

# **MY CRITICISM AND THOUGHTS ABOUT “PCA SKILLS AS A SYSTEM OF VALUE”**

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## **Introductory remarks**

*Just coming back from Bruges where took place my second session of Leadership Program I feel ready to respond to Ernie's request: “My criticisms about PCA skills as a system of value”. After nine days experiencing about where I am with PCA skills, I feel differently about this statement and I'd like to let know in a first part of this article what means for me to see PCA Skills as a system of value and what I'm more aware about, and in a second part, how I see if it could be possible to “teach” PCA Skills without making of it a system of value. To give my criticism about that subject means for me to let know what I have learned about myself through my interactions with the consultant and the participants during the learning process.*

## **PCA Skills: a system of value?**

*I have been very much influenced by my education and family context. So, I have been very dependent. When I met PCA through an article written by Carl Rogers, I realized it was the way to follow I was looking for a long time. I thought it will be a very powerful way of being which could help me to put in action my own values. It was to be a “good” person, loving and positive towards other human beings. I was not the actor, but PCA had the power on myself. In fact, I thought more of the others than of me. I wanted to take care of the others but I was forgetting me. Step by step I have been more aware of myself and that I am the center of the process. Today I see the skills as something I can choose to use when I feel it's appropriate to the situation. I realize that when I act like that, it has a very effective and positive influence to the situation. My question is: if I agree that skill is not a value, is the value not the origin of the choice of using one of the skills? And more of that, it looks to me that skills are making possible for me to get my own value. It is a paradox. But what happened to me during this week, in Bruges? The clue was in this sentence from Ernie: “Provide the skills, don't encourage them”. I have understood it like that:*

- *To **encourage the skills** means I'm **dependant** on them. If the skills don't exist, I'll not be able to be a good leader. I see them as a mean to be a “good leader”.*
- *To be able to **provide them** means I'm **independent enough** to choose to use them when I feel it's right for myself.*

*I don't see any connection with Ernie's way of teaching the skills in the fact I have seen PCA Skills as a system of value. The way he is effective in his leadership has confronted me with my lack of effectiveness in my own leadership. To face someone who is highly independent and powerful connects me first to my dependence and weakness so I can become more aware of it. To be brave enough to face this discomfort and suffer of being dependant helps me to get in contact with my own independence and strength. It makes me looking for it. It is a search of my integrity.*

*When I hear this feedback from Ernie “that's not congruent”, I get the message I'm away from myself. I'm losing myself. It is like he would tell me where are you? Who are you? I don't see Edith. I see the director.... a role, not a human being in a professional position.*

## **How to teach the skills?**

*The question is: how to teach the skills without making of them a set of value, without encouraging them.*

*As soon as I explain what the skills are, the danger is to make a recipe of them. On my part, my*

way of teaching them would be to let know to the others what I have learned through professional situations I have experienced.

*For instance, through a meeting with our staff representative, I have learned that if I wanted to be effective in my work relationship, I had the power of making choices. In my organization, we were supposed to have a discussion with our staff representative about the work time reduction which is imposed by a new law in France. She was very aggressive and first I felt anger in myself. In that situation, in order to be successful, I made the choice to exert my sovereignty in choosing to use the skill: unconditional positive regard. Not to make an ogre of her. When I made this choice, I got in contact within myself with my fear of her. I was scared by her aggressiveness. It opened me up to the other one reality and I became able to choose to be empathic to this person. And then I have felt the doubt in herself about my will to find a good solution about this work time reduction. I let her know that and we could have an interaction to clarify it.*

*Then I have made a conscious choice to use the unconditional positive regard in order to be more effective in my relationship with the staff representative. I have done it for myself and it has had a positive effect in my relationship with the other. In exerting my sovereignty, the representative did it to.*

### **Conclusion**

*That's what I can say about "PCA skills as a system of value" at that stage of my leadership learning.*

*Today, I can say: "**I am**, so I can better choose to use the skills when I feel it is right for myself".*