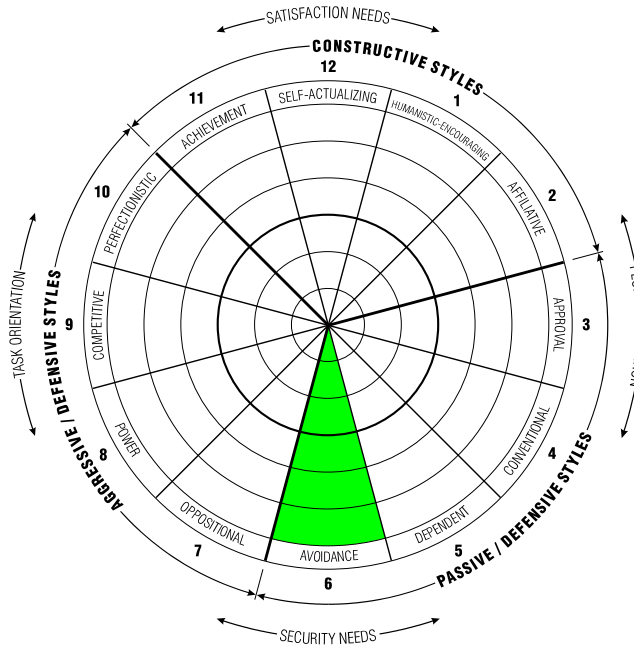


# The Avoidance Mindset

Attitudes, Values and Beliefs for Working Effectively with People

## Cascading Action Plans



### Avoidance

Six o'clock position

**Style Description: non-committal, withdraw and isolation, leaves decisions to others**

Measures our tendency to use the defensive strategy of *withdrawal*. We do this by hiding our feelings, or by shying away from situations we find threatening. We may use this behaviour when we face something different, such as a new environment or a problem we have no experience in solving. Whether or not avoidance behaviour becomes extreme depends upon the nature of what we perceive as threatening. Avoidance-orientated people feel a strong need to protect themselves by steering clear of anything that threatens them. These individuals prefer to stay well within their self-imposed “comfort zones,” and do so by playing it safe and avoiding risks.

# Avoidance-based Thinking Cascading Action Plans

## Key Focus Areas for Development

### **Start Here...**

*(If your scores on Avoidance are high percentiles)*

- \_\_\_ reflect on what moves you into a position of withdrawal – strive to understand what’s threatening you. In what manner do you feel overwhelmed?
- \_\_\_ ask yourself what places you into a self-imposed “comfort zone” or “where you take the safest route” – what would allow you to step out?
- \_\_\_ focus on your feelings. Examine only the current reasoning behind your feels of self-doubt. Strive to ask yourself “what’s bothering me right now?” Then try to take positive action by correcting your destructive “self-talk” that’s causing the avoidance-based reaction.
- \_\_\_ explore ways to take more credit for your strengths (talents, knowledge, skills and experiences).
- \_\_\_ accomplish one small task every day. Make it something you usually worry about or avoid. Focus on thoroughly completing it, and then congratulate yourself on a job well done.

### **Then Advance to Here...**

*(If you are starting from the high to middle percentiles)*

- \_\_\_ what risks do you find yourself steering away from? Why does this threaten you? Learn to deal with your fear of confrontation by making a commitment to handle everything as it happens, instead of avoiding uncomfortable situations in the hopes that they will resolve themselves.
- \_\_\_ in what way are you fearing failure? How do you emotionally isolate yourself and have your lack of self-disclosure gets impacted? How might you become more comfortable sharing your emotions?
- \_\_\_ work to significantly reduce your “self-critic” and / or your focus on your short comings and weaknesses. Work to move away from self-doubting and self-blame. Recognize that your personal worth is unrelated to your accomplishments, setbacks, relationships, or feelings.
- \_\_\_ ask yourself what new roles and responsibility might you take on that you have been hesitating or having reservations on taking on.
- \_\_\_ try to let others know what you are feeling. Communicate your feelings by starting statements with “I” (I feel hurt and angry when you...”

## **Then Strive to Lead at This Lower Level...**

*(If you are looking to advance your percentiles to the lowest levels)*

- \_\_\_ determine issues or concerns you need to address and confront them constructively (rather than avoid them).
- \_\_\_ determine areas within your life and work where you want to take a risk, do a cost benefit analysis and explore a different approach.
- \_\_\_ evaluate your mistakes by opening yourself up to personal growth and development. Work to develop the self-reliant, growth-orientated characteristics of the Self-Actualization style to overcome the insecurities that cause you to feel threatened.
- \_\_\_ explore what new belief systems you might wish to live by so you can grow your self-confidence.