



Your Notes

Teaching Notes:



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: