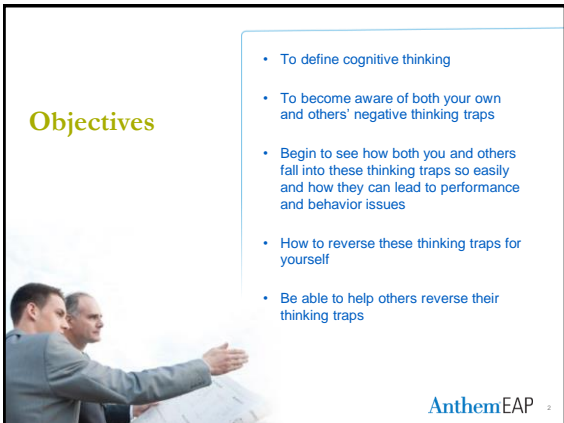
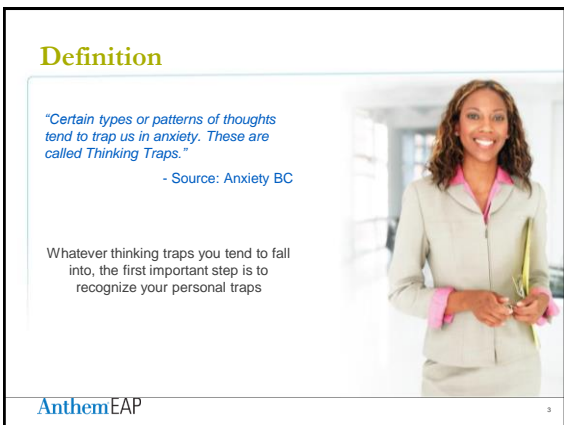




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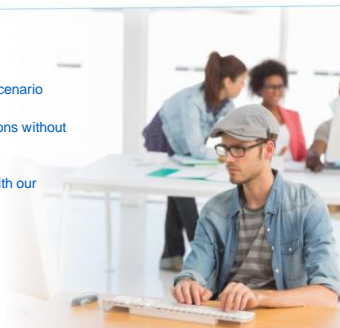
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What are thinking traps?

- Jumping to conclusions
- Going to the worst case scenario
- When we make assumptions without evidence to back it up
- Confusing our thoughts with our actions



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At the end of the day, we are our worst enemy...

Thinking traps limit our potential

Get in the way of us having a sense of mission

Interfere with job satisfaction

They effect various levels

- Myself, my family, my community, the greater good

We are not disturbed by the event, it's how we view the event

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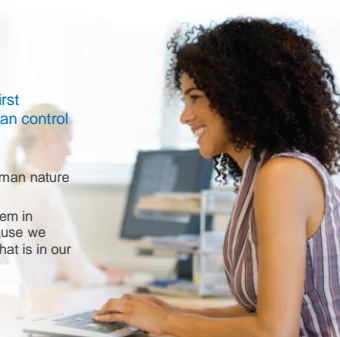
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The History

Epictetus in 55 EC – The first philosopher who said we can control our thoughts

- The theory of reality and human nature
- This work looks at the problem in human life -- we suffer because we can't distinguish between what is in our control and what is not



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Types of thinking traps

- Catastrophizing (most common and most dangerous)
- Causes our brain to work against us
- It's a Yes/ No question, but the answer is usually sometimes
- Discounting/ Discrediting
- Always, Should, Never and Must
- Unconscious Personalizing – it's all about me
- Externalizing – it's everyone else's fault but mine
- Denial



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Questions to ask yourself



- Am I being realistic?
- How else can I view this situation?
 - Is it a fact or just my opinion?
 - Am I making assumptions?
- What is the worst that could happen?
- Am I allowing my past to color my thinking?
- Have I told or asked either:
 - Too many people
 - The wrong people
- Is this worth worrying about?
- What happens if I do nothing?

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Exercise

1. Delegation
2. Giving employee feedback



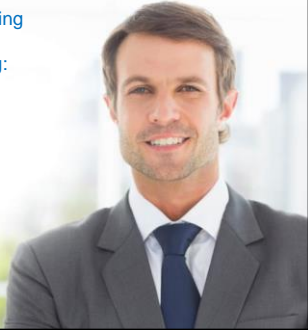
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Recap from exercise AnthemEAP

Steps to dealing with thinking traps – making someone aware of distortive thinking:

- Be preventative
- Be able to identify
- Make the person aware of it



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Analysis of Thinking Traps


Emotional Intelligence - how do you become self-aware?

What is getting in the way of us doing what we need to do?

What prevented you from doing the following:

- Sleeping well
- Eating well

Be Patient




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If vs. When

"If this will happen..." should be turned into the statement
"When this happens, I will....."

- Be mentally proactive
- Authenticity



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Importance of good communication

- Direct
- Spirited
- Systematic
- Considerate



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Embracing change

- What do we need to be more comfortable with change?
- How do we go from "I can't do this" to "I can do this"
- Lets practice
 - Use real-life experiences



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Case Study

An employee gives a presentation that is very engaging and informative. The employee comes to you after and says "I did such a poor job that was horrible. Everyone looked bored and uninterested."

You have already heard compliments from others who attended and you could tell people in the audience were engaged, but the employee can't and won't see that and truly believes they gave a poor presentation.

This thinking trap is an example of only paying attention to the bad and ignoring the good... it prevents and holds us back from drawing a more positive and balanced conclusion.

What can you do as a manager to get your employee out of this thinking trap?

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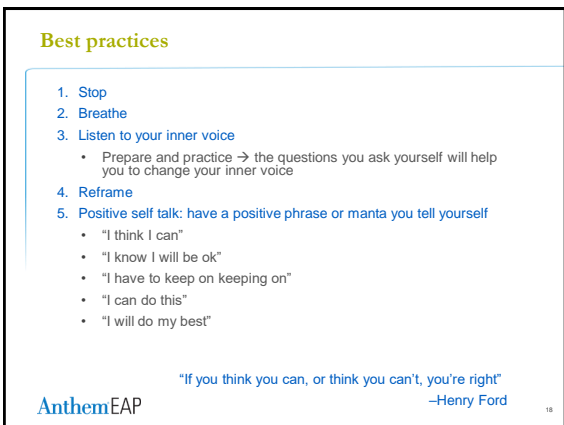
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