

IDENTITY HOOKS

If You Tend To ... Which may look like	You May Be “Hooked” Into Believing You Need ...	With Coaching, You Can Get “Unhooked” By Learning How To ...
Try to Please Others Seeking validation, avoiding personal rejection	Approval	Self-author your life choices, develop conflict management skills, develop self-confidence, learn to set boundaries
Value Being Included Conforming, playing it safe, meeting other people’s expectations	Acceptance	Value your individual identity and autonomy, practice self-expression, go against the group, say no, take risks
Be Passive Giving away personal power, being meek, self-doubting, cautious	To Never Be Wrong	Challenge your personal conditioning, assert your needs and opinions more openly, seek criticism
Make Conservative Decisions Following procedures and rules, urging conformity in others	To Never Get in Trouble	Expand your curiosity, take risks, experiment, embrace new ways of being and working
Demonstrate Arrogance Acting superior, egotistical, self-centered	To Be Seen as Superior	Seek feedback, ask questions rather than give answers, delegate power, develop listening skills and empathy, consider how you might be wrong
Be Critical Finding fault in others, being cynical, putting others down	To Be Right	Explore personal insecurities, celebrate learning not just getting “the right answer,” provide motivational feedback
Be Driven Operating in overdrive, pushing, overwork	Success & Achievement	Reflect on your values & motivations, set boundaries to avoid burnout, say no to commitments misaligned with your values & motivations, seek support, celebrate progress
Maintain Distance Remaining withdrawn in relationships, being aloof, emotionally uninvolved	To Protect Yourself	Slowly demonstrate vulnerability, set new personal boundaries, experience the benefits of personal connection
Seek Perfection Setting extremely high standards, expecting flawless results	Admiration	Experiment with failure, challenge negative self-talk, practice self-compassion, celebrate mistakes
Be Autocratic Being forceful, aggressive, demanding	Power & Control	Involve others in their decision making, be curious about other people’s perspectives, collaborate, listen
Be Ambitious Trying to get ahead of others, move up, be better than others	To Win	Focus on the process not just the result, practice less comparative language, create shared goals, cultivate a shared sense of purpose