

## ATTITUDE STUDY

(Adapted from the Common Outlook *Business/People Change* program)

### A. Getting ready for work

**TIP: Attitudes are present in inner monologues.**

*Chose and respond to declaration 1. or 2.*

1. As I think about the day, I **encourage** myself by imagining events in which I.....
  - a) My encouragement is weakened when I.....
2. I **discourage** myself by imagining problems/situations that pull me down.
  - a) Those projections affect my mood and therefore my health by.....

### B. At Work

The effect of reactions and responses on Attitude

1. The impact of corporate culture
  - My organization's Mission Statement and underlying culture: \_\_are aligned \_\_are not aligned.
  - If not, what would I say is at the heart of the culture?
  - Does what I say and do improve or tear-down the culture? If it tears down the culture, how could I change my actions to improve the culture?
2. My habits and behaviour
  - a) My behaviour and/or habits create the following kind of atmosphere:
  - b) My behaviour and habits say this about my Attitude:
3. How bullying affects me
  - a) When dealing with a work-bully, I generally.....
  - b) My bullying colleague isn't all bad. They have a marvelous ability to.....
  - c) What would happen if I concentrated on that ableness rather than the bullying?
  - d) It's apparent that I can sometimes be a bully when I.....
  - e) I make things difficult for others when I.....
4. What others think
  - a) If an adversary gossiped about my Attitude, they would say.....
  - b) When appraising my Attitude(s) for a review, my boss would write.....

### C. At home

**Tip: Can't identify an Attitude? Isolate a behaviour, and listen to its inner words.**

#### **1.** Congruency –'at home' and 'at work' Attitudes

- a) My life partner/spouse would say my Attitude is.....
- b) My child would say.....
- c) If my pet could talk, he/she would say.....
- d) Do my work and home Attitudes differ? \_\_Yes \_\_No(*if no, go to D.ii.*)
  - i) My Attitudes differ because I believe.....
  - ii) If those disparate Attitudes morphed into one that served me well in both places, the upside would be..... AND the downside would be.....

#### **2.** General Attitude awareness

- a) If I am \_\_worried about losing my job \_\_anxious about money \_\_overwhelmed \_\_underappreciated \_\_under the weather, my controlling Attitude is.....
- b) On a scale of 1-5, how hard is it for me to change that Attitude?  
**1** (easy) **2** (a little work) **3** (challenging) **4** (a struggle) **5** (impossible)
- c) Would I say that controlling Attitude affects my behaviour?  
**1** (no) **2** (a little) **3** (sometimes) **4** (a lot) **5** (it holds complete sway)
- d) I excuse any 'less than' behaviour with justifications that sound like this:
- e) Of the various Attitudes I adopt, the one that:
  - i. influences and encourages my better self is.....
  - ii. diminishes me the most is.....

### D. A Growth Mindset

**Sometimes, when we realize things, we throw ourselves into Change.**

**But often,**

**The biggest step we can take is to do absolutely nothing ...  
except to sit quietly and observe.**

**And when our discoveries settle in; when they become 'us',  
The way ahead will be clear.**