



Career Tips Thursday: Session 20

Dealing with your Saboteurs to manage your career

UNOG/HRMS/CLM

IAEA/MTHR/L&D

UNV/HRS/CDT





Previous session

- Setting your **career (development) compass** for 2023
- Getting into the **international professional category** (G to P examination)
- Managing your career according your **strengths**



Agenda

- “Tiny bit” of **theory**
- What is **PQ** (Positive Intelligence Quotient)
- **Discovering** your **Saboteurs** (Saboteur assessment)
- **Meeting** your **Saboteurs**
- Activating your inner **Sage** powers
- **Q&A** session



Expectations

If you could significantly improve one important thing, personally or professionally, as a result of this session, what would it be?

Keep that goal in mind as we go through this session



Saboteurs vs Sage

Saboteurs vs Sage

Saboteurs

- Brainstem
- Limbic system
- Parts of the left brain

Sage

- Middle prefrontal cortex
- Empathy circuitry
- Parts of the right brain



Saboteurs



Sage

Saboteurs vs Sage

10 Saboteurs

- Judge
- Avoider
- Controller
- Hyper-achiever
- Hyper-rational
- Hyper-vigilant
- Pleaser
- Restless
- Stickler
- Victim

5 Sage powers

- Emphasise
- Explore
- Innovate
- Navigate
- Activate



Saboteurs vs Sage

Saboteurs

- Motivate you through negative emotions
- Fear, stress, anger, guilt, shame, insecurity...
- Might generate success but not happiness

Sage

- Motivates you through positive emotions
- Empathy, curiosity, creativity, passion, purpose...
- Generates your highest success and sustained happiness

10:00

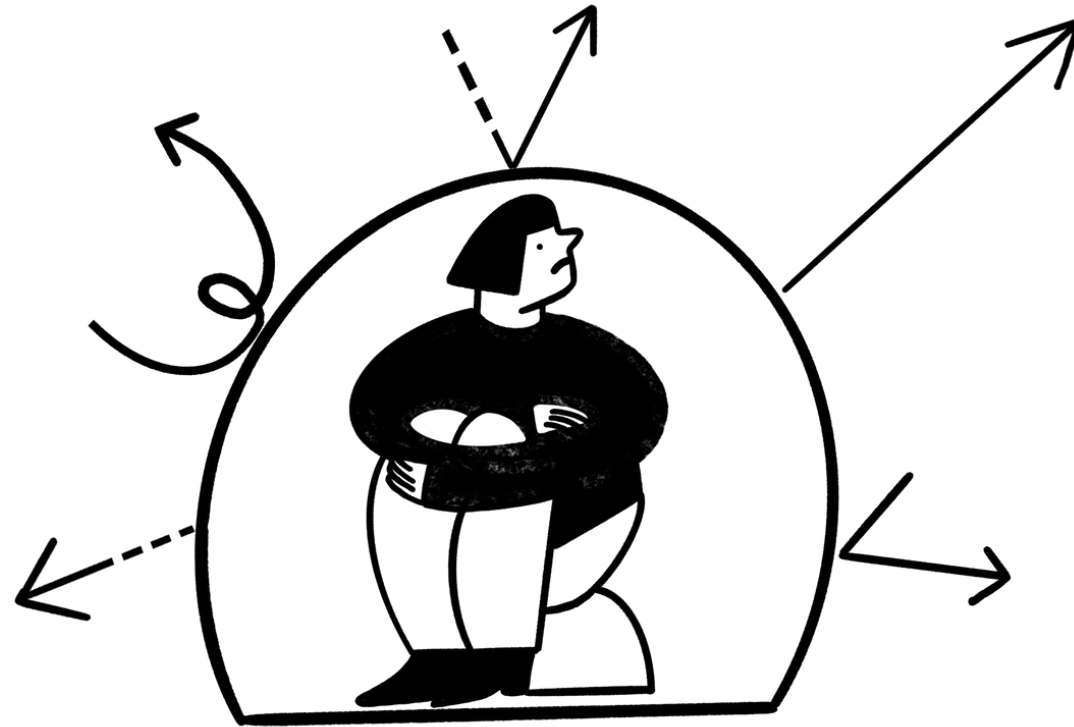
Saboteur assessment

- Complete the [Saboteur assessment](#)
- There will be 52 statements, you will need to select how much you agree with each statement
- Move quickly and go with the first response that comes to your mind
- Don't worry about being consistent when you notice similar or overlapping questions
- Your assessment will be emailed to you directly. It might take up to 10 minutes to obtain your results (please check your junk inbox).



