



ADAPTIVE MINDSET[®]

for RESILIENCE

Negativity Bias Profile

Jane Resilient

TRACOM Group

31 Jul 2023

TRACOM[®] GROUP

THE SOCIAL INTELLIGENCE COMPANY[®]



Contents

03	Overview
04	Automatic Thoughts
05	Resilience
06	Your Primary Negativity Bias
07	SOCIAL STYLE® Connection
08	Overcoming Your Negativity Trap
09	Using Style to Help
10	Other Negativity Bias Patterns

Contact Us

303-470-4900
(800) 221-2321 (US Only)
info@tracom.com
tracom.com

Copyright Notice

Adaptive Mindset, The Social Intelligence Company and TRACOM are registered trademarks of the TRACOM Corporation. Adaptive Mindset for Resilience is a trademark of the TRACOM Corporation.
© The TRACOM Corporation. All Rights Reserved.
Centennial, Colorado 80111

Overview



You've probably experienced something stressful not so long ago and had a reaction to it. Maybe it was your company announcing a new process for doing things ("This is going to take forever!"), needing to solve a difficult issue ("We are never going to figure this out!"), or maybe you had to move ("The to-do list is endless!").

In today's world we are constantly dealing with change. A steady stream of innovations is altering how we work, play, and interact with one another. While this change certainly has its benefits, it can also lead to a lot of stress, since our brains are not designed to adapt to rapid change.

Here's why: there is a mechanism at work in our brains, called the Negativity Bias, that evolved to help keep us safe from danger. While our relationship with the world has changed over time, this mechanism has remained relatively unchanged; it's constantly at work, monitoring for life-threatening danger. In the modern world, it rarely finds such physical threats to our safety; instead, it is bombarded with psychological challenges (daily stressors, long-term problems, and significant failures) that impact how we perceive ourselves and the world around us.

Unfortunately, our brains have a hard time differentiating between life-threatening challenges and these psychological challenges. In fact, we magnify these daily events out of proportion to their real meaning. Research has shown that 91% of the problems people worry about on a daily basis do not come true, and of the remaining 9% of problems that do come true, the outcome is often better than expected. We spend so much time worrying because our brains believe the threats are real when they're nearly always false alarms.



91% of the problems people worry about on a daily basis do not come true.

Overcoming the Negativity Bias leads to Resilience.

Automatic Thoughts

Your Mind at Work

We spend all our waking moments thinking. Research shows that people have upwards of 6,000 unique thoughts every day. We don't verbalize most of these thoughts; instead, we say them silently to ourselves, and most of them are negative.

Fortunately, the negative, unproductive thoughts that are triggered by the Negativity Bias fall into distinctive patterns that, with practice, can be recognized. By recognizing when the Negativity Bias is impacting you, you can interrupt the effect it is having on your thoughts and feelings. This helps you become more resilient. In the short-term, you see challenges as more manageable and within your control. In the long-term, you are more proactive and confident that you can handle any challenge that may arise.

Impact of the Negativity Bias

The ability to not only recover, but grow from these daily stressors is resilience, a skill that can help you across all aspects of your life. Resilience is like a muscle: the more it is properly fed, exercised, and stretched, the more flexible and stronger it becomes. However, when your Negativity Bias goes unmanaged, it can atrophy the resilience muscle, making it weaker and less flexible.

When left unmanaged, the Negativity Bias lowers our ability to successfully navigate new situations—or interpret and manage new information about existing circumstances—and ultimately has a detrimental long-term impact on our resilience. Multiple studies show that having resilience is important for managing day-to-day situations, and when people lack this ability, they are often overwhelmed by life's challenges, including everyday business challenges.

Resilience

Resilience Can Be Developed

The good news is that resilience can be developed; it just takes recognition of the presence of the Negativity Bias and practice in defeating it. By learning how the Negativity Bias operates, you can develop the power to overcome it by interpreting and responding to new situations and unexpected events better than you otherwise would.

It is worth developing your resilience as research shows that resilient people:

- » are better able to manage their work and personal commitments;
- » adapt better to adversity and change;
- » have less depression and anxiety;
- » and are more satisfied with their lives.

