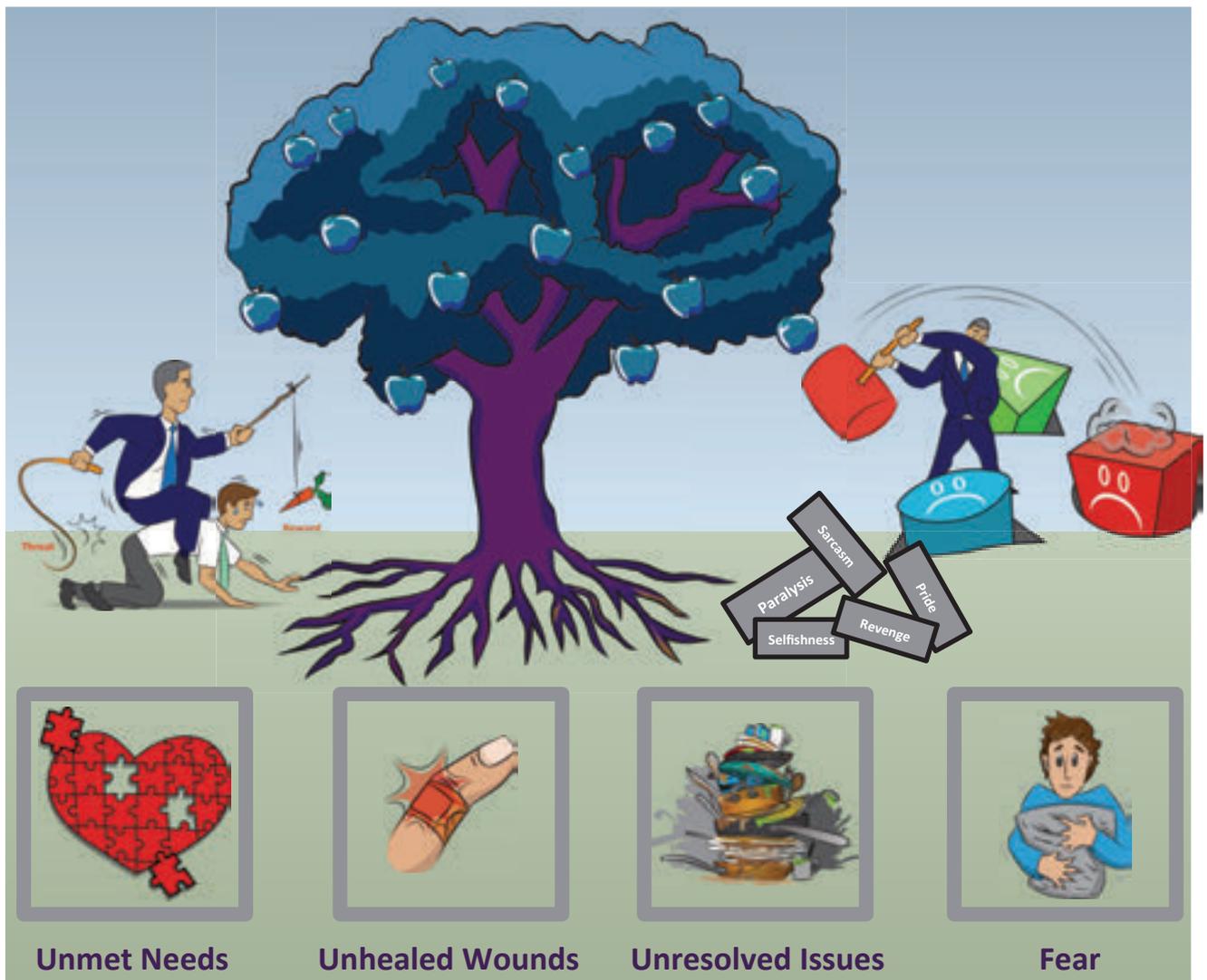


Session 6: What Stops Me – Identifying My Gremlins



Your hot buttons or ‘gremlins’ or demons or shadow or self-critic are the personification of your limiting beliefs and behaviour. They can be thought of as your mind’s self-defence mechanism against external threats to your well-being, a device to protect you against harm and ensure your survival. They are literally a figment of your imagination, a pattern of thinking in your brain.

