



STEP 2: IDENTIFY YOUR EGO-DRIVEN DESIRES

Directions: Think about a difficult workplace situation when you reacted less effectively.

Which of the following ego-driven desires feel familiar and might have been some of the intrapersonal roots that influenced both why you felt triggered and how you reacted?

What was the probable impact of your reaction on others?

Power and control

- To be in control
- To reassert or regain power and authority
- To win the argument at all costs
- To prove others wrong
- To get my way
- To make people change and learn
- To make others do as I think they should
- To gain certainty and predictability

Status and approval

- To be right
- To prove I am competent
- To be perfect
- To be seen as the expert
- To gain prestige and status
- To gain the approval of others
- To look good, competent, or acceptable

Belonging and admiration

- To be liked at all costs
- To be admired and revered by others
- To avoid disgrace by any means necessary
- To create harmony and avoid dissatisfaction at all costs
- To keep people happy all the time
- To fit in and belong at all costs
- To be seen as one of the “in group,” the “chosen one”

Think back to a recent difficult situation as you review the list of ego-driven desires:

Which of these ego-driven desires might have fueled your reaction?



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What was the probable impact on others?



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