Negativity Bias Patterns

There are six Negativity Bias patterns, and when you completed the survey for this profile, you answered questions about all of them to determine your dominant one. This section describes the specific Negativity Bias that impacts you the most. You'll read about the effect it has on you and how you interact with others. Most importantly, you'll discover how to recognize when it is impacting you and what techniques you can use to overcome it.

	Assuming		Comparing
	Blaming		Internalizing
	Catastrophizing		Magnifying

Your Primary Negativity Bias



Internalizing

Your primary Negativity Bias pattern is Internalizing. You attribute a disproportionate amount of blame to yourself when things go wrong, and often don't accept that some events are out of your control.

Internalizing at Work

As an example, if your project hits unexpected roadblocks, you'll think you're responsible or blame yourself more than you should, considering the circumstances and other people involved. When this happens, you might feel guilty and work even harder, obsessing over the issue.

When you internalize, you are taking on a mental burden that is beyond what you deserve, and this can lead to:

- » Feeling inadequate or even depressed.
- » Trying to take on more responsibility for projects, or trying to control outcomes, more than is necessary or helpful.
- » A self-perpetuating cycle of holding yourself accountable and trying harder to influence events that are only partly in your control.

The Negativity Trap

Taking personal responsibility is admirable; it helps you control your work and show accountability. However, your Negativity Bias is constantly on alert, and when it's triggered by something that goes wrong, you may immediately say things to yourself that aren't realistic or helpful, such as:

- » How did I cause this to happen?
- » Why didn't I work hard enough?
- » This is all my fault! I'm responsible!
- » I really messed up. I'm no good!

When you say things like this to yourself, you're falling into the Negativity Trap: you're being undermined by your own thinking. When this happens, actively challenge your thinking to improve your mindset and behavior.

SOCIAL STYLE® Connection



The Negativity Trap can affect anyone, but it can affect people differently depending on their SOCIAL STYLE. Each Style has unique stressors, and this influences how you think and behave when experiencing the Negativity Trap.

Your Style

In a past assessment, you were profiled as an Analytical Style person. Your Style Need is To Be Right—to be accurate in how you make decisions and do things.

When you are **Internalizing**:

- » You're especially hard on yourself, possibly obsessing over perceived mistakes.
- » You question where you went wrong in your processes.
- » You keep things to yourself and won't seek advice or help from others.

You rely on your ability to develop data-driven strategies, so you might feel that your approach is sound. But you can't always account for all factors, like limitations to your information, the work of other people who are involved, and competing priorities. By accepting these unknowns, you can still make decisions and progress.

Interacting with Others

Your Style influences your interactions. You will find that:

- » You might go into your Backup Behavior: avoiding situations and people. You can stop participating, and others might be concerned that you're disengaged or simply move forward without you.
- » To avoid mistakes, you might take even more time than usual thinking through decisions, leading to an unwillingness to commit. Others might interpret this as indecisiveness and move forward without you.
- » You might focus on the past and what has gone wrong. This can frustrate others who want to try new and innovative things, and they might see you as unwilling to experiment with new approaches.

Overcoming Your Negativity Trap

You can pull yourself out of the Negativity Trap by recognizing your negative thoughts as they occur. With practice, you'll be able to identify these thoughts, which is the critical first step in reversing their influence on your attitude and behavior.



01

Challenge your Automatic Negative Thoughts

Evaluate the situation objectively, and actively challenge your assumptions:

- » Am I being accurate? What are the objective facts? Are there other reasons for what's happening?
- » Am I looking at all the evidence, or just what supports my thoughts?
- » What are the circumstances and how are they affecting the situation? What is in my control and outside of my control?



02

Use Active Thinking to Replace your Automatic Thoughts

When you've challenged your thoughts, move forward by developing new thoughts and plans:

- » Build new thoughts that are based on real evidence, that are objective and don't leave room for misinterpretation, and that are constructive.
- » For those things that are outside of your control, what can you do to either influence them, adjust to them, or simply accept them?
- » Moving forward, be proactive by continuing to challenge your automatic thoughts. With practice, this process will become more comfortable and normal.

