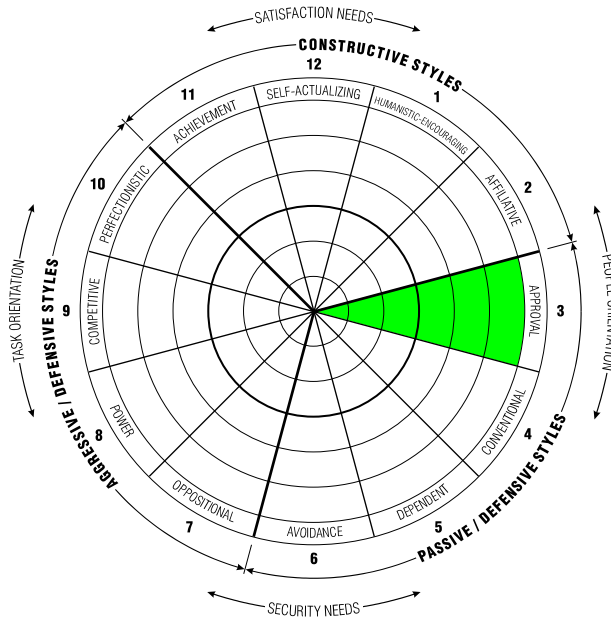


The Approval Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Approval

Three o'clock position

Style Description: please others, agreeable, over-optimistic and spoil people with kindness

Measures our need to be accepted by others to increase or sustain our feelings of self-worth. While our desire to be approved of is natural, problems occur when approval-seeking becomes a need, and ultimately our standard way of interacting with others. When we need approval, we typically try to please everyone but ourselves. An excessive need for approval is essentially an “emotional give-away” - in the interest of being liked and accepted, we “give away” our beliefs, values, needs, goals, sense of personal worth, direction in life, and ability to make our own decisions.

Approval-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Approval are high percentiles)

- ___ learn to be more self-directive by setting some personal goals. Start by setting a goal around something simple, work to accomplish it, and congratulate yourself on your achievement.
- ___ Strengthen the belief that your opinion matters. Learn to voice and express your opinion more one on one and in small group settings.
- ___ learn to think and act for yourself. Accept the fact that not everything you do will not be met with approval.
- ___ Recognize that you are a valuable person simply because you're you – not because people like or approve of you.
- ___ reflex on where you need to be more decisive and take action. Ask what hold you back.

Then Advance to Here...

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

- ___ Realize that approval-seeking can result in one sided relationships. Others may take advantage of you, knowing that you won't complain or risk losing their approval.
- ___ Write down what you hear yourself say. Learn to identify speech patterns that reflect the need for approval.
- ___ Recognize your strong points. Write down all the things that make you special, and refer to this list often. Learn to focus on your unique strengths and skills.
- ___ Set more deliberate boundaries of when you don't want to do something, especially for someone's approval. Stop going out of your way to gain approval.
- ___ Talk to yourself when you encounter disapproval. Tell yourself the words and actions of that; no more, no less. They do not affect your feelings or self-worth unless you allow them to.

Then Strive to Lead at This Lower Level...

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

- ___ Learn to speak and act in accordance to your own feelings and to rely on your own judgement and instincts.

Then Strive to Lead at This Lower Level... Continued

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

- ___ Practice facing confrontations. Learn to handle conflicts more constructively.
 Increase your confidence in your ability to handle conflicts.
- ___ Be attentive to your needs and values. Open up to affirming well defined beliefs, convictions, and goals and work to express these well to other people.
- ___ Learn to have better boundaries and to negotiate as required.
- ___ Examine your need for approval, and think about how you may have developed it.
 Ask yourself why you accepted this in the first place, and why you continue to accept it.
- ___ Reflect on being more skilled saying “yes, no or maybe.” See how it feels within you're autonomic nervous system when you explore each of these approaches.