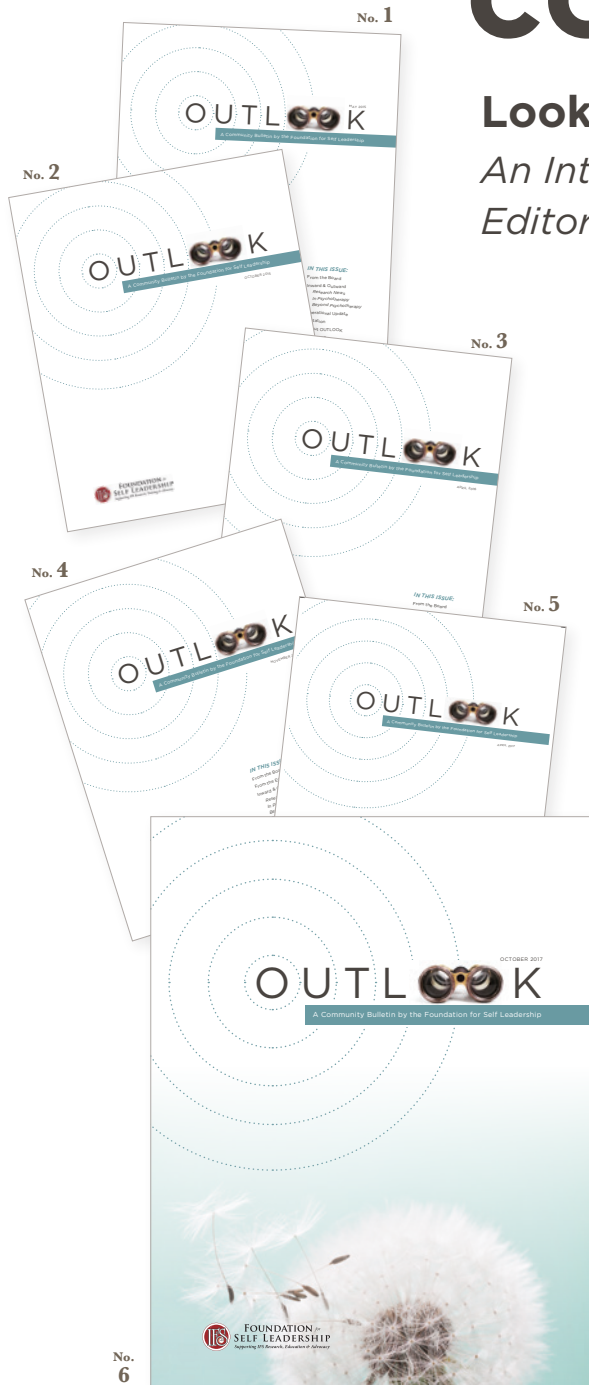


COMMUNITY CONNECTIONS

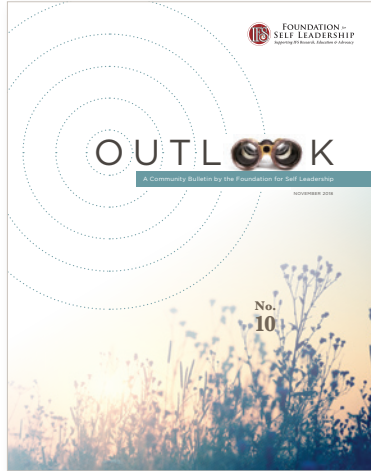


Looking Back and Moving Forward: *An Interview with Outgoing OUTLOOK Editor Michelle Glass*

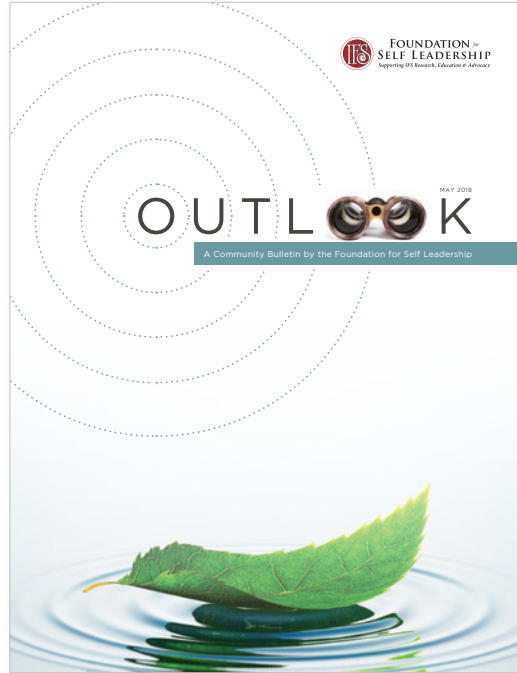
Editor's Note: The Foundation for Self Leadership is blessed to have a dedicated team of staff members who combine their already busy schedules with work for the Foundation to further its mission and goals, which include: supporting research, broadening access to IFS trainings, and engaging in advocacy and outreach on behalf of IFS to expand its global reach. Starting initially as a volunteer for the Foundation, and then working as the editor of the Foundation's semi-annual magazine *OUTLOOK*, for the last seven years Michelle Glass, CIFSP, has epitomized the values of the Foundation and, with dedication and generosity, has been a reliably indispensable partner during her involvement in her various roles. Her commitment to promoting IFS continues to be unshakable, and her contributions to advancing the Foundation are profound and lasting.

