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**The PARDA Process:  
5 Steps from Wishful Thinking to Sustained Change**  
by Nancy L. Larson, MLS, Ed.D.

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*“The PARDA Process should be required  
for entrepreneurs and managers alike. Look at the process or  
problem intellectually — not just emotionally.”*

— **Leif Jensen**, CPA Leif Jensen and Associates

# THE PARDA PROCESS:



5 STEPS FROM WISHFUL THINKING  
TO SUSTAINED CHANGE

**Nancy L. Larson, MLS, Ed.D.**

## **Advance Praise for the PARDA Process: 5 Steps from Wishful Thinking to Sustained Change**

Nancy Larson continues to be a trusted member of my Board of Advisors. I love the fact that she is now sharing her wisdom and process to those who seek out knowledge. The PARDA Process should be required for entrepreneurs and managers alike. Look at the process or problem intellectually—not just emotionally.

**Leif Jensen, CPA  
Leif Jensen and Associates**

It is often said that life is difficult, yet many of the difficult parts are self-created by our own thinking. “The PARDA Process: 5 Steps from Wishful Thinking to Sustained Change” presents a clear, logical process for dealing with the issues and challenges one faces in life, whether simple or complex. Written in an easy-to-understand style that guides the reader through the thinking process, Dr. Larson presents true life examples of using (or not using) the PARDA Process that often hit home. This readable, well-written book will help anyone improve their way of thinking when dealing with life’s issues or impending changes. I highly recommend it. In fact, I have already been talking and using it consciously for issues that cause one "Pause"...pun intended!

**Robert C. Beiter, Ph.D., CCC-A  
Audiologist and President  
Forensic Audiologist Consultants, Inc.**

This book describes the approach when faced with challenges that most of us know, but don’t follow. By breaking down the steps Nancy has termed the “PARDA Process,” it allows us to

Nancy L. Larson, Ed.D.

really stop and become our own therapist and advisor. This book is invaluable at the student as well as at the professional level to assess our goals and actions, so we can achieve the end result we desire. This book has taught me ways to handle life's challenges, and reminds us to ask for guidance from above.

**Dr. Ann M. Collins, D.C.  
Chiropractic Physician**

The PARDA Process provides possibilities by using common sense, discerning prayer and a kinder, gentler life focus. Nancy's insights work across all lines: business, personal, and spiritual.

**Luisa Buehler  
Business Owner, Author and Christian**

Knowing the author to be a skilled and untiring problem solver, I came to her book expecting a mystery. And, true to form, she has dared to delve that greatest of puzzles: how to build a life that approaches one's dreams. Drawing on a breadth of academic investigations, enhanced by her varied encounters as a counselor and librarian, she has packed the volume with practical wisdom and the tools within anyone's grasp to apply it.

**Patricia Althen Cannon, Ph.D.  
Former faculty of the Department of Library & Information  
Studies  
Northern Illinois University**

**The PARDA Process:  
5 Steps from Wishful Thinking to  
Sustained Change**

**Nancy L. Larson, MLS, Ed.D.**

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Dedicated to Ron, my beloved Viking

Jag älskar dig

Song of Solomon 8:6



But the goal of our instruction is love from a pure heart  
and a good conscience and a sincere faith.

I Timothy 1:5 (NASB)

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## Part I

### Laying the Foundation: What Works?

My disillusionment with counseling and psychotherapy began before I finished graduate school when I strode into my dissertation advisor's office.

"Look at these books," I said. *House of Cards: The Myth of Psychotherapy* by Robin Dawes. *What We Can Change and What We Can't: And the Wisdom to Know the Difference* by Martin Seligman. I came across these two articles showing there's no statistical difference in improvement for patients who receive therapy from a Ph.D. psychologist versus a college student with six weeks of training. The lack of improvement in the control group wasn't insignificant, either." I glared at him, demanding answers.