Using Style to Help

Overcome Your Style Weaknesses

- ❌ **Avoiding.** This is your Backup Behavior, and when it comes to disrupting the Negativity Bias, it sometimes feels easier to avoid the effort altogether and accept your automatic thinking.
- ❌ **Analysis paralysis.** While slowing down is a strength, it can lead to analyzing situations too carefully, without getting to a decision or recommendation.
- ❌ **Taking too much responsibility.** This characteristic exacerbates the issue when you are internalizing and already taking on too much of the burden.

Utilize Your Style Strengths

- ✅ **You're rational.** You try to logically understand what is happening, and this is a helpful skill since rational thinking is the first step in interrupting your Negativity Bias.
- ✅ **You don't rush into action.** Moving slowly can be a real strength when disputing your Negativity Bias. This gives you the time to consider alternative possibilities and actions.
- ✅ **You create plans.** You consider what steps will lead to the best outcome. Do this when you're internalizing and taking too much responsibility—plan for different possibilities.

Additional Style Tips

- ⊕ **Give yourself a break.** Your preparation and research were good, and you took the right steps given all that was involved and within your control.
- ⊕ **Be visible to your teammates.** Give input and get others' input. Share ideas and perspectives; this will help you make better decisions.
- ⊕ **Reflect and prepare.** Instead of criticizing yourself, consider what went wrong (and right) and use this information to prepare for similar situations in the future.

Other Negativity Bias Patterns

Assuming

Assuming the worst without evidence. Thinking that single negative events apply to your entire life. Examples:

- » This happens a lot to me; I fail most of the time.
- » I'm not going to ask for a promotion because I won't get it.

Blaming

Blaming others for negative events and not taking appropriate responsibility. Examples:

- » This project failed because the vendor messed up.
- » My presentation was a disaster and it's my co-workers' fault.

Catastrophizing

Believing that what has happened or will happen will be awful. Wondering about "what if" something happens. Examples:

- » If I do poorly on this project, my career will be ruined.
- » I got laid off and will never work again.

Comparing

Interpreting events using unrealistic standards. Focusing on others who seem to do better. Examples:

- » My colleagues are more talented than me.
- » Our competitors have better products than us.

Magnifying

Magnifying the negatives and minimizing the positives. Interpreting events in terms of how things *should* be, rather than focusing on what is. Examples:

- » I got lucky with my successes, so they don't count.
- » I should be doing better in my job. If I don't, then I'm a failure.



TRACOM® GROUP

THE SOCIAL INTELLIGENCE COMPANY®

Through our learning solutions, TRACOM has helped millions of people around the world to uncover hidden barriers and identify strategies that enable more positive outcomes and professional success. Our Social Intelligence solutions include learning and development programs in the areas of Resiliency, Agility, Emotional Intelligence and Behavioral Style – all focused on helping our customers create a more engaged, productive and effective environment.

Contact Us

6675 South Kenton Street, Suite 118
Centennial, Colorado, USA 80111

303-470-4900

(800) 221-2321 (US Only)

info@tracom.com

tracom.com

© The TRACOM Corporation
All Rights Reserved



ADAPTIVE MINDSET[®]

for RESILIENCE

Resilience Skills
Self-Perception Profile

Jane Resilient

TRACOM Group

31 Jul 2023

Norm: United States

TRACOM[®] GROUP

THE SOCIAL INTELLIGENCE COMPANY[®]



Contents

03	Resilience Skills
04	Realistic Optimism
06	Self-Assurance
08	Self-Composure
10	Problem Solving
12	Goal Orientation
14	Courageous Communication
16	Social Support

Contact Us

303-470-4900
(800) 221-2321 (US Only)
info@tracom.com
tracom.com

Copyright Notice

Adaptive Mindset, The Social Intelligence Company and TRACOM are registered trademarks of the TRACOM Corporation. Adaptive Mindset for Resilience is a trademark of the TRACOM Corporation.
© The TRACOM Corporation. All Rights Reserved.
Centennial, Colorado 80111

Resilience Skills

You've learned about your Negativity Bias, how your automatic thoughts influence you, and how you can use active thinking to develop more realistic responses. This section describes skills that help you manage your Negativity Bias and become more resilient. These skills are proactive habits: As you develop them, you can create positive actions for yourself when challenges arise. It's important to understand that you do not need to excel in all these areas—you can become resilient through any of them. As you read your results, decide which skills are most important for you and focus on the strategies that will work best for you.