While Michelle will continue to be involved at a number of levels in the work of the Foundation and the advocacy of the Model, she is stepping down as editor of *OUTLOOK* magazine. Spend some time with us as we celebrate her achievements thus far, express gratitude for her hard work and commitment, and speculate on her future directions. __SD

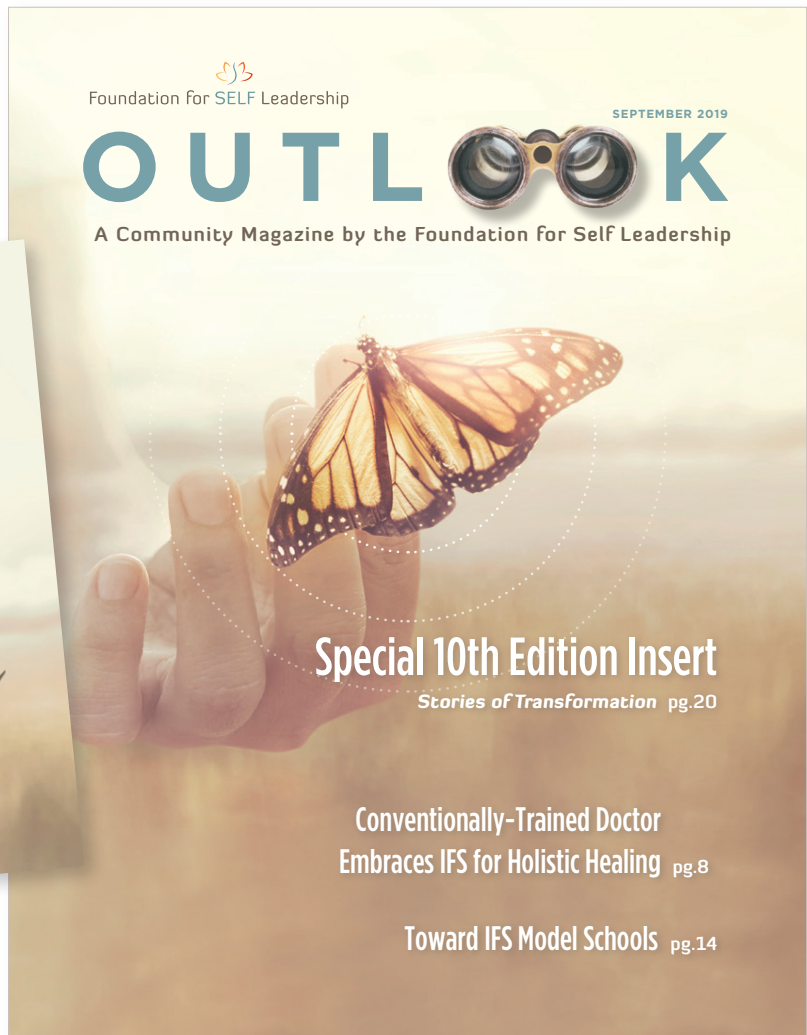
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OUTLOOK: Michelle, having worked with you over the last three years and been involved in the creation of a number of stories with you that have graced the pages of this magazine, I'm delighted to have the opportunity to speak with you in a different way and flesh out some of the details around your early contact and involvement with IFS. Can you summarize your IFS journey—from your involvement in the first instance to becoming a certified IFS practitioner?

Michelle: Sure, Shaun. It all started in 2005 when I was a client and my counselor began using IFS with me after a few years of Hakomi therapy. I remember that moment in time vividly because it was a radical shift in my healing and changed everything, with IFS becoming my lens and language. For many years, I continued using it primarily for myself and also informally with others. I always wanted to be a counselor, but different life events kept me from that, so years later, and after I had healed what my system calls “the epicenter of the epicenter” of my trauma, I entered my L1 training with Paul Ginter, EdD, and Rina Dubin, EdD, with the intention of beginning my private practice as an alternative counselor. I completed all three levels in about 18 months and very shortly after attained my certification.