Dr. James sat in elegant, sartorial splendor complete with tailored suit and styled hair. He looked more like the managing director of a British firm than a rumpled American academic. He was never called "Dr. Jim"; he was always "Dr. James."

Distraught doctoral students were nothing new to him. Steepling his long fingers, his next words shocked me.

"You're right. Much of psychotherapy doesn't work. Most clinicians figure it out roughly eighteen months after graduation. You're ahead of the curve." His calmness unnerved me.

"But, but, but, how do you still teach classes if you don't believe in this? And now what am I going to do?"

Frantic, I realized I had invested several hundred hours in writing and research on the dissertation itself, let alone the years of classroom study toward my degree.

I struggled not to think about the money I had wasted. Many people don't finish their doctoral dissertation and have the

dreaded letters “ABD” (All But Dissertation) after their name for years. I vowed I wouldn’t be one of them.

Still, when I spoke, I felt my time, money, and work crumble around me. I struggled not to judge, but his hypocrisy shocked me. He shrugged.

“That’s why I’ve shifted to teaching transpersonal psychology. Your dissertation—that’s up to you.” He picked up a few papers, signaling our meeting was over.

Two-thirds of my dissertation was done, and I didn’t want to waste years of work. So, I finished up and continued to teach the basic counseling skills courses because, if nothing else, they helped when relating to clients, friends, and family.

Dr. James’s words haunted me. He had two doctorates, taught graduate courses, worked in the counseling field, and told me outright that psychotherapy didn’t work. I kept circling back to the same thoughts. If what he’d said were true, then I had wasted several years and thousands of dollars. Now what?

In all good conscience, could I be a therapist, knowing what I knew?

In addition to my doctorate, I was one class short of a second master’s degree in library science that I’d started while working on my dissertation. The research skills I learned were valuable. Unfortunately, being a librarian didn’t pay as much as counseling, and jobs were hard to find. After my encounter with Dr. James, however, I needed to redefine my future.

## **The Real Education Comes After School**

Between semesters and job searches, I worked for temp agencies that sent me to a host of companies. Law firms. Insurance. Technology. Pharmaceuticals. A wine distributor. What an eye-opener. While I knew I didn’t fit in corporate America, the temp jobs paid the bills, and I experienced a variety of company cultures and employees. Some jobs ended in a few days, while others lasted weeks. Wherever I went, I had to learn the ropes in a

hurry and think on my feet. It was exhausting, but my background had taught me to listen and empathize with stressed coworkers.

After several false starts, I found a full-time job working with disabled and home-bound library patrons in addition to the usual reference services. The position related to my degrees, was close to home and offered health coverage. Most of all, I realized I loved being around books. Of course, I never had enough time to read everything that caught my eye.

During the next two decades, most of my jobs were with non-profits except for several years as a business writer and analyst. Having worked at so many places, I felt like a business anthropologist. Most of the organizations were secular, while a few defined themselves as openly Christian.

Regardless of whether secular or religious, people were the same. Everyone had problems and sought practical, easy solutions. Most had no idea where to start untangling the messes in their lives. Worse, many problems were through no fault of their own.

### **Problem-solving Skills**

When I worked as a counselor and therapist, I discovered that most of my clients needed strategies that combined both thinking and action but also respected their emotions. They seldom had a clue how to think for themselves, and they expected someone to hand them answers with no effort on their part. No one took the time to teach problem-solving skills, rather than constantly relying on someone else for help.

While it would have been great to have clients “cured,” I felt it was most important they become empowered to make better decisions. Plus, there’s seldom a quick fix. Events had occurred in the past, but the consequences remained.

Let’s be clear: I’m all for counseling, especially for painful situations. Our lives challenge us, but most of us don’t need months of therapy to face our difficulties. I struggled to figure out a straightforward process folks could use when they got stuck.

My clients—and everyone else—want to know how to magically fix problems in their lives. But I can't wave my wand and have them awoken next morning, situation solved. When one problem ended, another would pop up. I guess you can take this woman out of the counseling profession, but my training, experience, and caring remain indefinitely.