In this session we have two exercises that will help you to identify the characteristics of your gremlins. Gremlins will begin to lose their power over your behaviour once they are exposed and brought to the light. They have as much power as you want to give them. If you try to suppress your Gremlins they usually find a way of re-surfacing when you least want them to. The best strategy therefore is to simply notice them and acknowledge them for what they are – just shadows. Later on, we will also start to develop specific positive habits that will help you to build a different way of thinking; this will assist you in breaking free from the limiting behaviours and beliefs that may stop you from realising your full potential.



Exercise 1: Drivers

Our Driver Behaviours are ways in which we respond to challenge or stress. They are subconscious attempts by us to behave in ways that will gain us the recognition we need from others. Used in awareness, with moderation, our Driver Behaviours can guide us towards successful living and working. However, when we are under stress we may go too far in our efforts to obey the Driver, which results in our being more stressed and not solving the problem. The model we are using here is derived from Transactional Analysis.

The Five Drivers

Driver	May Result in Messages	Typical Associated Core Values
Be Perfect	Don't: make any mistakes; take risks; be natural; be childlike	Achievement; autonomy; success; being right
Please People	Don't: be assertive; be important; be different; say no	Consideration; kindness; service
Hurry Up	Don't: take too long; relax; waste time	Speed; efficiency; responsiveness
Be Strong	Don't: show your feelings; give in; ask for help	Courage; strength; reliability
Try Hard	Don't: be satisfied; relax; give up	Persistence; patience; determination

Step 1

Complete the questionnaire on the following page to help you identify your primary drivers.

Step 2

Read the descriptions of the drivers relevant for you. Develop your understanding and awareness by thinking of situations where you have behaved in line with your driver stress behaviours (limiting behaviours).

Step 3

Read the section on 'How to get the best from your working style and reduce your patterns of stress'. Identify specific actions you can take to get the best from your working style and reduce your patterns of behaviour under stress.



The Driver Questionnaire

This questionnaire is not a 'personality' test. It is intended to stimulate your self-awareness and indicate what kind of stress behaviour you may typically or frequently display. Score the questions **1** for 'yes', **0** for 'no', and **1/2** for 'to some extent'. A score of **3** or more indicates a tendency towards a particular driver.

- | | | |
|--|--------------------------|----------------------|
| 1. Do you set yourself high standards and then criticise yourself for failing to meet them? | <input type="checkbox"/> | Be Perfect |
| 2. Is it important to you to be right? | <input type="checkbox"/> | |
| 3. Do you feel discomforted by small messes or discrepancies such as a spot on a garment or the wallpaper, an ornament or tool out of place, or disorderly presentation of work? | <input type="checkbox"/> | |
| 4. Do you hate to be interrupted? | <input type="checkbox"/> | |
| 5. Do you like to explain things in detail and precisely? | <input type="checkbox"/> | |
| 6. Do you do things especially for others, which you don't really want to do? | <input type="checkbox"/> | Please People |
| 7. Is it important for you to be liked? | <input type="checkbox"/> | |
| 8. Are you fairly easily persuaded? | <input type="checkbox"/> | |
| 9. Do you dislike being different? | <input type="checkbox"/> | |
| 10. Do you dislike conflict? | <input type="checkbox"/> | |
| 11. Do you have a tendency to do a lot of things simultaneously? | <input type="checkbox"/> | Hurry Up |
| 12. Would you describe yourself as 'quick' and find yourself getting impatient with others? | <input type="checkbox"/> | |
| 13. Do you have a tendency to talk at the same time as others, or finish their sentences for them? | <input type="checkbox"/> | |
| 14. Do you like to 'get on with the job' rather than talk about it? | <input type="checkbox"/> | |
| 15. Do you set unrealistic time limits (especially too short)? | <input type="checkbox"/> | |
| 16. Do you hide or control your feelings? | <input type="checkbox"/> | Be Strong |
| 17. Are you reluctant to ask for help? | <input type="checkbox"/> | |
| 18. Do you have a tendency to put yourself, or find yourself, in the position of being depended on? | <input type="checkbox"/> | |
| 19. Do you have a tendency to not realise how tired, or hungry, or ill you are, but instead 'keep going'? | <input type="checkbox"/> | |
| 20. Do you prefer to do things on your own? | <input type="checkbox"/> | |
| 21. Do you hate 'giving up' or 'giving in' always hoping that this time it will work? | <input type="checkbox"/> | Try Hard |
| 22. Do you have a tendency to start things and not finish them? | <input type="checkbox"/> | |
| 23. Do you tend to compare yourself or your performance with others and feel inferior or superior accordingly? | <input type="checkbox"/> | |
| 24. Do you find yourself going round and round in circles with a problem, feeling stuck but unable to let go of it? | <input type="checkbox"/> | |
| 25. Do you have a tendency to be the rebel or 'odd one out' in a group? | <input type="checkbox"/> | |