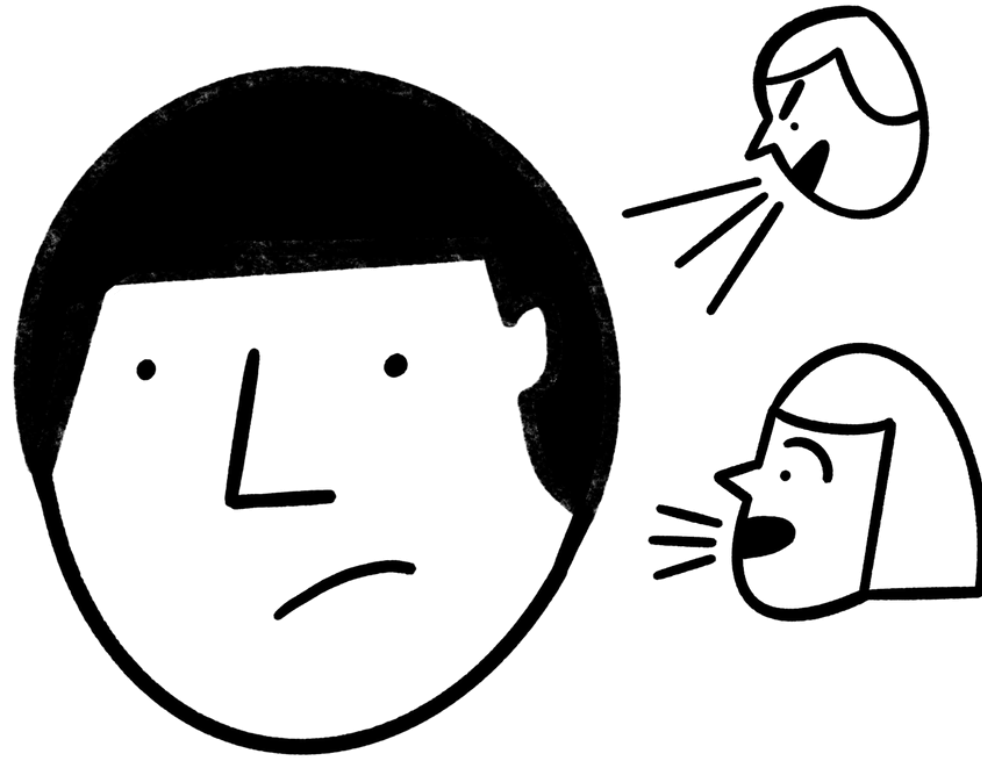
Meeting your Saboteurs

Origin of the Saboteurs

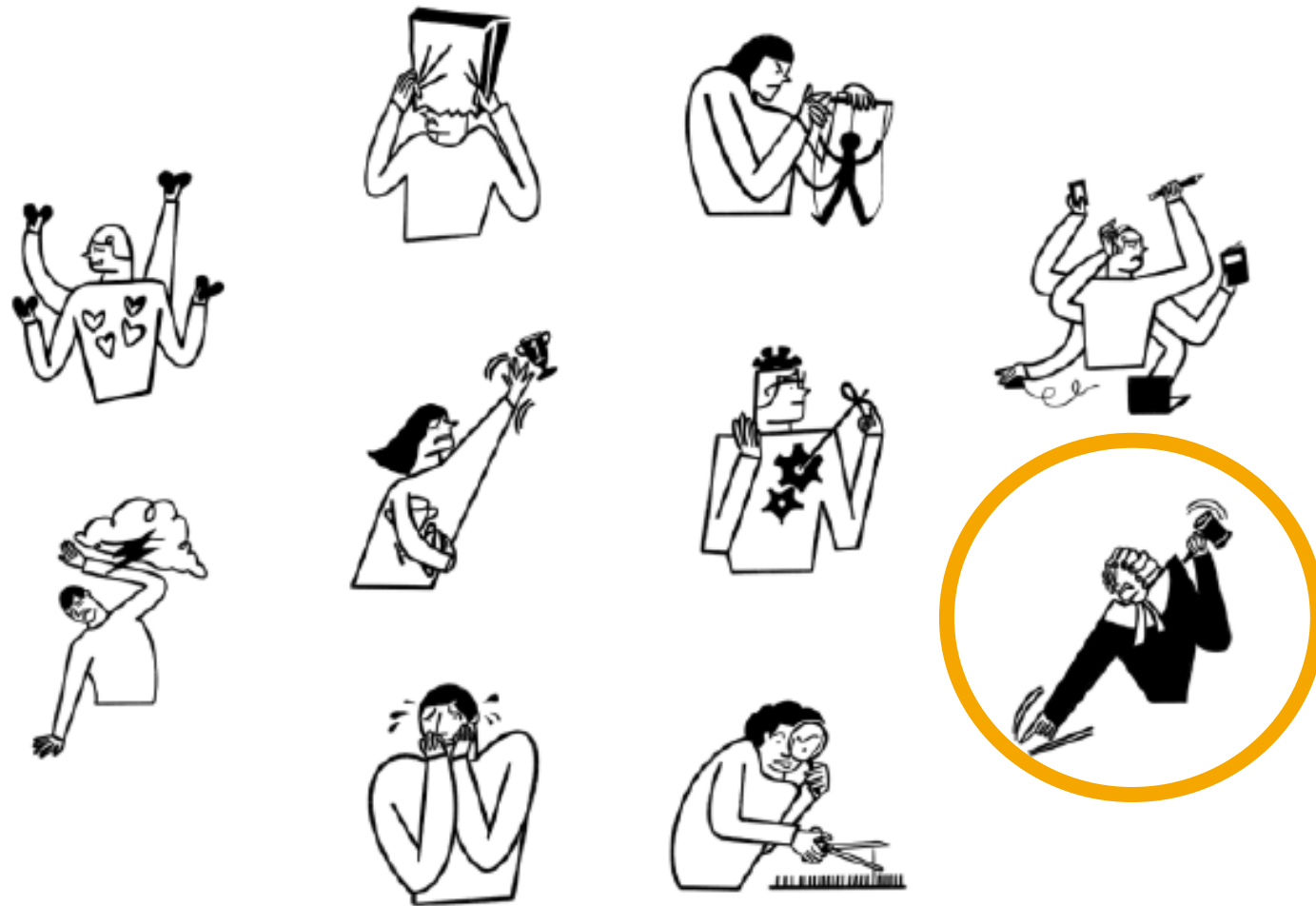


To survive and succeed I should...

But aren't they good for me?



10 Saboteurs





Judge

- The master Saboteur
- Find faults with yourself and others
- Generates negative feelings
- It is self-justifying
- Mistaken as a tough-love voice of reason
- Activates your other Saboteurs
- Works with one or more Accomplice Saboteurs to hijack your mind and cause most of your setbacks

Avoider

- Avoids conflict and says yes to undesired things
- Downplays important problems and deflects others
- Struggles to say no and uses passive-aggressive behaviour
- Procrastinates on unpleasant tasks and falls into routines



Characteristics

Avoider

- This is just too unpleasant. Maybe if I let it go it will take care of itself.
- If I deal with this now, I will hurt someone's feelings. I'd rather not.
- If I get into conflict with others, I might lose my connection with them.
- I've found balance. I don't want to mess with it.
- I'd rather give someone else his or her way than create a scene.



Thoughts

Controller

- Strong need to control and take charge
- Connects through competition, challenge, physicality, or conflict
- Confrontational and pushes people beyond their comfort zones
- Thrives on doing the impossible and beating the odds
- Stimulated by conflict and sometimes unaware of how others are affected
- Intimidating communication style interpreted as anger or criticism



Characteristics

Controller

- I am either in control or out of control.
- If I work hard enough I can and should control the situation so it goes my way.
- Others want and need me to take control. I'm doing them a favour.
- No one tells me what to do.