After I cut my ties to the counseling profession and became a full-time librarian and freelance writer, I kept running into people who wailed, "But I don't know what to *do!*" Like my former clients, they wanted me to do their thinking for them and hand them a map. I felt helpless and irritated, because I no longer wanted to spend hours problem-solving. How could I provide solutions that allowed people to think and do their own work?

I kept asking, "What works? What is your next step?"

Many patrons who came to the library had lost their jobs. What should they do next? Where do they learn multiple computer applications in six weeks and create a résumé? In addition, my coworkers and I fielded questions such as these:

*Patron:* "I've been diagnosed with cancer. Do you have a book or DVD?"

*Librarian:* "Let me show you items in the 600s, and some articles, too."

*Patron:* "My marriage is falling apart because my husband watches porn. What should I do?"

*Librarian:* "Try the 150s, self-help, and 646, relationships."

*Patron:* "Where's the nearest food pantry?"

*Librarian:* "Here's a list of local agencies for you."

*Patron:* "Where should my kid go to college, if at all?"

*Librarian:* "See the 370s for books about education."

If these responses sound flippant, they're not. Increasingly, librarians are *de facto* social workers helping the mentally ill, unemployed, and homeless. With ongoing drastic cuts in social services, people are turning to local libraries in droves. I never

thought I would draw on my previous training to deal with issues such as unemployment and job training, let alone drug and alcohol addiction.

This was *not* what I expected in solid, middle-class suburbia.

### **Where Do People Learn to Think?**

The more I thought about it, the more I wondered: “How do some people learn to think effectively by asking questions and plug away until they find answers, while others give up?” I don’t blame educators, knowing they work long hours with limited resources. And parents? If they haven’t learned this skill themselves, how can they teach their kids?

It’s fine to ask for assistance, to reach out to friends and professionals who have the information you lack. My complaint centers on people who don’t take even a few minutes to think about their problem or try to identify ideas. They frantically call their buddies, locate dozens of contradictory solutions from the internet, and still have no plan or strategy for what to do. Or worse, people make suggestions, only to be told, “That’s too hard.” “That’s a lot of work.” “I can’t do that.” Friends and families have told them repeatedly they need to do something—and they can’t.

*“Don’t bother people for help without first trying to solve the problem yourself.” – Colin Powell*

I’ve had to help adults learn everything from how to read maps and bus schedules to creating budgets and write step-by-step plans for work projects. Along with asking questions and exploring ideas, another missing life skill is critical thinking. With access to the internet, I’m staggered by the volume of information available:

- College-level courses.
- Medical information.
- Cute animal videos.

- How-to web sites.
- The latest trends and news.
- And much more.

There's a computer programming expression, "Garbage in, garbage out." Today, if information comes from a computer, it's "garbage in, gospel truth out." When people find something online, they assume it's accurate. They protest: "You mean I can't use Wikipedia? I heard they edit all the time."

My questions became, "How do we teach people to assess the accuracy and validity of what they find?" "Why can't they think for themselves, instead of running to the internet, their friends, or the store clerk with their problems?" How can I empower them?

From this place, I state my conclusions:

- Insight doesn't produce change.
- Willpower doesn't work for long.
- Change doesn't happen easily.
- Permanent change takes time—if it ever happens.
- There are no easy solutions.
- There's no guarantee any solution will always work.
- Life consists of one problem after another.
- It's hard to balance feelings versus thinking.

### **Does Anything Work?**

Many self-help books, whether religious or secular, offer excellent advice for Christians and nonbelievers alike. But when I began reading them, the suggestions were all different or contradictory. The processes were too complicated, so I'd give up. Initially, people were enthusiastic about achieving their goals, but then their brains figured they'd had enough affirmations and visualizations. "I've already done the work, I feel virtuous, and I'll start tomorrow...."

