

Shifting Self-Limiting Beliefs

Their Language	Your (possible) Response
<p>Opinion, Not Fact</p> <p>"That person is lazy"</p>	<p>Seek facts:</p> <p>"What have you observed about that person for you to come to that opinion?"</p>
<p>Absolutes (always, never, every, everyone, everytime)</p> <p>"I always do that"</p>	<p>Challenge the absolute:</p> <p>"Always? Every single time? When was a time when you didn't?"</p>
<p>Generalisations (they, them, those, it)</p> <p>"They are taking this organisation in the wrong direction"</p>	<p>Seek specifics:</p> <p>"Who do you mean by <i>they</i>?"</p>
<p>Perceived lack of choice (have to, should, must, got to)</p> <p>"I have to get this report done by Monday"</p>	<p>Explore the alternatives to create a sense of choice, and responsibility:</p> <p>"What would happen if you didn't?"</p> <p>"Do you have to or do you choose to?"</p>
<p>Perceived limits (can't, won't, doesn't)</p> <p>"I can't approach her"</p>	<p>Explore / expand the perceived limits:</p> <p>"What would happen if you did?"</p> <p>"How do you know that?"</p>

Learn To Unlearn

Benjamin Disraeli

Self – Limiting Beliefs Exercise

When coaching, how would you work with the following comments?

- All feedback I get is criticism

- They don't lead this organisation very well

- It's a complete disaster

- I can't get my head around this concept

- We'll never get that done on time
