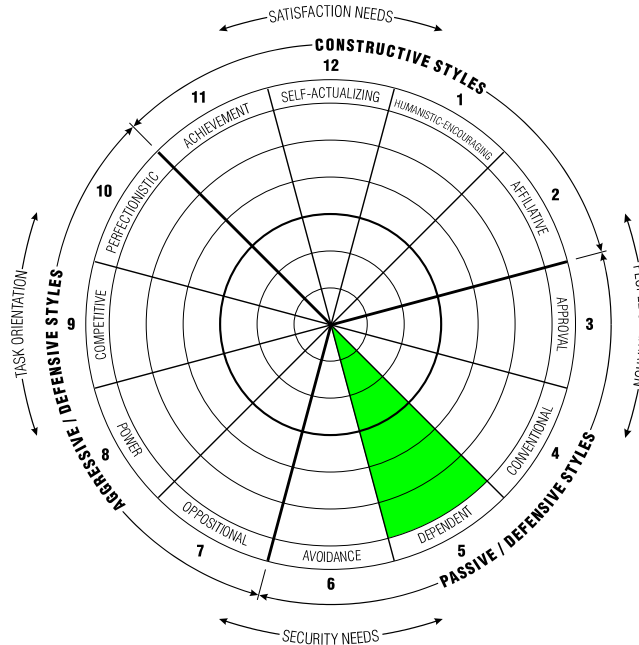


The Dependent Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Dependent

Five o'clock position

Style Description: compliant, follower, relies on others, doesn't challenge others

Measures the degree to which we feel our efforts do not count. Dependent behaviour originates in a need for security and self-protection: dependent people typically feel that they have very little control over their lives. This type of behaviour may be long-standing, or due to temporary life changes such as a new job, a promotion, an illness, or the break-up of a close relationship. When dependent behaviour occurs as a result of a temporary life change, the feelings of dependency tend to diminish as the particular situation is resolved.

Dependent-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Dependent are high percentiles)

- ___ explore the main aspects of your roles to see where you can take more control or take charge over your own responsibilities. Work to reduce your self-doubt.
- ___ learn to become more independent (within your role where it would be appropriate to do so).
- ___ learn something new. Deliberately acquiring a new skill will help you recognize that your effort counts, and may reduce your feelings of helplessness or need to worry.
- ___ reflect on what it might look like if you were more assertive. Invest in reading up on it, talking to another leaders who is good at asserting within their approach and ask for some mentoring support.
- ___ learn to trust your own judgment, and demonstrate your belief in yourself by speaking up more often and sharing your opinions in group settings. Strive to be more accountable for your actions.

Then Advance to Here...

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

- ___ realize that no one can make you happy or unhappy. Only you have the power to determine how you feel by controlling what you think.
- ___ work to remind yourself that your sense of self-worth originates within you, and is not determined by others.
- ___ work to set a few small goals on a daily and weekly basis. Accomplishing them will help you believe in your ability to make positive changes in your life. Work to reduce being over-cautious.
- ___ strive to make decisions independently, especially when you are relying on others too much. Learn to weigh the pros and cons of each choice and decide on the best one.
- ___ take the initiative and assume a leadership role. When interacting with others, try a more challenging, questioning approach. Instead of waiting for someone to direct you, take action yourself. Take small steps towards developing leadership behaviour.

Then Strive to Lead at This Lower Level...

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

- ___ I'll work to strengthen the confidence I have in yourself by relying more on my own self for direction.
- ___ determine where you want to venture with a goal and commit stepping into the unknown and take a meaningful risk. Work to reduce the need to be dependent on others when it's not required.
- ___ determine a significant area of your life where you would like to make a change and commit to doing exactly that. Tell a friend or work colleague what you plan to do.
- ___ be a champion for self-empowerment and the empowerment of others by taking about future visionary states and set some goals to work with others to get there.