



THE
HOWELLS
GROUP

HELPING PEOPLE & ORGANIZATIONS FLOURISH

WINNING STRATEGY WORKSHEET

- We all have a “strategy” we use in life to help us “win”.
- That strategy and story about others and ourselves is often hidden from us; it is automatic and becomes unconscious habit.
- This strategy is often deeply rooted, often in reaction to historic events in our lives and interpretations about those events.
- These events usually include a fear of something at a young age. As young children we are vulnerable, so we learn to protect ourselves with coping mechanisms. It’s unconscious in young children and a very natural human way of dealing with life.
- The work of full adult development includes becoming aware of these “winning strategies” that once served us well, but now are outdated.
- Through self -reflection we can unearth these outdated strategies and chose to create new practices for a new “winning strategy” that is conscious and current.

Part A: My Original “Winning Strategy”

<p>Fears: What were you afraid of? ... such as fear of not being smart enough, attractive enough; good enough; wealthy enough; etc.</p>	<p>Coping Strategy: What attitudes and behaviors helped you cope with this fear which helped create a winning strategy?</p>	<p>Consequences: What evidence & consequences are you experiencing that indicate this strategy isn’t working now?</p>
<p>Example ... <i>Jack feared that he would not be loved unless he performed at a high level.</i></p>	<p>And so ... <i>Jack pushed himself continually in all areas of his life so that he would be loved and respected. This fueled great achievements, promotions and financial rewards.</i></p>	<p>And as a result ... <i>Jack no longer can keep up this pace. He is tired. Jack’s only strategy to motivate him and others is to “push”, so his team feels tired, unappreciated and disengaged.</i></p>



Part B: My New “Winning Strategy”

<p>Countering Old Fears: What is the “truth” you can claim to counteract the fear(s)?</p>	<p>New Winning Strategy: What new “winning strategy” will you choose?</p>	<p>Desired Consequences: What consequences and results will occur as you implement this new “winning strategy”?</p>
<p>Example ... <i>Jack realized that his family and close friends loved him unconditionally – his belief that their love had to be earned was false. Furthermore, he realized that his “driving” behaviors were actually pushing him away from those he loved.</i></p>	<p>And so ... <i>Jack decided that he could choose to enjoy people and other activities and still feel worthwhile. He would separate his worth from his work, and no longer be held hostage by the fear of being unlovable. His new strategy would create a balance of relationship and achievement.</i></p>	<p>And as a result ... <i>Jack experienced reduced anxiety and began having more fun. He found new ways to lead and motivate his team that resulted in better work, more satisfied performance and much more joy in his life.</i></p>



Use the space below to describe how you will counter old fears.	Describe your new winning strategy and the consequences you expect.

