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**Too often LATERAL
OPPRESSION will jeopardize
the welfare of our people,
our families, our jobs and
our relationships.**

3

What is Lateral Oppression?

**It is displaced violence of
jealousy, resentment, or
anger, to name a few,
directed at fellow tribal
members rather than one's
oppressor.**



4

Three Clever Stories

“Victim, Villian & Helpless Stories”:

We tell ourselves self-justifying stories based on our core values.



5

Victim Stories:

“It’s not my fault.”

We find counter evidence to justify our feelings.



6

Villian Stories:

“It’s all their fault.”

**The more we believe this,
the more stuck we
become.**



7

Helpless Stories:

“I have no power.”

**These stories keep us
from the results we want.**



8

Too often CAREER LIMITING BEHAVIORS will jeopardize the welfare of our people, our families, our jobs and our relationships.

9

Stories We Tell Ourselves

Based off what we see and hear, we tell ourselves a story, then that story causes us to feel, then we act or not, then we form judgements, opinions & conclusions.



10

Mastering Our Stories

“If we want to change our results, we have to change our story.”

We have to tell a new story, gather more information, rethink our conclusions.



11

The New Story

Tell it truthfully and tell it well.



12

The New Story

We must add the information we left out of our first story.



13

The New Story

We must acknowledge our role.



14

The New Story

We have to revisit
our default history.



15

The New Story

We have to re-
evaluate our egos,
our pride.



16

Too often pride causes us to feel that we are not subject to laws, rules, policies and procedures. We are above it all. We are entitled. We have no role in our difficulties.

17

Crucial Moments

“Many will occur during our day. Many will occur during our life.”

It’s an important decision made in that moment that will affect a number of decisions down the road.



18

Trauma informed programs support the business needs of Tribes as well as the health, well-being and productivity of our tribal employees.

19

Crucial Conversations

- Opposing opinions
- Strong emotions
- High stakes

When conversations turn crucial, we need to question our emotions and give up the certainty that our stories are right.



20

Mutual Respect

“I care about you and you care about me .”

**It causes us to feel safe.
It encourages us to communicate.**



21

Mutual Purpose

“I care about what you care about and you care about what I care about.”

It causes us to trust each other. It encourages us to keep communicating.



22

Mutual Meaning

“We feel respected and we feel cared about.”

It causes us to share our ideas, opinions, facts and feelings with each other. It encourages us to work together.



23

At Risk

“When mutual respect, purpose & meaning are at risk.”

Lying. Pouting. Hurt feelings. Anger. Yelling. Name calling. Insults. Threats. Interruptions.



24

When we teach ourselves to
MASTER OUR STORIES we
create healthy workplaces.
We must practice, practice,
practice.

25

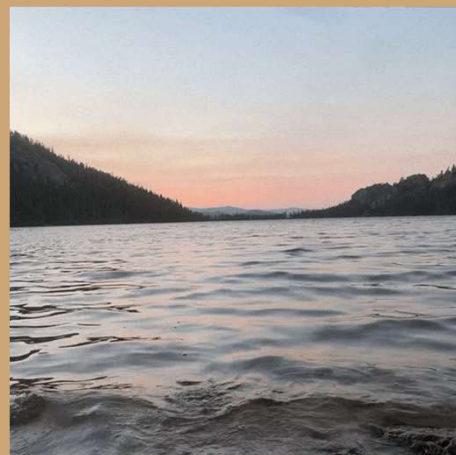
CONTACT INFO:

Andi LeBeau (Clifford)

(307)349-6703

aclifford72@gmail.com

Facebook: Andi LeBeau



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