By the way, you'll see in this book that positive thinking isn't as helpful as once thought. Furthermore, it *negatively* affects our



economy, according to researchers led by A. Timur Sevincer of the University of Hamburg and Gabriele Oettingen of New York University.<sup>1</sup>

At home one day, I pulled all my self-help books and stacked them in piles. I was searching for answers to the question, “How do I figure out what works and what doesn’t?” Here’s what I observed:

- We try to figure out a situation, and we can’t.
- The Bible doesn’t have answers to our specific problem.
- The issue(s) seems insurmountable.
- Where do we start, let alone envision the next step?
- There’s no strategy for workable, long-term solutions.
- We vacillate between frantic action and inertia.

When I stared at the stacks, I wondered if long-term change is ever achievable without years of therapy. In lieu of therapy, I wanted ideas that would:

- Be easy to use and remember.
- Balance action and thinking.
- Be acceptable to Christians and nonbelievers alike.
- Kick in automatically when under pressure.
- Useful for solving problems and changing habits.
- Get us started when we’re paralyzed into inactivity.
- Honor our compassion, emotions, and thoughts.
- *Avoid reliance solely on emotions or willpower.*

The last statement felt like the crux of the issue. Almost everything I’ve studied about solving problems and creating change seemed to require willpower. Determination. Gritting one’s teeth and getting it done, come what may. I don’t know about you, but my strength and grit dissolve before breakfast. Waves of enthusiasm get me started but dissipate an hour later. No wonder the practices of visualization and affirmations are

popular. Real problem-solving and change both require demanding work.

This spurred me to find a process that allowed people choices in solving their everyday problems. By whittling down the smaller problem branches, larger ones become easier.

### **Ongoing Challenges**

While we experience the death of loved ones, ill-health, unemployment, and more, most of the time it's the ongoing daily challenges that frustrate us. Playwright Anton Chekhov said, "Any idiot can face a crisis—it's day-to-day living that wears you out." Amen, brother. I've searched for answers for years. Unfortunately, quick fixes remain elusive. Making changes, creating new habits, and solving problems take time, which we complain we don't have or it's too complicated. We give up in weariness and/or frustration.

Gandhi once said, "Strength does not come from physical capacity. It comes from an indomitable will." Unlike Gandhi, I don't have a strong will.

### **Can We Change?**

If willpower doesn't work, what does?

For years, professionals such as psychologist James Prochaska, author of *Changing for Good*, have studied how people change. They're seldom successful on the first try. People need to think about change, identify the steps, then try, try again. This applies to diets, smoking, or changing any kind of habit.

Furthermore, no one can "make" you change. Telling someone to lose weight or stop drinking because you love them, is doomed to failure. Similarly, internal pressure to change because you "should" won't work either.

Complicating matters, advertisers, fast food restaurants, and shopping mall owners use scientific findings to ensure their customers spend money and consume their products. Fast food is loaded with fat and sugar to stimulate cravings. Stores are designed so shoppers don't have a straight path to the door.

Instead, they must meander through racks of attractive clothes and shelves of gadgets. Television blasts images of gorgeous people touting their wares, implying that if you buy their product, you too, will be rich, beautiful, and successful.

Being realistic about change requires taking small steps, examining what did or didn't work, and trying again—and again. It means dealing with the emotional components of self-condemnation, doubt, and maybe despair.

God, who works on our hearts and minds, makes us “new creations” in Christ, meaning “the old has passed away” (II Corinthians 5:17). He doesn't do this immediately in our lives (oh how I wish), but He refines and shapes us to His image over time.

### **Problems, Habits, and Sustained Change**

Certain changes can't be sustained, and you set yourself up for failure when you try. For me to become more organized, for example, is an ongoing struggle no matter how hard I push. Yet looking back at the changes I've made, I find papers faster and there's less clutter. I'll never be one of those mavens who publish bestsellers on getting organized, but I usually find my documents when I need them. I'm okay with imperfection.

