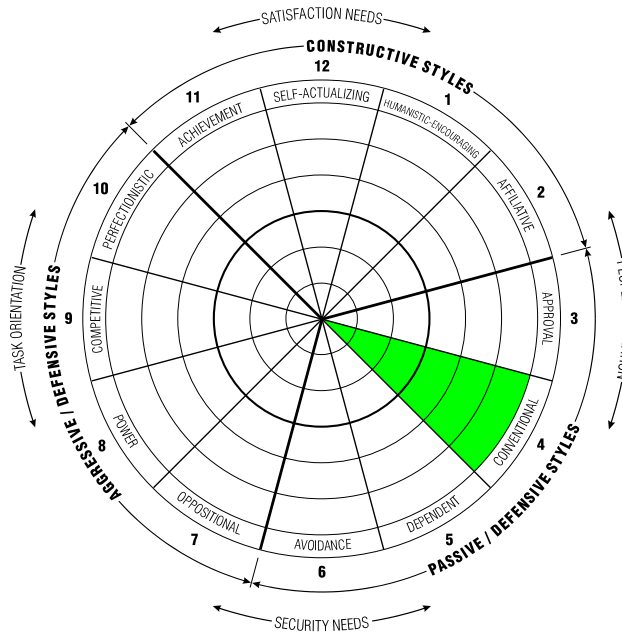


The Conventional Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Conventional

Four o'clock position

Style Description: predictable goals, conforming, supports status quo

Measures our tendency to act in a conforming way. While some conformity is necessary in life, too much can be restrictive. The conventional style represents a preoccupation with adhering to rules and established procedures, maintaining a low profile, and “blending in” with our particular environment to avoid calling attention to ourselves. When we rely on established routines to determine how we do things, we risk losing our sense of uniqueness and individuality.

Conventional-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Conventional are high percentiles)

- ___ learn to listen more to your own life experience, start trusting your own intelligence... especially when making decisions.
- ___ ask yourself what you might gain by being more open.
- ___ strive to be more exploratory, to try new things. Work to reduce the reluctant or closed attitude.
- ___ recognize that conventionality is a way of hiding yourself and avoiding developing as a person. By giving up control of your life to outside factors, you become a mirror that reflects the expectations of everyone but yourself.
- ___ take notice how others are doing things and work to not be overly concerned if you do things differently. Work to trust what feels good for you.

Then Advance to Here...

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

- ___ learn to question or dispute a rule. At least, open a deeper discussion. Listen but work to share your opinion and perspectives.
- ___ ask yourself how your life is now, you want it to be, or if it has become merely adherence to rules and others' expectations. If so, questions the effectiveness of continuing to behave this way. What are you afraid of?
- ___ break out of your routine and do something – anything – different. Eat a different food, try on a new piece of clothing – maybe a different colour, take a new walking route, talk to a new person who's different from you.
- ___ focus on your own unique strengths and skills. Recognize and appreciate the things that make you different from others. How can these play out more in your life?
- ___ explore a recent mistake (a decent one) and explore why you may have to work to “cover it up.”

Then Strive to Lead at This Lower Level...

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

- ___ take a moderate risk and challenge some procedure or way of doing things that you have been accepted without question.

Then Strive to Lead at This Lower Level...

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

- ___ work to question your obedience to authority or perceived authority figures and their rules. In what ways might you take your own power back?
- ___ step up and take initiative to lead something, reducing your need not to be seen or noticed.
- ___ continually remind yourself that your sense of self-worth is not tied to how well you “blend in” and follow the rules / expectations of others.