Since this part of the profile is normed, you will see how you compare to others in the population. If you scored in the top third, this is a strong source of resilience; if you scored in the middle third, this is a developing source; and if you scored in the bottom third, this is an undeveloped source.

Keep in mind that this is a self-perception profile. Other people will have their own perspectives on your behavior, so consider those viewpoints to help you understand which skills you would like to develop.

Strong Sources of Resilience	Developing Sources of Resilience	Undeveloped Sources of Resilience
<div data-bbox="168 1304 224 1356"></div> <div data-bbox="233 1310 451 1346">Goal Orientation</div> <div data-bbox="168 1377 224 1430"></div> <div data-bbox="233 1383 423 1419">Social Support</div> <p data-bbox="204 1612 509 1667">Your results in these areas are above average.</p>	<div data-bbox="607 1310 662 1362"></div> <div data-bbox="688 1310 899 1346">Problem Solving</div> <div data-bbox="607 1383 662 1436"></div> <div data-bbox="688 1383 878 1419">Self-Assurance</div> <div data-bbox="607 1472 662 1524"></div> <div data-bbox="688 1472 894 1528">Courageous Communication</div> <p data-bbox="643 1612 948 1667">Your results in these areas are moderately strong.</p>	<div data-bbox="1045 1310 1101 1362"></div> <div data-bbox="1117 1310 1360 1346">Realistic Optimism</div> <div data-bbox="1045 1394 1101 1446"></div> <div data-bbox="1117 1394 1328 1430">Self-Composure</div> <p data-bbox="1062 1612 1406 1667">These are areas you might want to develop.</p>

Realistic Optimism



Realistic Optimism is being positive while remaining grounded in reality.

Optimism improves flexible thinking and creativity to handle challenges and staying grounded helps you manage adversity in a thoughtful, pragmatic way.

Your Results

Strong	Developing	Undeveloped
--------	------------	-------------

SELF

Undeveloped Source of Resilience

When you're feeling pessimistic, it narrows your thinking, which can lead to hasty actions and decisions. Without realizing it, you might believe that events are not in your control, and in some situations you may give in to a bad outcome rather than work for a better one.

It is easy to underestimate the importance of realistic optimism, but research shows that optimistic people perform better across a variety of situations. For instance, optimistic doctors make accurate diagnoses 19% faster than other doctors, and optimistic salespeople sell 56% more than their pessimistic counterparts. The same has been found for many occupations and situations.

Impact of Your Style

As an Analytical Style person, you're more emotionally controlled, so others might not see your optimism. This is important to understand because you might feel upbeat but simply aren't expressing this in obvious ways.

You might show optimism through engagement with your work, devoting energy to projects. When you are not feeling optimistic, you might withdraw from people and situations, which can lead to even more pessimism since you're not sharing your feelings with others who might be able to help. You might come across as cynical, which can affect others' moods.

Improving Realistic Optimism

In-the-Moment Strategies

Try these strategies when you are faced with a specific situation where more optimism would help:



Fake it till you make it. Behavior influences attitude—when you act self-assured, you'll begin to feel that way. When you're not feeling capable or confident, act like you are. For example, model your behavior after someone you admire. In a short amount of time, you'll become comfortable in this role, and it will feel natural.



Get feedback. Asking for input in the moment will help you understand strengths you might not be aware you have. In areas where you don't feel confident, others might be able to help, by supporting your opinions during meetings and offering suggestions about how to be more influential.



STYLE TIP: Aligning your strengths with your work helps build meaning and optimism. For example, you might enjoy data analysis, so find a way to incorporate this into your job, even if only a little. If data analysis isn't for you, find a strength that will help reconnect your work with your interests.

Long-Term Strategies

Proactively practice these strategies to help change your mindset long-term, building your optimism and resilience:



Practice gratitude. Actively considering the things you are grateful for is a proven resilience enhancer. A simple way to do this is to write, or talk with others, every day about something for which you're grateful. This subtly rewires your brain to recognize and create positive moments, increasing optimism.



Pay it forward. Helping others is one of the best ways to increase optimism. For example, mentoring can help your mood while also developing others. Sharing your knowledge with a mentee can bring fulfillment, along with getting exposure to new and different perspectives from your mentee.