Thoughts

Hyper-achiever

- Highly competitive and conscious of image and status
- Skilled at concealing insecurities and projecting a positive image
- Adapts personality to impress others
- Driven by goals and has a tendency to overwork
- Focuses more on perfecting their public image than on introspection
- Can come across as self-promoting and may keep others at a safe distance



Characteristics

Hyper-achiever

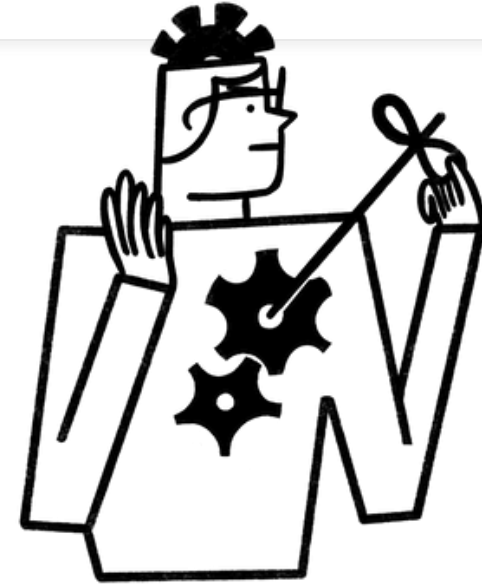
- I must be best at what I do.
- If I can't be outstanding, I won't bother. I must be efficient and effective.
- Emotions get in the way of performance. Focus on thinking and action.
- I can be anything I want to be.
- I am worthy as long as I am successful and others think well of me.



Thoughts

Hyper-rational

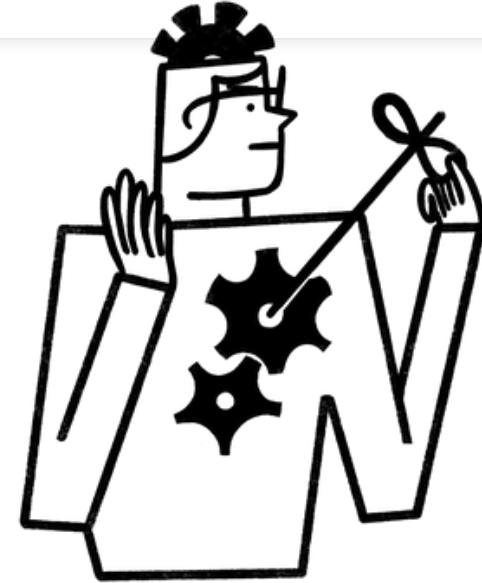
- Intense and private, can come across as intellectually arrogant
- Expresses feelings through passion in ideas, not emotions
- Analyses from a distance
- Can lose track of time
- Strongly sceptical and enjoys debate



Characteristics

Hyper-rational

- The rational mind is where it's at. Feelings are distracting and irrelevant.
- Many people are so irrational and sloppy in their thinking.
- Needs and emotions of others distract me from my projects. I need to shut out intrusions.
- What I value most is knowledge, understanding, and insight.
- My self-worth is attached to mastering knowledge and competence.



Thoughts

Hyper-vigilant

- Chronic self-doubt and anxiety
- Highly sensitive to danger and potential harm
- Constantly anticipates problems and suspicious of others' motives
- Tends to seek reassurance from rules, authority figures, and institutions



Characteristics

Hyper-vigilant

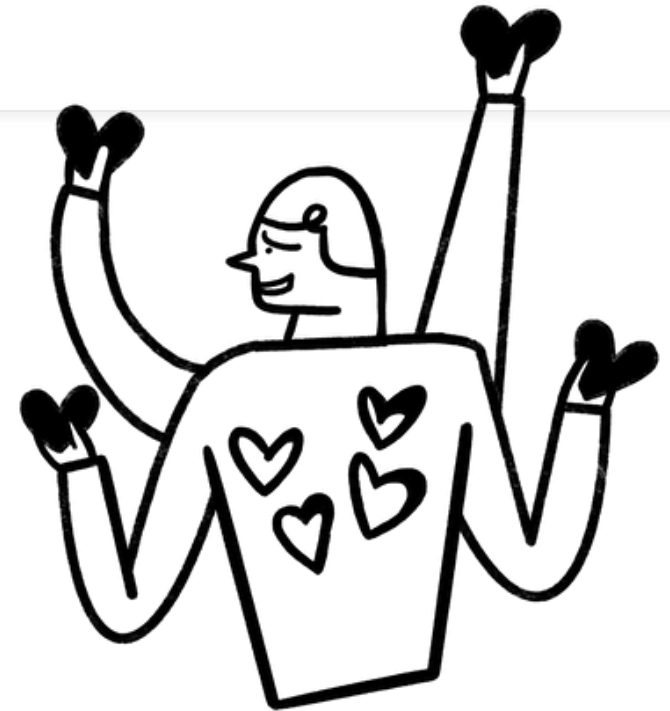
- When is the other shoe going to drop?
- If I make a mistake, I fear everyone is going to jump down my throat.
- I want to trust people, but I find myself suspicious of their motives.
- I need to know what the rules are, although I might not always follow them.