Driver Behaviours

Fill in your scores from the driver questionnaire in the corresponding coloured checkboxes. Read about your core drivers (score of 3 or above).

Be Perfect

Positive Attributes

Have a quest for perfection. Have a reputation for producing accurate, reliable work. Check facts, prepare well and pay attention to detail.

Negative Attributes

May not produce work on time due to checks for mistakes. Find it difficult to delegate because unable to trust. High standards and over critical of others.

Stress Caused By

Potential loss of control, low standards, over emotionality from others. Failure to achieve goals.

Stress Behaviour

Becomes single-minded, more controlling of others. Arrogant or aggressive. Task rather than people-orientated.

Please People

Positive Attributes

Good team members who encourage harmony in team. Have empathy and understanding and help quieter members.

Negative Attributes.

Fear of upsetting others results in lack of assertion. Become overloaded with work from fear of letting others down, may feel misunderstood.

Stress Caused By

Being ignored, being criticised. Fear being rejected by others or blamed.

Stress Behaviour

Become emotional and illogical. Unable to say 'No' to anyone. Tries to 'rescue' people and make everyone else feel better in attempt to make yourself feel better.

Hurry Up

Positive Attributes

Can work fast and achieve a lot in a short space of time. Responds well to short deadlines. Likes having a lot of things to do.

Negative Attributes.

Delays starting jobs until urgent, then in haste makes mistakes and produces poor quality work. Rushes, speaks fast, finishes others sentences, crowds diary with appointments.

Stress Caused By

Time to think, silence, having nothing to do.

Stress Behaviour

Activity becomes more frenetic. Agitation. Makes demands on others to hurry up.

Be Strong

Positive Attributes

Stays calm under pressure. Feels energised in a crisis. Thinks logically when others panic. Can stay emotionally detached, enabling problem solving and logical thinking. Reliable and steady worker.

Negative Attributes.

Dislikes admitting any weakness, vulnerability or emotion. May hide difficulties and take work home rather than ask for help. May be seen as uncaring and withdrawn.

Stress Caused By

Fear of rejection through being seen as vulnerable. Exposing their weakness.

Stress Behaviour

Withdrawn and withholding. Becomes quieter and reluctant to communicate.

Try Hard

Positive Attributes

Puts a lot of effort into new projects. Well motivated, enthusiastic, creative. Can look at all sides of a problem.

Negative Attributes.

May be more committed to trying and doing than achieving and succeeding. May not finish one project because distracted by a new one. Turns small tasks into huge ones.

Stress Caused By

Being criticised for not caring or being irresponsible or by being told, 'You're not trying'.

Stress Behaviour

Person becomes reactive and rebellious. May sulk. May take on even more tasks that are not completed.

Allowers For each of the driver messages there is an antidote called an "Allower".