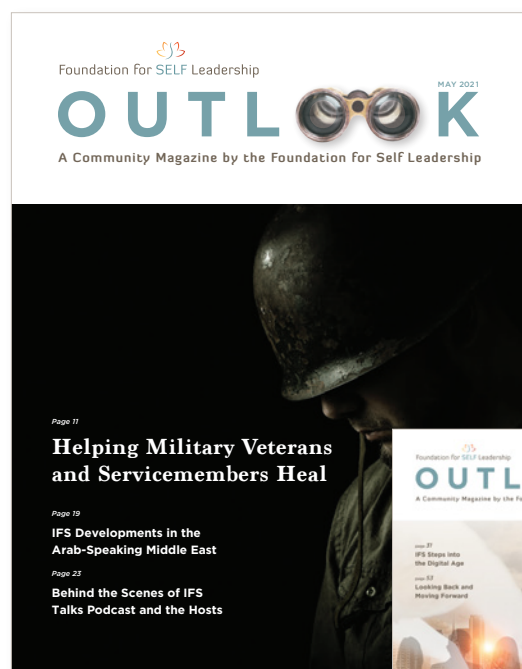
S: How did you come to take on the role as OUTLOOK editor?

M: It seems as though all roads go back to Esalen for me. I began attending Dick's IFS workshops there in 2005, and then in 2014, my friend and colleague Marushka Glissen, LICSW, informed the participants about the Foundation for Self Leadership. She told us that the Foundation was looking for volunteers, and I had time on my hands back in those days, so I volunteered. At first, my role was solely as the Donor Steward Associate where I set up and eventually expanded our database and engaged with our donors. Very shortly thereafter, Toufic Hakim, PhD, invited me to begin the creation of what was at the time just a small bulletin, OUTLOOK. We had a lovely interaction, and the two of us enjoyed talking about the possibility that one day it might become a magazine. Quite some years ago, a man named Noah Rubinstein, LMFT, was creating a book called *IFS Healing Stories*, and when he was unable to finish it, it got passed onto me. Unfortunately, I was also busy, so it sat for a while. But Toufic had heard about Noah's intention to create a book of stories, and we both referenced it when talking about the possibility of a bulletin or newsletter, and of course that has morphed into the current *Stories of Transformation*, which we feature in many editions. We started the bulletin in May 2015, and it grew quickly. Of course, we still have the vision of publishing a book that will feature stories of transformation.

S: How have the role and the magazine changed in the time of your stewardship?

M: The magazine has exploded almost as much as IFS itself! We started out with very small articles in the bulletin, which was a total of twelve pages, but with each edition and as I became more immersed in our lovely community, the number of stories increased our page count. In fact, I calculated the growth of the magazine over the years by about four pages each edition, and it has gotten bigger and bigger until the May 2021 edition reached seventy pages. In the early days, I knew only small circles of people in the community, but it was not long before I felt very connected with large segments of our community. I've made wonderful friends all over the world in my role as editor. This is one of the jewels I will always possess and hold in my heart. As the editions continued to grow in size and reach, it became clear that we needed an assistant editor. It was a wonderful process to interview people for that role and bring you on board, which has been a great expansion to the staff. Toufic has always given me creative license and ample encouragement to expand and dream big for *OUTLOOK* and IFS, so I feel lucky in this way to have given the community and IFS this reference.

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S: This sounds like quite a big piece of work, Michelle. Can you tell us a bit about the production of the magazine?

M: We have a bank of potential stories for upcoming editions, which is an on-going running motor in the background. But we also slate specific stories and timelines for each edition, which means engaging with all the staff involved. I've primarily focused on the schedule and requirements that work for me, and I then put that to the team, and fortunately that works most of the time. So, there's interviewing, writing, delegating, and then working with the proofreading team. At the same time, I'm also working with the printers and organizing the bid and other details—right down to the

ordering of envelopes. Historically, I have stuffed and addressed envelopes as well as doing a final proofread after picking it up from the printer. In fact, I have stood at the counter of my local post office for long periods of time to the point where I have now developed a really wonderful relationship with my postal carrier—and that's not a joke! (laughs) We are friends now, and my husband and I now have Don from the U.S. Postal Service over for drinks, and I give him a free copy of the magazine because he's been standing there for as long as I have! Once the printed version is finalized and mailed, we produce online and Mailchimp versions of the edition, both of which are also distributed. Finally, after all that, when the PDF articles have been

sent to the interviewees, we then submit a version to social media. These are little snippets of the production process. As you can imagine, this involves many emails.