Thoughts

Pleaser

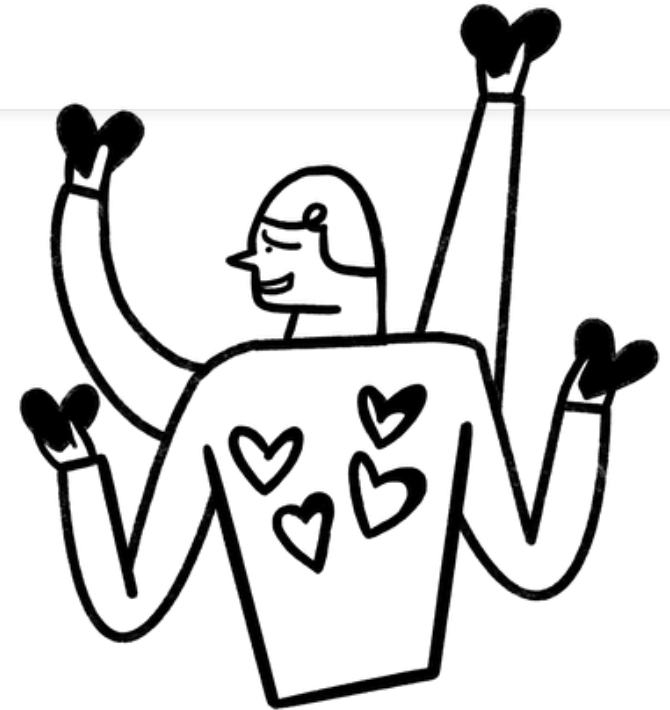
- Strong need for approval, seeks it through pleasing or flattering others
- Requires frequent reassurance of acceptance and affection from others
- Indirectly expresses own needs by creating a sense of obligation in others to reciprocate



Characteristics

Pleaser

- To be a good person I should put the needs of others ahead of my own.
- It bothers me when people don't notice or care about what I have done for them. They can be so selfish and ungrateful.
- I give away too much and don't think of myself enough.
- I can make anyone like me.
- If I don't rescue people, who will?



Thoughts

Restless

- Easily distracted and seeks excitement
- Often juggling many tasks
- Prefers novelty over comfort, and avoids unpleasant feelings



Characteristics

Restless

- This isn't fulfilling. The next thing has got to be more exciting.
- These negative feelings suck. I must shift my attention to something engaging.
- Why can't anyone keep up with me?



Thoughts

Stickler

- Punctual, methodical, perfectionist.
- Can be irritable, tense, opinionated, sarcastic.
- Highly critical of self and others.
- Strong need for self-control and self-restraint.
- Works overtime to make up for others' sloppiness and laziness.
- Is highly sensitive to criticism.



Characteristics

Stickler

- Right is right and wrong is wrong.
- I know the right way.
- If you can't do it perfectly, don't do it at all.
- Others too often have lax standards.
- I need to be more organized and methodical than others so things get done.
- I hate mistakes.



Thoughts

Victim

- Withdraws and sulks when criticised or misunderstood
- Tends to be dramatic and temperamental
- Wants to give up when things get tough
- Represses rage, leading to depression, fatigue, and apathy
- Unconsciously attached to having difficulties
- Seeks attention by being emotional or temperamental



Characteristics

Victim

- No one understands me.
- Poor me. Terrible things always happen to me.
- I might be uniquely disadvantaged or flawed.
- I am what I feel.
- I wish someone would rescue me from this dreary mess.



Thoughts



Do you have any questions?

Upcoming CTT sessions

Manage your career

25 May 2023

Developing EQ in managing your career

22 June 2023

Manage your career according to your strengths

28 September 2023

Creating your personal brand