Struggling to always become better has ever-diminishing returns. It makes me (and others) ask, “Do I keep going or choose to be at peace, believing I've done the best I can?”

Women have come to me and said things like, “I wish I could be more outgoing like my friend Rena. She talks to anyone, and I stand there like a doofus.” Of course, you can learn social skills (and it's helpful to do so), but if you don't enjoy going to parties on Saturday night, then why do you push against your temperament again and again? Why make yourself miserable because you can't change who you are?

I saw an awful lot of people around me who worked hard but didn't see results. I wondered what to do when they came to me in tears of anger and frustration. I found myself listening to people struggle and told them point-blank I had no answers. I

could, however, sit with them, and together we could explore small steps and actions. I tried to “rejoice with those who rejoice and weep with those who weep.” (Romans 12:15)

Others attempted to change but lacked the knowledge or skills to carry out their decisions. While they thought it was lack of willpower, I could observe gaps in their strategies. Their problems seemed to fall into two categories: immediate and ongoing. When the toilet overflows, we clean up the mess and call a plumber to figure out the cause. The steps are clear, and the fix itself is straightforward.

Then there are ongoing issues, such as complicated relationships or stubborn habits that refuse to yield to change. Our minds run in circles. We ask for advice and search online. Worse, we think we’ve dealt with the situation, but it recurs again and again despite our best efforts. How do we cope with a disabled child who will never get better or a spouse’s chronic depression?

### **A Framework for Change and Problem-Solving**

By applying the PARDA Process, I started seeing answers to all the questions I’d been asking that would help me—and help others. It’s a problem-solving tool to use as needed and works at whittling at stubborn issues instead of attacking them with a sledge hammer. Changing habits isn’t easy, but the PARDA Process simplifies the process and helps maintain the change.

This is a framework that enables you to step back from your tangled emotions so your brain functions more clearly. It hears the emotions from the heart then allows the brain to gather information and devise solutions. The war between head and heart begins to heal, and the two ways of perceiving start working in tandem.

However, it takes time to learn new thought patterns and avoid slipping back into old habits. When we stumble, the PARDA Process contains tools that identify the cause and get us on track

toward sustained change. By taking time and being gentle with ourselves, we lower our stress and stop beating ourselves up.

The PARDA Process was distilled from years of trial and error. In developing it, I learned what worked from clients, friends, families, and my own life. Today I continue try to discern what to do versus following a patchwork of Bible verses. I'm still learning, heaven knows, with the difference being I now have a framework to help me. My life's journey has been challenged by the PARDA Process because it forced me to become more honest about what I was thinking and feeling. That isn't always pleasant.

The statement "God helps those who help themselves" is not in the Bible but is attributed to Benjamin Franklin. The Bible says to use the gifts and talents God has given us but also in submission to Him. Total self-reliance and self-righteousness are a slap to Jesus Christ, who said, "If anyone desires to come after Me, let him deny himself, and take up his cross, and follow Me." Matthew 16:24 (NKJV)

While I had good intentions, I realized the best I could offer to those seeking help and who didn't want a "religious" answer, was giving them a way to work through their problems. They had to stop beating themselves up, sort through their emotions without denying them, and figure out an action plan.

My experiences in the business world plus my counseling background made me realize we must do two things:

- Balance our emotional desire to change and
- Devise strategies that create the least amount of struggle.

All of this resulted in developing the PARDA Process.

## **Two Secret Weapons**

My two secret weapons are *writing dumps* and *micromoves*, which are explored in detail in this book.

Writing dumps and rants allow you to spill onto paper all the messy thoughts and feelings in your head and then detach from the upset while you examine what you wrote.

Micromoves are minor changes you choose to make consistently in order to create change or develop new habits. The secret is to make them so miniscule and gradual that your mind and emotions don't fight the change. In fact, the smaller the better. You are in control.

A reporter once asked the poet Robert Frost if he had a philosophy of life. Frost paused. "I can summarize it in three words," he said. "Life goes on."