STYLE TIP: Aligning your strengths with your work helps build meaning and optimism. For example, you might enjoy data analysis, so find a way to incorporate this into your job, even if only a little. If data analysis isn't for you, find a strength that will help reconnect your work with your interests.

Self-Assurance



Self-Assurance is the belief in oneself to successfully perform at work.

When you believe that circumstances are under your control, you'll feel confident in your ability to manage your environment, and you're less likely to feel overwhelmed by adversity.

Your Results

Strong	Developing	Undeveloped
---------------	-------------------	--------------------

SELF

Developing Source of Resilience

In certain situations, you might believe that events are in other people's hands, which can leave you feeling resigned. Sometimes circumstances are out of your control, but even in these situations you can usually find something that you can influence. By taking even small steps, you'll enhance motivation and ability to cope with adversity, and this adds to your resilience.

Self-assurance is important: research has shown that people with high self-assurance have more success at school and work, better social relationships, and enhanced mental and physical health. Importantly, these advantages continue from adolescence into old age.

Impact of Your Style

Analytical Style people often feel self-assured about their area of expertise, so you might feel confident when you're in your element, which helps you feel in control over this part of your life. However, others might not see your self-assurance even if you feel it.

You might hesitate to share your ideas and opinions, especially in groups. Sometimes this can become self-fulfilling, leading to a belief that you can't be in control or have influence. It might feel easier to stay quiet instead of influencing through your expertise. When this happens, others might interpret your silence as a lack of self-assurance and a willingness to go along with their decisions.

Improving Self-Assurance

In-the-Moment Strategies

Try these strategies in situations where you want more self-assurance:



Fake it till you make it. Behavior influences attitude—when you act self-assured, you'll begin to feel that way. When you're not feeling capable or confident, act like you are. For example, model your behavior after someone you admire. In a short amount of time, you'll become comfortable in this role, and it will feel natural.



Get feedback. Asking for input in the moment will help you understand strengths you might not be aware you have. In areas where you don't feel confident, others might be able to help, by supporting your opinions during meetings and offering suggestions about how to be more influential.



STYLE TIP: Perform one of your workplace fears, like speaking in a meeting, even if you're afraid you'll embarrass yourself. Approach it like an experiment. You might discover that feeling anxious and making mistakes isn't as awful as you thought. Each step you take forward, you gain a little more self-assurance.

Long-Term Strategies

Proactively practice these strategies to help build self-assurance:



Take risks. Confidence is largely a choice, and you can improve your self-assurance by going outside your comfort zone. Do something that you've avoided, such as giving a public presentation or promoting your ideas to your boss. Personal growth is built by challenging ourselves and even emerging from failure.



Take action. Self-assurance is built on getting things done. Set small goals for your days and weeks. By achieving these little goals, you'll continually make progress and eventually achieve larger goals, and this increases your belief in yourself to control your life.



STYLE TIP: Learning is a proven way to increase your self-assurance, and it doesn't matter if it's related to work. You might enjoy learning new things, but like most people there are times when you feel in a rut. Pursue something you're interested in and set small goals for becoming more knowledgeable and skilled.

Self-Composure



Self-Composure is the ability to manage stress and remain calm under pressure.

When you stay composed during stressful situations, you can deal with challenges rationally instead of letting your emotions control your behavior and decisions.

Your Results



Undeveloped Source of Resilience

You might feel upset during difficult times, allowing your negative emotions to dominate your behavior and interactions. If this happens often, it can become your default response and feels normal and outside of your control. Be cautious during these times, because negative interactions make a greater impression on people than positive interactions.

Negative emotions can be paralyzing and limit your ability to think flexibly, whereas staying composed activates the rational regions of the brain that help you maintain focus, strategize, and stay committed. Another benefit is that when you model self-composure for others you also help them stay resilient.

Impact of Your Style

Analytical Style people often appear calm and composed, but sometimes you'll experience a great deal of pressure and won't feel calm in the least. Not only is this uncomfortable, but it limits your ability to rationally solve problems and over time can affect your mood and relationships.

When your stress increases, you may try to withdraw and avoid the situation, which is your normal Backup Behavior. This might work in the short term, but long-term issues will remain unaddressed, only adding to your tension. In these situations, you won't be able to contribute as you normally would, and important issues will remain unresolved.

