

CITY OF VENTURA
CITY COUNCIL AGENDA

Supplemental Information Packet

Public Communications Received

Meeting of **August 16**, 2024

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available in the City Clerk's Office, 501 Poli Street, Room 204, Ventura, during normal business hours as well as on the City's Website – www.cityofventura.ca.gov
<https://www.cityofventura.ca.gov/1236/City-Council-Public-Hearing-NoticesSuppl>

Formal Item 1:

Workplace Behavior Training



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I D E N T I T Y
M E T H O D

**DEVELOPING INDIVIDUAL
& TEAM RESILIENCY**

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Identity Method is a wholeness and resiliency training series, committed to significantly **enhancing the resiliency** level of individuals by teaching them how to **live fearlessly in their true identity**.

As a result, an individual is able to lead, innovate and create from a position of authenticity and freedom.

An individual stuck in a false sense of self cannot fully internalize the company's vision, values and training. **Identity Method is the primer that makes every other training and tool stick.**

What do these words mean to you?

Wholeness:

Resiliency:

FIVE CHARACTERISTICS OF A HIGH RESILIENCY INDIVIDUAL

1. A high resiliency individual is able to pay attention to discriminatory detail. This means the individual can quickly determine which details are important or unimportant to the task at hand and focus only on the important details without being sidetracked by the unimportant details.
2. A high resiliency individual is able to actively engage in the present tense. This means that the HRI is able to avoid distraction of past and future events and make focused decisions in the present tense.
3. A high resiliency individual is able to maintain a flexible and open state of mind at all times.
4. A high resiliency individual is able to maintain an awareness of multiple emerging realities and the creation of new categories of meaning. An HRI is never stuck in old ways of thinking and can easily change paradigms.
5. A high resiliency individual is able to willingly embrace failure and adjust with joy and enthusiasm.

TWO WORLD STORIES: Separation vs Connection

STORY ONE: Separation

1. **SCARCITY** - not enough
2. **CERTAINTY** - only one way, method or viewpoint
3. **PERFECTION** - failure is unacceptable, one chance only
4. **SELF-FOCUSED** - it's all about money and power for my group, team, or me.

TWO WORLD STORIES: Separation vs Connection

STORY TWO: Connection

1. **ABUNDANCE** - Multiple opportunities...
2. **MYSTERY** - Solutions available not yet considered.
3. **FALLIBILITY** - Failures allow for/promote creativity
4. **OTHERS-FOCUSED** - Everyone benefits!

THE WORLD STORY EXCHANGE

SCARCITY → ABUNDANCE

CERTAINTY → MYSTERY

PERFECTION → FALLIBILITY

SELF-FOCUSED → OTHERS-FOCUSED

FEAR

It presents itself with many names: anxiety, anger, confusion. It all adds up to a core set of fears that govern what we believe about who we are in the world.

The narrative of fear resonates universally as:

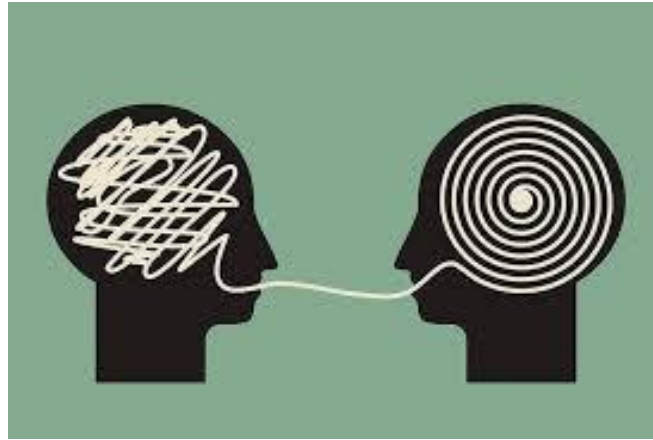
**Everything in my life depends on me
and I don't have what it takes to do it all.**

This translates into a pressured work environment with frustration, fear and conflict costing your team its energy and potential.

THE UNLOCK BEGINS WITH UNDERSTANDING OUR CONFLICT MAP...

"No problem can be solved from the same level of consciousness that created it." – Einstein

THE AFFECTIVE FILTER HYPOTHESIS



The Affective Filter is a metaphor that describes a learners attitudes that affect the success of knowledge acquisition. Negative feelings such as lack of motivation, lack of self-confidence and learning anxiety act as filters that hinder learning.

THE CONFLICT MAP

EXTERNAL CONFLICT



INTERNAL CONFLICT



FEAR



FALSE IDENTITY

Everything starts with self awareness.