Frost was right. We cling to delightful times and wish unpleasant experiences would go away. You'll find applying the PARDA Process is useful for all your life's experiences—both delightful and unpleasant so you can move on instead of clinging to events and emotions.

Life will move on, whether you want it to or not, so I encourage you to play. Explore. Have fun. Be present in your life. The PARDA Process helps you achieve that when you're willing to give it a chance.

### **Where is God in All of This?**

People who know me ask why I don't present a gospel-centered message about God's love and how He works in people's lives. Depending on where I'm working, talking about spiritual things is taboo.

Being a Christian, I've tried to make sense of it all. When I worked for religious organizations, I realized my employers assumed that their employees have a personal spiritual life. Just as scriptural principles guided their organization's goals, they believed God would provide clear answers to their employees' problems.

I struggle with doubt and hate admitting to it. Why, oh why couldn't I be like other Christians I know, happy to describe all the wonderful things God was doing in their lives? Why couldn't I

have a life like a sterling Facebook profile: gleaming, polished, and best of all, problem-free? Did others wonder, too? Or was it only me?

Many believers project a cheerful, perky personality that made me feel inferior. When I got to know them—whether at work or church—they revealed their pain and doubt.

“You are a God who hides Himself” (Isaiah 45:15) seems to define my relationship with Him. I walk by faith and not by sight, trusting He will give me what I need. Looking back, I see how He has been present every step of the way, loving and carrying me through my ups and downs. He will never leave me nor forsake me (Deuteronomy 31:8; Hebrews 13:5), but that doesn’t mean I’m always happy.

## **I Resign**

Despite my disillusionment with counseling and therapy, people kept coming to me for help. In my roles as therapist and now as a librarian, I learned people would love to have someone hand them answers on a platter.

Unfortunately, life doesn’t work that way. The PARDA Process, while it arose out of a dream, is my attempt to reconcile the tension of walking by faith versus working at change. It offers a way for folks to work on their lives and resolve problems on their own, along with asking God and others for help.

For myself, I needed to set boundaries, yet I hated leaving hurting people in the lurch. No one had taught them how to think. The wonderful thing about being a reference librarian is that I can offer lots of materials, but it’s up to the individual to make the effort. Changing habits or working on relationships is hard, but I refuse to rescue people any longer.

If it’s a significant issue such as depression, addiction, or abuse, seek professional help. Otherwise, stop shopping around for advice on the internet or from well-meaning friends. Instead, take responsibility and identify what you need to do. Once you have thought through your challenge, then ask for assistance.

Real change, however, takes place on the spiritual level. What do you do when you receive a life-threatening diagnosis? Deal with a marriage break-up or loss of a job with little hope of finding one with a salary close to the one you made before? How do you cope with the inevitable tough times?

If you're offended by my including God or Jesus Christ in this book, ignore the religious content and read anyway. The PARDA Process itself works without a spiritual component. Frankly, I struggled whether to include my beliefs and relationship with Jesus Christ along with the PARDA Process. I felt compelled to do so because I saw changes in my own spiritual life while I wrote this book.

Consequently, I wove the biblical principles and verses into my writing. If you take pride in being intellectually honest, be willing to be open. I must trust that, just as I am honest with my readers, they will be open in return. What do you have to lose? Your life hasn't been a bowl of cherries and neither has mine. When my world is turned upside down—when nothing makes sense—all I do is cling to the Lord Jesus Christ in trust that He knows what's best. This has been a challenge, but the richness and depth God has added to my life is incalculable. Christianity is not about self-improvement, but about our brokenness before a holy, loving God. The basics of faith are found in the verses listed in Appendix A.

According to one account (possibly apocryphal), an atheist visiting Martin Buber, a rabbi and philosopher, demanded he prove the existence of God. Buber refused, and the atheist left feeling angry. But as he left, Buber called after him, "But can you be *sure* there is no God?" Reportedly, the atheist claimed the question haunted him for forty years.