Improving Self-Composure

In-the-Moment Strategies

Try these strategies when more self-composure would help:



STOP. Use this technique to disrupt your autopilot system. **Stop** what you're doing and pause for a moment. **Take** a breath to anchor yourself to the present moment. **Observe** what is happening, inside and outside of you. Where has your mind gone? What do you feel? **Proceed** or change course and do it mindfully.



Surf the need. You might feel like you need to act when you have strong negative emotions, but emotions will subside on their own. Ruminating—reliving difficult emotions and past events—stifles problem-solving and leads to a downward spiral. Instead, accept your feelings and take time to switch to calmer, more rational thinking.



STYLE TIP: When initiating the conversation, be direct with the reasons you're having the conversation, your goals, and desired outcomes. This is often the hardest part of the process, and by practicing this approach you'll become more comfortable with initiating tough conversations.

Long-Term Strategies

Proactively practice these strategies to help build self-composure:



Reframe stress. Stress is only unhealthy when you believe that stress is harmful. If you interpret moments of stress as non-harmful or even helpful, you can change your physiological response to them. Reframe these anxious moments: think of your heart rate and rapid breathing as your body's way of preparing you to succeed.



Focus. Our brains are designed to focus on one thing at a time; multi-tasking slows us down and is inefficient. Choose a task and set a timer for 25 minutes. When the time is up, take a 5-minute break, then repeat. This strategy will help you make progress and build long-term self-composure.



STYLE TIP: Write down stress triggers that might make you become emotional; for instance, feeling pressured by unrealistic deadlines. Then write down how you want to conduct yourself. This will help you practice, so in the actual situation you know how to respond.

Problem Solving



Problem Solving is the ability to plan and effectively resolve problems, generating innovative solutions that help you succeed.

When you develop good solutions, you feel capable and competent, and this enhances your belief in yourself to manage issues in the future.

Your Results

Strong	Developing	Undeveloped
--------	------------	-------------

SELF

Developing Source of Resilience

When problems arise, you might stay in a negative mindset longer than necessary, deflating your energy and creativity. You might feel overwhelmed, not knowing where to start, and limit yourself to solutions you've used in the past instead of examining other possibilities.

Success builds on success, so effectively solving problems can become a habit over time. When new problems emerge, you'll have the resources to succeed, manage your Negativity Bias, and move to a positive mindset.

Impact of Your Style

Analytical Style people approach problems rationally and methodically. Your method is to strategize and focus on the most relevant issues, helping you and others feel confident that your input is accurate and will lead to good solutions.

Sometimes your analysis might be so thorough that you delay finding workable solutions. You can be so averse to making the wrong decision that you're too conservative and miss opportunities, and you might hesitate to share your ideas. This can decrease your effectiveness since your insights can help create more effective solutions.

Improving Problem Solving

In-the-Moment Strategies

Try these strategies when you need to solve a problem:



Slow down. While you might feel pressured to make quick decisions, take time when possible to gather information and consider multiple solutions. It's acceptable to consider solutions that have worked before, but deliberately think of newer and unique options that might have distinct benefits.



Make it real. To make better decisions, move your choices from the abstract to the concrete. In detail, visualize the consequences of each option for everyone and everything that might be affected. When you make the options "real," you can make better decisions.



STYLE TIP: When initiating the conversation, be direct with the reasons you're having the conversation, your goals, and desired outcomes. This is often the hardest part of the process, and by practicing this approach you'll become more comfortable with initiating tough conversations.

Long-Term Strategies

Practice these strategies to build your problem-solving capability:



Collaborate. Most problems aren't solved in isolation. Collaborating with others helps you refine ideas and get new perspectives. Working with others also creates healthy debate and can spur solutions you wouldn't think of on your own.



Change the question. Problem solving is largely about asking the right questions or asking the same questions differently. Doing this can dramatically change the response and lead to new ideas. For example, instead of asking, "How can I get a promotion?" you might ask, "How can I be more creative?"



STYLE TIP: When problem-solving with others, share your ideas. This can feel difficult, especially when others are controlling the discussion, but doing this will ensure that you're heard, and others will respect this and benefit from your input.

