

Excerpt from “HEAD to HEART to HABIT”

For full context, see page 88 of the book.

Framework to Reframe Disempowering Beliefs

If a client wanted to explore how a disempowering belief is holding them back, I'd have the following conversation with them. (This conversation could take anywhere from a couple of one-hour sessions to multiple sessions over several weeks or months. My very brief “answers” below are only meant to illustrate the flow of the six steps.)

- First, identify and name the disempowering belief.
» *“I have a belief that I should speak to senior leaders only when spoken to.”*
- Think about how this belief came about from your youth or experiences.
» *“I grew up being told it was rude to be noisy in front of senior leaders or speaking to them when not spoken to.”*
- Reflect on what other stakeholders around you think about the situation. Get the facts, get the data.
» *“My university friends and my junior bosses are all very comfortable speaking with authority figures. My senior bosses only care about the quality of my ideas and work.”*
- Write down the absolute worst thing that could happen if you did something that your belief is telling you not to.

Excerpt from “HEAD to HEART to HABIT”

» *“They’d think I was rude and have this mental image of me as someone who doesn’t know how to behave appropriately. My behaviour would be considered unacceptable.”*

- Recall past instances where this belief proved to be incorrect.

» *“Each time I spoke up to senior management, they all listened intently, especially if it was a good point. The only time they were keen to move on was when my idea was not relevant or not practical.”*
- Reflect on what new belief(s) would better support you in your goal.

» *“It’s OK to speak up. It’s OK to question. Senior leaders value juniors who contribute over uncritical followers.”*

Finally, put the new belief into practice. Simple enough, but admittedly far from easy.