S: *That sounds hectic, Michelle! I imagine there have been some ups and downs over the seven years you've been involved. Can you tell us about some memorable moments in your time as editor?*

M: Yes, there are so many, and there's something from each edition! The biggest thing that stands out is holding privileged information about stories many months or more before publication and interfacing with most all the staff at IFS Institute in addition to the Foundation. Flying out from Eugene, Oregon, to Boston, Massachusetts, to cover the Pixar screening of the movie *Inside Out* was one of my first stories. That was an exciting time for IFS and the Foundation. I've really enjoyed attending the Annual IFS Conference and engaging with so many people for future stories, interfacing with them about the Foundation, volunteering on our large Foundation Friday events that for a few years included a silent auction and, of course, covering that in the Operational Update section annually. Another couple of really important events were Dick's meeting with the Dalai Lama and Alanis Morissette's engagement with an IFS documentary years ago.

But the relational side of things has been amazing, as I've gotten to know so many people in so many networks who are involved in using the Model. I've made wonderful friends all over the world, which is a wonderful gift I didn't anticipate when I first stepped into the role. It's like a string of jeweled charms on a necklace to have friends all over the world I can talk to, and I anticipate that will continue. Another

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highlight has been interacting with the staff over the years and working seamlessly and tirelessly with different members of the team. Almost everybody on the team is a volunteer, and the Foundation is very fortunate to have these team members who clearly love the Model and what the Foundation is doing. Just as one example, I started with four proofreaders back in 2015, and years later we still have three of them volunteering their time for us; there's been very little turnover. Though I'm an introvert, I am also a people person, and I've been blessed to spend much of my time engaged with like-minded people using the Model in every interaction and speaking for our parts. It's been more than a pleasure to work with Toufic. He's made my role very easy and has been an incredible mentor. I will miss our regular interactions. I can say the same for you, Shaun. The entire team works so hard!

S: *On that note, would you tell us a bit about the team you've worked with and maybe the role of the Foundation?*

M: We've been fortunate to have had a pretty consistent team. Toufic and I as publisher and editor; Sylvia Miller as our graphic designer; Shelia Woody as printer extraordinaire at my local instaprint; and most of our proofreading team (Laura Taylor, JD; Kira Freed, MA, BCC, LPC (ret.); Karen Locke, MA) have all been here from day one. This has created great stability as we have grown. Grant Leitheiser, LMFT, our former IT Support, was responsible for converting the printed version to an online web version for us. He and I spent many long hours into the wee hours of the night remotely getting editions just right. I was thrilled to have you, Shaun, join our team as assistant editor. Your engagement has enabled us to expand further. I'm grateful for what you bring to *OUTLOOK* and for lightening my load considerably. Josh Lisojo, MS, has taken on Grant's role with IT Support and has done a wonderful job keeping up as each edition expanded. I want to also acknowledge other proofreaders: currently Brenda Hollingsworth, MSW, LCSW, is engaged in this endeavor and formerly Casita Wild, MA, and Karen Fortier, MSW, LICSW. Each and every person has made *OUTLOOK* what it is and left an indelible mark on my life.

S: *Thanks, Michelle. It sounds like working with the team has been a highlight for you, and it's exciting that you have future plans. Can you tell us some of the details about your expanding horizons? Will you be growing your involvement in your DPMP™ work, and/or do you have another project in mind you're able to share with us?*

M: The first thing I want to say is that it feels very bittersweet moving forward. I never had the experience of being a young adult going off

to college—both excited and feeling homesick—as I attended college locally. This is how I feel as I leave my editorship. I know I always have this Foundation family and will engage as an editorial advisor, and I have other areas of life I will touch to continue to expand IFS.

In terms of how I will spend my time—once I complete writing my healing memoir, for which I've been on a writing sabbatical, I will definitely resume my private practice. The other piece that's needed more attention is my *Daily Parts Meditation Practice™* work, which is expanding significantly and which could mean more workshops or other applications of the process. Also at present, the book is being translated into Spanish and may then be translated into other languages. When Dick asked me to present on my tools at the Annual Conference, I thought, well, if Dick sees some value, then I must do so. I didn't really have an attachment to the response of the DPMP™, and to find that it's been so well received (pauses)... There's a bit of emotion coming up for me now, as it's really heartwarming for my parts. It's a big acknowledgment for my system and my parts' hard work along the way to let me be here in a Self-led way. And so, for other people to find the DPMP™ valuable is really just incredible.