Allower (Be Perfect)

"It's good enough. It doesn't have to be perfect. I am good enough as I am."

Allower (Please People)

"I can say 'no'. I don't have to help everyone. I can take some time to please myself."

Allower (Hurry Up)

"I can slow down. I can take my time. It's OK not to be busy."

Allower (Be Strong)

"It's not a weakness to say how I really feel. It's not a weakness to be vulnerable. It's OK to be open and say what I really want."

Allower (Try Hard)

"I can do it. I can finish. Stop procrastinating and just do it."

How to get the best from your working style and reduce your patterns of stress

Be Perfect

- Set realistic standards of performance and accuracy.
- Become realistic about making mistakes by imagining the best and worst possible outcomes of making the mistake.
- Make a point of telling others that their mistakes are not serious and can actually be an important source of learning.
- Prioritise so that you can decide which jobs really warrant high degrees of accuracy and which do not.
- Respect other people's deadlines by planning in advance how much detail is needed, then give the key information and stop before the other person is buried with facts and figures.
- If working with someone else's Be Perfect, praise them for achievements, be punctual and keep appointments with them and do not discount their worries.

Please People

- Ask people questions to check what they want instead of guessing and listen carefully to what they say.
- Please yourself more often and ask other people for what you want.
- Practise telling others firmly when they are wrong.
- Avoid being dumped with unrealistic requests and unimportant tasks and say No skilfully.
- To be respected by others it's important to set your own limits and priorities.
- Learn basic assertiveness techniques.
- Accept basic responsibility for yourself and allow others to be responsible for themselves.
- If working with someone else's Please People, praise them for who they are rather than what they do. Confront them with patience and do not lose your temper with them.

Hurry Up

- Plan work in stages and set interim target dates to give satisfaction and avoid rushing to completion.
- Plan sufficient time for tasks, especially the preparation stage that is likely to be skimmed.
- Concentrate on listening well to others until they have finished speaking and avoid interrupting.
- Consciously slow down so that others have time to absorb information.
- Ask others about their needs rather than making assumptions.
- Learn relaxation techniques.
- Be on time rather than fitting in 'just one more thing' before the next appointment.
- If working with someone else's Hurry Up, praise them for taking time and not for their speed or ability to do several things at once.

Be Strong

- Monitor your workload so that you do not take on too much work.
- Ask for help so that others have a chance to assist you. They may well have relevant knowledge, skills or time.
- Before taking on any new tasks, review the potential requirements and check that you have access to the appropriate resources.
- Learn to be aware of your own needs and to take as well as give.
- Your relationships with others will probably improve when you let people help you.
- Create interests for yourself outside of work, which you can really enjoy.
- If working with someone else's Be Strong, praise them for their consideration because they are often taken for granted. Be clear about instructions and don't force them into expressions of vulnerability.

Try Hard

- Stop volunteering for every new project and find ways of planning all the stages of a task to achieve satisfaction all the way through to completion.
- Check out the parameters of a task so that you only do what is expected.
- Try to control your boredom with the later stages of a project. Plan how you will enjoy your success on completion of it.
- Find creative ways of making mundane tasks more interesting.
- Notice when you use the words "I'll try" rather than "I will".
- Be willing to distinguish between the things you can and cannot change.
- If working with someone else's Try Hard, avoid getting into competition with them. Praise them for finishing rather than trying.

Exercise 2: Create a Gremlin Sculpture

In this exercise you will create a model of your Gremlin.

1. Close your eyes for a moment and visualize things that stop you or keep you from being productive. Imagine what it would look like.
2. Now go ahead and create your Gremlin by sculpting it with play dough.
3. After you finish, ask your Gremlin:
 - a. What do your form, colours, shape and texture say?
 - b. What are your characteristics?
 - c. Where did you come from?
 - d. How do you want me to respond?
 - e. How do you stop me?
 - f. How can you help me?
 - g. What can I learn from you?



Write down your responses and insights in the box below