All forms of human **external conflict** are ultimately rooted in **internal conflict** within an individual.

Internal conflict is produced by fear. Where **fear** (anxiety, stress, doubt, dread) is present, personal resiliency, productivity and creativity decrease.

Fear is rooted in an individual's false sense of self (**false identity**) which results in constant self-protection and self promotion (**internal conflict**), which in turn results in interpersonal strife (**external conflict**).

FALSE IDENTITY

Sometimes called the false self, imposter self or the ego. Simply, the **false identity** is conditioned thought patterns rooted in painful childhood experiences which developed into belief systems. These beliefs constantly inform your state of being.

TRIGGER AWARENESS

SELF PROTECTION

SELF PROMOTION

FEARFUL

ANXIOUS

OFFENDED

COMPETITIVE

COMPARISON

SHUTTING DOWN

JOCKEYING FOR POSITION

AGGRESSIVE/ACCUSATORY

WANTS EVERYONE'S APPROVAL

AVOID DIRECT COMMUNICATION

(BACKSTABBING, GOSSIP, DRAMA)

THE CONFLICT MAP

EXTERNAL CONFLICT



INTERNAL CONFLICT



FEAR



FALSE IDENTITY

MY EXTERNAL CONFLICT:

Describe the circumstance

MY INTERNAL CONFLICT:

Describe the primary way the circumstance makes you feel

MY FEAR:

Describe what I fear this says about me

MY FALSE IDENTITY:

"I am _____" statement

THE IDENTITY MAP

CREATIVE SOLUTIONS



INTERNAL PEACE



COURAGE/FEARLESS



TRUE IDENTITY

TRUE IDENTITY

The core essence of the “I” you carry within, deeply grounded in love, secure in your status of valued and worthy. It is the **truest thing** about who you *are*.

My True Identity is:

What does the voice of Love call you?

“I am _____”

What is your posture as you re-engage in the external circumstance from a position of your True Identity?

Describe what it feels like to know your True Identity isn't based upon what you do, what you have, or what people think about you

What specific actions came to your mind in the centering process?

Describe steps for what to do next in the current situation

THE IDENTITY MAP

CREATIVE SOLUTIONS

(ARTIST FORMERLY KNOWN AS EXTERNAL CONFLICT)