But the most exciting thing for me is a new IFS-based app called Sentur (see page 31 for more on the app). The developers approached me several months ago, asking me to collaborate. They told me they loved my book and tools and believed that incorporating them would bring deeper integration to users. I had wanted to create an app a few years ago but never had the time or resources to take it on myself. So, to

“...it feels very bittersweet moving forward...”

be approached by an IFS team who are dedicated to the fidelity of the Model feels really important to me. I'm hoping the inclusion of my tools in the app will benefit the world—clients, therapists, and colleagues alike—in the integration of their IFS journeys. Finally, I want to try and find a better work/life balance and not be so overcommitted. My DPMP™ work has reached a good place, and there are opportunities opening up like the app or the LifeArchitect recorded DPMP™ series, which are now available online. So, now it's like “what's next!?”

S: Thanks, Michelle. It's good to know a little bit about what you'll be up to, and it's exciting to hear about some of the possibilities you have ahead. As a final question, I'd like to ask: Where do you see IFS in 10 or 20 years, and where do you see your involvement with IFS in the same time frames?

M: I've always dreamed big when it comes to IFS. On my meditation walk this morning, my parts realized that we will be 73 in that timeframe you mentioned. Since that first day when my therapist used IFS with me, I realized just how radically different my healing was in that moment, and I thought this has got to go out in the world—everyone needs to have access to this deep healing and transformation. So, within just 10 years, I could see the potential of IFS being taught in every major university and college, which would also be one way to meet the increasing demand. I can see us obtaining much more research to support IFS as evidence-based in all five categories to become the gold standard for treatment for all conditions (along with the depathologizing of the DSM).

In 20 years, I can see IFS being utilized in all walks of life, or as Dick and I say, “the air we breathe.” The dream is that the majority of people will know the tenets of the Model, so any person can help another person unblend from parts and be a Self-led, compassionate witness. For example, you might be in the grocery store, and the person ahead of you in the checkout line is blended with an angry part, but fortunately the cashier knows some IFS to engage in



a Self-led way to help that person feel understood and unblend. The impact of which is essentially a cultural (re)embodiment of our innate essence. Big dreams, I know, but I don't think they are too far-fetched.

I hope to always be engaged with both the Foundation and the Institute in some manner, not only as a Hope Merchant, but to help ensure the fidelity of the Model in a stewardship capacity. Maintaining the integrity and fidelity of the Model is dear to my heart.

In terms of my involvement—for at least the next 10 years I'll continue with my private practice, engaging individuals with their healing. I'll continue with various projects and expansion of the DPMP™ and being on the advisory board for the Sentur app. I'm hopeful that my healing memoir will be an example of the tangible power of the Model and have a positive impact on the world. It's hard to know for me personally where I would be within IFS in 20 years. I hope to always be engaged with both the Foundation and the Institute in some manner, not only as a Hope Merchant, but to help ensure the fidelity of the Model in a stewardship capacity. Maintaining the integrity and fidelity of the Model is dear to my heart.

S: Michelle, on behalf of the OUTLOOK team, all its readers, the Foundation, and the Institute, I would like to extend our warmest thanks and appreciation for all that you have done over the years in your role as OUTLOOK editor. We wish you all the very best and look forward to staying in touch.

M: It's been my pleasure...

Michelle can be reached at michelleglassifs@gmail.com. More information on the *Daily Parts Meditation Practice*™ can be found at <https://thelisterllc.com>.

Publisher's Note: Having Michelle on the Foundation's Team has been a most generous gift. The partnership she and I forged since 2015 in producing and expanding OUTLOOK (among other activities she willingly supported) has been operationally effective and personally rewarding (maybe I should say, engaging, fulfilling, or heartwarming, since "rewarding" does not begin to capture it).

Through my decades of engagement in various managerial, executive, and communications roles, I have seldom worked closely with an associate who helped make the work as meaningful and enjoyable as Michelle did. Michelle and I have both benefited from a deep level of mutual trust and support that we built over time, which helped us navigate whatever challenges we faced along the way.

While I know we're blessed to have a good leadership team with Shaun Dempsey, PhD, Barbara Perkins, MA, and others, I will miss having Michelle involved with the Foundation in this role. Yet, I trust that Michelle will stay connected with us, and we'll do what we can at the Foundation to tap her wisdom and knowledge as much as is feasible for all involved.

**A big bouquet of gratitude,
Michelle, from our team and me.**

Toufic Hakim, PhD, Executive Director

YEARS	» 7
EDITIONS PRODUCED	» 14
PAGES	» 602
INTERVIEWS	» 110+
ARTICLES WRITTEN	» 106
STORIES OF TRANSFORMATION OVERSIGHT	» 22
STAFF OVERSIGHT	» 36
EMAILS SENT	» 9,500+
HOURS	» Countless