Goal Orientation



Goal Orientation is setting appropriate goals, monitoring progress, and adjusting as needed.

When you set goals, you make your future concrete by developing specific and achievable plans instead of passively hoping that the future will work out.

Your Results

Strong	Developing	Undeveloped
--------	------------	-------------

SELF

Strong Source of Resilience

You might focus mostly on your day-to-day activities instead of putting energy into goals, and you may feel that making long-term strategic goals isn't a priority or is mostly out of your control. Whatever the reason, keep in mind that setting goals is a valuable strategy for making progress and building resilience.

Research on goal setting is clear: people who set goals and make plans to achieve them are much more likely to realize their objectives than people who do not take these steps. Goal setting helps you stay focused and persistent, especially during difficult times and setbacks, thus increasing resilience.

Impact of Your Style

Analytical Style people can be meticulous about pursuing objectives, and this helps you achieve goals by thinking through the steps and make realistic plans for accomplishing outcomes.

While your approach often works, sometimes you might be so methodical that you are slow to reach milestones, and you might focus so much on details that you don't get things done unless they are 100% perfect. There may also be times when you focus on minutiae instead of being more strategic about what goals are important and worth pursuing.

Improving Goal Orientation

In-the-Moment Strategies

Try these strategies when you need to set goals:



Approach goals. When you pursue a goal, you're building resilience. However, when your goal is to *avoid* something, this increases anxiety. Design goals so that you're moving toward something rather than avoiding something. For example, instead of setting a goal to avoid making mistakes, make it to succeed on a project.



Reward yourself. Giving yourself immediate rewards enhances motivation to continue making progress. Reward yourself for achieving milestones. For example, if your goal is to achieve a certain sales figure, give yourself an immediate reward after making five sales calls each day.



STYLE TIP: When initiating the conversation, be direct with the reasons you're having the conversation, your goals, and desired outcomes. This is often the hardest part of the process, and by practicing this approach you'll become more comfortable with initiating tough conversations.

Long-Term Strategies

Practice these strategies to succeed with long-term goals:



Influence what is in your control. It may be that setting larger goals is someone else's responsibility. Even if this is the case, search for smaller goals you can set that will influence those larger goals. Be proactive with your boss about developing these goals and the actions you will take to achieve them.



Perfect is the enemy of good. While it's admirable to achieve perfection, it can keep you from completing what is most important. The largest amount of effort is often spent on the final 10% of projects, so decide whether the effort is necessary for a good outcome, since this may free you to work on other important goals.



STYLE TIP: Though you may have ideas to resolve the issue, use your natural Style skills by asking the other person to help solve the issue by contributing their own ideas. This will help them collaborate with you and can help bring forward ideas and information you may not have considered.

Courageous Communication



Courageous Communication is speaking candidly during difficult times and when the situation requires it.

As you succeed with courageous conversations you'll feel more confident, which will help you have dialogue in the moment—more effective than delaying discussions.

Your Results

Strong	Developing	Undeveloped
---------------	-------------------	--------------------

SELF

Developing Source of Resilience

You might feel anxious in situations where having challenging conversations would help you in the long run. Avoiding the conversation might put off the anxiety for a short while, but it will usually result in longer-term frustration since the issue is not remedied, and you are left with unresolved tension.

These discussions are challenging since it's possible that relationships can be harmed, and the outcomes might not be what you're trying to achieve. However, the other person will value the conversation, and over time this helps you become more resilient by instilling confidence in your ability to meaningfully communicate with others.

Impact of Your Style

Analytical Style people like to be correct, so you probably want to achieve accurate outcomes with your discussions. You are calm during most conversations, and this can help others to be calm and productive during tough discussions.

During conversations you might come across as stubborn and inflexible, especially when you believe your opinion is the "right" one. This can alienate people and leave them unwilling to move forward or compromise. Sometimes, you might avoid hard conversations altogether, leaving issues unresolved.

Improving Courageous Communication

In-the-Moment Strategies

Try these strategies when there is an immediate need to have a difficult conversation:



Think with empathy. Before the conversation, think of the other person's point of view and what their perspectives might be on the topic. This will help you plan for the conversation and can help you avoid being defensive.