Or what about Jim Elliot, a missionary martyred for his faith? He said, "He is no fool who gives what he cannot keep to gain what he cannot lose." Ultimately, we lose all that we have whether we want to or not when we die.



If you don't want to step out in faith to trust God, I hope you still make sensible, wise decisions. I turn to the PARDA Process because it allows me to rely upon God and retain my personal responsibility. It buys time by letting me choose what I think, speak, and believe, especially when under stress. It has become an ongoing resource for sustained change. That's why I recommend these simple steps to carry with you and use when needed.

### **How to Use This Book**

To enable you to get the most out of the ideas in this book, I start with Laying the Foundation, about my disillusionment with traditional psychotherapy. Following that, Chapter 1 explores how the PARDA Process was created and why it's useful.

Chapters 2 through 8 explore the five steps of the PARDA Process: **Pause**, **Acknowledge**, **Reflect**, **Decide**, and **Act**. These words are shown in bold throughout, so you see how the individual steps flow together. Following this step-by-step process keeps you from rushing into problem-solving then wondering why it all went wrong. Doing the steps in sequence produces the best results.

Chapters 7 and 8—**Decide** and **Act**—include tools I've discovered to help you make decisions and carry out your steps. Chapter 9 takes this further by exploring several ACTION Tools to get you moving once you've thought and felt things out. Chapter 10 elaborates on the concept of Micromoves, the small steps needed to shake loose problems and habits.

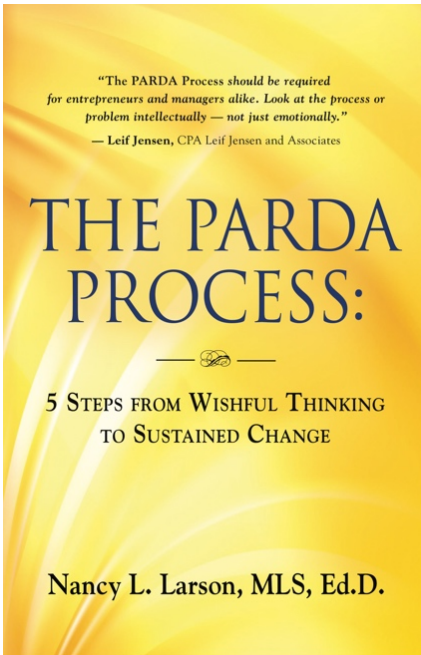
You can build on your new habits by picking up the pace—what I call Ramp-ups in Chapter 11. I challenge our assumptions about the law of attraction and positive thinking in Chapter 12, while Chapter 13 explores ways moving on in your life. The examples are conversations incorporating the PARDA Process, but for the best results, you'll see why I strongly urge folks to make brief notes.

Part II shows how to use the PARDA Process on several issues. While you read this book, you'll find endless topics of your own to work on.

Start by reading or skimming through the book once to understand the overall flow, then go back and reread. Use a notebook and take notes to make the PARDA Process your own.

I've included stories of people I've met and how they successfully used the PARDA Process to solve their challenges. I share my own struggles as well because I'm a work in progress. Names and details have been changed to protect people's privacy. In some instances, I've combined several examples into one story for clarity. The exceptions are when I relate my own experiences. In some instances, however, I've changed details to protect friends and family.

The goal of the PARDA Process is to get people to think for themselves and identify ways to move out of being stuck. It also alleviates emotional upheaval. You'll see what I've learned and how it has helped me and others.



*Willpower is overrated for ongoing change. Instead, solve problems and create better habits using strategies tailored specifically to you. The PARDA Process: 5 Steps from Wishful Thinking to Sustained Change is an easy-to-use blueprint that teaches you how to think and solve problems while still honoring your heart.*

**The PARDA Process:  
5 Steps from Wishful Thinking to Sustained Change**  
by Nancy L. Larson, MLS, Ed.D.

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