INTERNAL PEACE



COURAGE/FEARLESS



TRUE IDENTITY

EXTERNAL CONFLICT



INTERNAL CONFLICT



FEAR



FALSE IDENTITY



CREATIVE SOLUTIONS



INTERNAL PEACE



COURAGE/FEARLESS



TRUE IDENTITY

TRANSFORMATIONAL FLOW

FALSE IDENTITY



TRUE IDENTITY

REACTIONARY



RESILIENT

COMPETITIVE



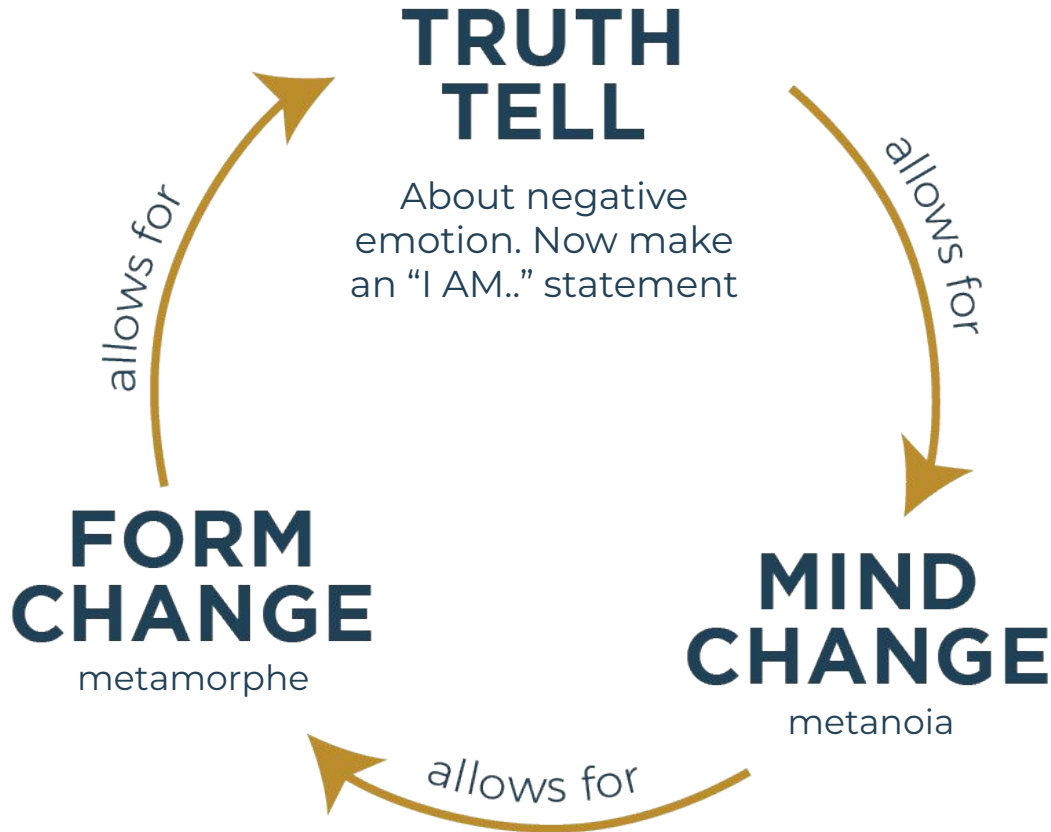
COLLABORATIVE

CLOGGED



CREATIVE

IDENTITY METHOD CHECK-IN PROCESS



IDENTITY EXCHANGE METHOD

We recommend doing the Favorite Place Centering Exercise prior to this; See appendix.

Find a comfortable location where you are free of distraction and interruption. Bring a notebook and pen. Sit or rest comfortably. Take a series of deep, slow cleansing breaths and relax.

What is the main negative emotion you are struggling with currently?

Take a moment and remember the first time in your life you felt that emotion. Your subconscious mind records every event in your life. Relax, breathe and let yourself remember when you first felt this negative emotion. Describe the event in as much detail as possible.

Walk through the memory. How did the incident make you feel? What did you come to believe about yourself as a result of that feeling in the event?

This is a false identity (false sense of self).

At the time of the event, you didn't know you had a choice of what to believe or what voice to listen to. There was another voice present: The voice of Love was also speaking. You can choose to listen now: Ask what the Voice of Love wants you to know... about that day... about you.

Now, imagine giving the false identity to the Voice of Love. What does Love do with the false identity?

Describe what happens.

Now, ask the Voice of Love: What is my true identity? What did you want me to know on that day? Who do you say that I am? Write down the very first thing you hear or sense.

This is the beginning of the journey into your true identity.

FAVORITE PLACE CENTERING EXERCISE

Find a comfortable location where you are free of distraction and interruption. Bring a notebook and pen. Take a series of deep, slow cleansing breaths and relax.

Imagine yourself in your favorite place where you feel absolutely secure and at peace. Where you feel alive and free.

Describe it in detail

In that place, imagine that the presence of Unconditional Love / Voice of Truth / Universal Wisdom / God (*whatever you may call the larger Other) is there with you. In what form does this presence come to you?

Describe it.

Think for a minute about what is burdensome to you.

Things that weigh heavily on you.

Describe them.

Next, consider where in your body you feel or carry the burden. Describe it.

If you don't feel, you can't heal.

FAVORITE PLACE CENTERING EXERCISE (cont.)

Next, consider what it is costing you to continue to carry this burden.
(Joy, peace, relationships, time, etc.).

Describe it

Release the burden to Love and make a note of what this release looks like and feels like.
Imagine the burden leaving you. Watch what Love does with your burden.

Write down what happens

Once you release the burden, ask Love what is given in exchange for the burden.
Receive this gift.

Describe it

Now, free of this burden, consider what else you want to ask Love. Identify what
problems or challenges the voice of Love can help you solve.

List each question, ask, then listen for a response. Write down the new ideas, thoughts and responses.



*Live Fearlessly in your True Identity
in a world of connection and abundance!*

LEARN MORE

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Jamie Winship



Jamie Winship has decades of experience bringing peaceful solutions to some of the world's highest conflict areas.

Starting with a distinguished career in law enforcement in the metro Washington, DC area. Jamie earned an MA in Intercultural Studies & TESOL and developed a unique process based on the Identity Method premise: **identity transformation is the key to acquiring new levels of learning and creativity in any field.** His unconventional efforts to bring about societal and racial reconciliation led him to Indonesia, Jordan, Iraq, Palestine, Israel, and now Seattle.

In recent years, Jamie has worked with leaders in a variety of sectors, from police departments to pro football teams. Along with his wife Donna, Jamie is the co-founder of Identity Method – a training and consulting company, committed to significantly enhancing the resiliency level of clients by teaching them the transformative power of living fearlessly in their true identity.