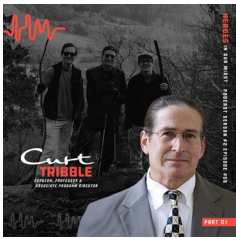


EPISODE #57

CURT TRIBBLE



“I am confident that people want to work in a collaborative, congenial and respectful environment.”

- Curt Tribble, Surgeon, Professor & Associate Program Director

Curt Tribble talks to Michelle at a time in his life where he has an entire career and journey to look back on and discuss. What strikes us as we listen to this conversation is how rich his journey was. He is humble as he speaks about the steps he has taken. The journey was circuitous at times, but it was all of value. And each opportunity shaped the man and surgeon he has become.

Curt is one of the best in the world at what he does, and yet he is likely one of the most human persons you will ever meet. He goes out of his way to connect with the people with whom he works and makes decisions on where to work based on whom he is with and how he feels when he is around them. He knows that everyone he works with is of value and everyone is better off when they have the opportunity to provide input.

Curt harnesses or unleashes the power of people by creating a brave space for them to bring their whole self. He recognizes that how you interpret the event and the mindset you bring can impact the stress response and he uses this knowledge to be the best version of himself. [Kelly McGonigal has a TedTalk](#) that helps us understand this idea of making stress your friend. Take time to listen and learn about the importance of mindset as discussed by Curt Tribble. Or embrace the idea of a morning ritual, [like this one by Cindra Kamphoff](#) where she encourages you to take time each morning to get yourself in the right mindset to start each day.

Curt also spent time evaluating his response to feedback and considered how it affected him, based on where he was in his career. He realized that he used to respond in a manner that was defensive, and he realized that he could work to create conditions to help others hear their feedback differently.

The Heroes In Our Midst team loves the concept of [therapeutic assessment by Stephen Finn](#). Stephen Finn includes a four-step process for assessment to engage people in the assessment process. It includes: a) talking about past experiences with assessment (positive and negative), b) asking the individual what they want to learn from the process, c) completing the assessment, and d) providing results around what the person was hoping to learn. Bréné Brown also has several recommendations for how to complete assessments in her book [“Dare to Lead”](#).

How can we learn from Dr. Tribble or “Curt” as everyone refers to him, and harness the power of the humans around us in our place of work and in our homes?

“There is not much difference in how we feel and the biochemistry in our bloodstream at the time in terms of excitement or arousal and anxiety.”