Be curious instead of critical. It's hard to see issues from another person's perspective without asking. Adapt an attitude of curiosity and understanding without being critical. Ask for their opinions, listen carefully, and acknowledge what you've heard so the other person feels understood.



STYLE TIP: When initiating the conversation, be direct with the reasons you're having the conversation, your goals, and desired outcomes. This is often the hardest part of the process, and by practicing this approach you'll become more comfortable with initiating tough conversations.

Long-Term Strategies

Practice these strategies for more effective communication:



Clarify your goals and expectations. Write down your goals?this will help you get to the core of the issue. What kind of emotion do you want to convey and how will you create this emotional tone? How will you prepare and what are the essential issues that must be discussed?



Be aware of triggers. Anticipate emotional challenges and rehearse how you will behave. When you envision yourself remaining calm and positive in uncomfortable moments, you're priming your mind to behave that way during the actual conversation, giving you a plan to follow.



STYLE TIP: Though you may have ideas to resolve the issue, use your natural Style skills by asking the other person to help solve the issue by contributing their own ideas. This will help them collaborate with you and can help bring forward ideas and information you may not have considered.

Social Support



Social Support is having at least one person with whom you can have meaningful and supportive discussions.

High-quality relationships are more important than having *many* relationships, so having just one person to confide in provides the type of support that will boost your resilience.

Your Results

Strong	Developing	Undeveloped
--------	------------	-------------

SELF

Strong Source of Resilience

While you don't feel that you're getting a lot of support, it's possible there are opportunities you're overlooking. You might feel uneasy confiding in others, but most people are receptive and helpful, so there may be people who would be glad you put your trust in them.

The support you get from others (and give back) is a proven way to develop resilience, and resilient people know when to ask for help. Confiding in others helps by getting their perspectives on the bigger picture, receiving helpful advice, and by simply expressing yourself to someone who is a good listener.

Impact of Your Style

Analytical Style people can be stable in their presence and are often good listeners, which can help others develop relationships with you. Your steady demeanor can be comforting and helps others when they're feeling stressed and need someone to speak with.

On the other hand, you might be slow to develop relationships, especially with co-workers. While your relationships can be close, you usually don't rush into these connections. Because of this, you can seem distant and closed to others, and they might be reluctant to initiate conversations and relationships with you.

Improving Social Support

In-the-Moment Strategies

Try these strategies to make connections with others:



Small moments Connecting with others is about sharing small positive feelings. When you do this, by laughing or smiling, for example, your emotional and physical health increases. Small interactions are opportunities to connect with others in simple but meaningful ways.



Show courage through vulnerability. You can do this by reaching out for help when needed; responding to adversity with honest emotions (concern, disappointment) but without overwhelming others; taking responsibility for your mistakes; and appropriately sharing aspects of your personal life.



STYLE TIP: You might come across as a very serious person, but others feel comfortable around people who can make them laugh every now and then. Humor is a proven way to get to know others, so show this side of yourself to others.

Long-Term Strategies

Practice these strategies to help develop your social support system:



Be proactive about meeting with others. The more people you meet, the more likely you are to expand your network. You can join professional organizations or get involved with others in a hobby. Another idea is to be proactive about socializing with co-workers, if you feel this will benefit you.



Display your abilities. Showing your competence helps build relationships because it increases others' confidence in you and opens them to getting to know you more personally. Displaying your abilities is an excellent way to initiate social connections.



STYLE TIP: When problem-solving with others, share your ideas. This can feel difficult, especially when others are controlling the discussion, but doing this will ensure that you're heard, and others will respect this and benefit from your input.



TRACOM® GROUP

THE SOCIAL INTELLIGENCE COMPANY®

Through our learning solutions, TRACOM has helped millions of people around the world to uncover hidden barriers and identify strategies that enable more positive outcomes and professional success. Our Social Intelligence solutions include learning and development programs in the areas of Resiliency, Agility, Emotional Intelligence and Behavioral Style – all focused on helping our customers create a more engaged, productive and effective environment.

Contact Us

6675 South Kenton Street, Suite 118
Centennial, Colorado, USA 80111

303-470-4900

(800) 221-2321 (US Only)

info@tracom.com

tracom.com

© The TRACOM Corporation
All Rights Reserved