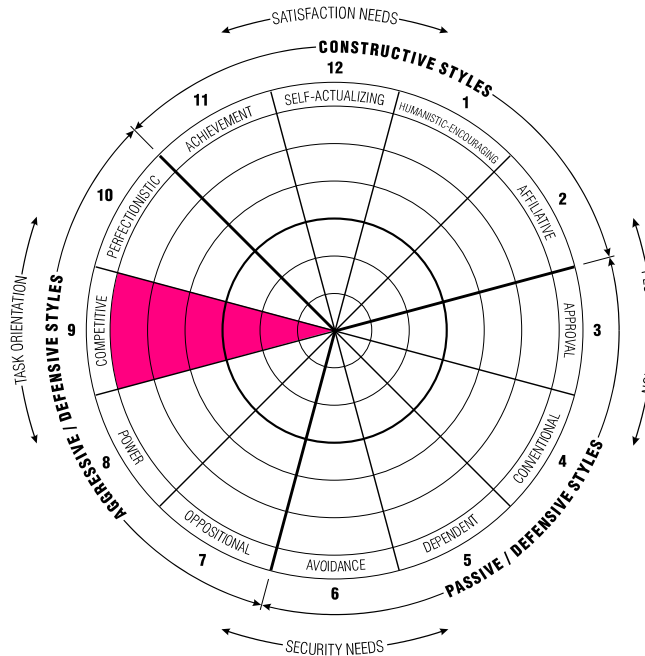


# The Competitive Mindset

Attitudes, Values and Beliefs for Working Effectively with People

## Cascading Action Plans



## Competitive

Nine o'clock position

**Style Description: competes rather than cooperates, strong need to win, boastful, reckless.**

Measures our need to establish a sense of self-worth through competing against and comparing ourselves to others. While it is largely encouraged and accepted as a measure of success, competitive behaviour is not an effective predictor of achievement in business, sports, or life in general: in fact, studies have shown that people who come out ahead in competitive situations focus on performance excellence, or the process of doing well, rather than on the end result of winning. Competitive people compete to overcome doubts about themselves and their abilities. Competitors attach their sense of self-worth so securely to winning and being seen as “the best” that they often set up “all or nothing” situations for themselves. Competitive people risk becoming so preoccupied with winning that they are distracted from the task at hand, and easily lose sight of their values and beliefs.

# Competitive-based Thinking Cascading Action Plans

## Key Focus Areas for Development

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

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

- \_\_\_ work to stop focussing on winning (at the expense of others) or being boastful / bragging.
- \_\_\_ try to find ways to relax more and enjoy life (versus being so task-task-task orientated and working so hard to impress others.)
- \_\_\_ participate in recreational activities or community-based events strictly for fun. Measure the success of the game by the improvement in your performance not the score.
- \_\_\_ use more achievement-orientated thinking (we versus me).
- \_\_\_ focus on pursuing your own goals and striving for quality results.

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

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

- \_\_\_ when you notice you have not completed some of your goals, strive not to overestimate your abilities and ask for more help if it will help the situation.
- \_\_\_ accept the fact that you can't be "the best" at everything. Your abilities and talents make you unique. Learn to recognize and appreciate what you do well.
- \_\_\_ do your best to produce excellent results with others. This is far more productive then focussing on winning.
- \_\_\_ strive to provide more positive feedback to others showing a greater appreciation for cooperation and teamwork.

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

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

- \_\_\_ when heading into working on a project, work to break down the complexity and / or workload to ensure planning can be effectively coordinated.
- \_\_\_ collaborate on a project and work really close with another person. Cooperating rather than competing will increase your effectiveness.
- \_\_\_ strive to reduce your fear of failure by asking for help earlier and work to acknowledge that losing doesn't mean you didn't perform well.
- \_\_\_ when you make a mistake or perform poorly, resist the urge to obsess over it or blame others. Accept the situation, learn from it, and move on.