Archetypes In The Workplace

Archetypes are instinctive patterns of behaviour that can both help and hinder your success

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Inspiring leaders to live, love, and lead remarkably so they and their company become 'rockstars' in their industry

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Archetypes In The Workplace

By Shelley Holmes

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Introduction

This ebook holds the keys to helping you to understand, why at times you

➡ feel under pressure

➡ make a fool of yourself

➡ react in ways that hurts yourself and others.

If you want to stop sabotaging yourself, having others push your hot buttons, take better care of yourself emotionally, build better relationships, then read on ...

Often, when you do something 'dumb', the reasons behind that behavior are hidden in your subconscious.

The problem is that when you are driven by unconscious forces you can be doomed to repeat over, and over, behaviors that don't serve you, or serve others.

**We all take on roles in life**

There are probably roles in life that you play out instinctively, seemingly without choice.

Maybe you are known for being a particular type of person - for example people might describe you as a nurturer, or a warrior, or a rebel, storyteller, comedian, teacher, bully.
These shortcuts used to describe people and patterns of behavior are known as archetypes.

The language of archetypes has been around for many thousands of years. Carl Jung, mid-20th century psychologist, brought the usage of archetypes into modern day language. Plato was actually the original writer!
Benefits of understanding Archetypes

✓ Enables you to step outside yourself, so you can see why you do the things you do - particularly those behaviors that trip you up.

✓ Prepares you to bring your behavior under conscious control

✓ Equips you to improve your relationships - with yourself, your work colleagues and your intimate circle

✓ Increases your effectiveness as you begin to understand why others act out the way they do

✓ Improves your self-awareness and self-confidence

✓ Enables you to identify the career you are meant to work in rather than the career you should work in

Rather than being trapped by "Why Did I Do That?" followed by a shrug of the shoulders, you'll be able to recognize when your actions are being driven by an archetypal pattern.
Archetypes have both positive and negative aspects

It's important to note that the archetypes have both positive and negative aspects.

For example, the positive aspect of the Victim archetype is to help you build your own sense of personal power and self-esteem.

In it's negative aspect (known as the Shadow) the Victim archetype places you in a position where you blame others and fill yourself with self-pity for the circumstances of your life.

12 Archetypes that are our constant companions

In recent times Caroline Myss has done much research on archetypes and has documented in her book Sacred Contracts many of the stories, myths and legends that help us to understand archetypes.

Caroline believes that we can demonstrate aspects of any archetype, given the right circumstance. However, she says that each of us have 12 archetypes that are our constant companions throughout life.

These constant companions help you to be uniquely you. Bringing with them lessons and influences that help you evolve and grow.

For example, some of the archetypes that seem to dominate in my life are: Storyteller, Writer (funny that!), Teacher, Pirate.
The Four Universal Archetypes

In Sacred Contracts, Caroline says, there are four universal archetypes that resides within each and every person on this planet.

➡️ Victim
➡️ Child
➡️ Saboteur
➡️ Prostitute.

I suggest there's a 5th universal archetype that each and every one of us needs to come to grips with and can learn from - The Judge. Don Miguel Ruiz shares the concept of the Juge in his fabulous book The Four Agreements.

Here is a quick overview of each of these archetypes.

**Victim:** This part of you lays blame, justifies, makes excuses and generally doesn't accept responsibility for your life circumstances. Understanding Victim energy helps you to take control, no matter what's happening around you

**Saboteur:** Why when things are going so well, do you do something really dumb that causes everything to implode? Discover how high your self-esteem is, in your career, your relationships, your success

**Child:** "That's not fair!" If you catch yourself figuratively or literally stamping your foot and putting your hands on your hips, you are being hit
by Child energy. Discover how to stop the child from taking over inappropriately.

**Prostitute:** Staying in a job you hate for the $$? This is probably the Prostitute running your life

**Judge:** Here is the part of you that does your head in with its constant criticism of yourself and others.

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**Taking this into your workplace**

The very best thing you can do for yourself, and your people, is to take the time to educate them with this knowledge in a training session.

Through this self-discovery process, people can start to see themselves clearly and see how the various archetypes play out in their own life.

Then, if you've done a good job of helping them to become insightful, they will often times catch themselves in the midst of an archetypal challenge, and make a different choice.

If, they don't catch themselves, you now have a common language that you can use with that person, without him or her getting overly defensive.

They may, or may not, appreciate you calling them on it. But more often than not, it does cause them to stop and think through, 'Is this the person I want to be?'

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If someone is complaining to you, or acting in an inappropriate way a good question to ask (assuming you've taught them this concept) is, "Which of your archetypes is playing out and/or talking to me right now?"

**Becoming your own coach and identifying when an Archetype is in operation**

The next time you find yourself in a heated situation, in which you are upset and reacting in a negative way, being cranky about something, having a hissy fit, maybe saying or doing something that you might later regret, (let's call this the Game), try to take yourself out of the game. It's almost as if you are having an out-of-body experience, looking down upon yourself, at what you are doing and saying.

Now, as you observe yourself in your Game, imagine asking yourself questions like:

"Which of my archetypes is dominating at the moment"

"Why am I doing this?"

"Is this who I want to be"

then jump back into your game. You may or may not make the choice to behave differently, but at least you are aware of what you are doing and who you are being.
You will find, that the more that you train yourself to flip between being in the game and being your own out-of-body coach, that you will actually bring a lot more power in to your life.

**Introduction Summary**

Your archetypes are your guides to understanding the higher plane of your life. The bigger picture perspective that your archetypes gives you, opens up a world of possibilities. Now, you have free will to decide whether you wish to use the energy of that archetype wisely or not.

Your personal evolution will leap forward as you reflect upon how you are leading your life. From your reflection you will:

- gain insight in to how to live differently and be different
- avoid the crises and dramas of life
- strengthen your understanding of what you do that creates great success, so that you may ensure you continue along this pathway
- replace fear with courage
The Victim Archetype

It seems to be bred in to us to blame others – whether it is people or circumstances – for what is occurring in our life. To act out, on some level, the role of Victim, refusing responsibility for our results.

Don’t fool yourself with the thought, “I never play Victim”. We all do – just to lesser and greater extents. Bit like the volume control on your mp3 player - some people their volume is loud and blaring. For others a quiet hum in the background.

Even the strongest and most resilient of us, at some point in our lives, will be caught up in our Victim Energy.

You can recognize the energy of your Victim archetype whenever you catch yourself:

✓ having a moment of self-pity
✓ whenever you are blaming others for your situation or circumstances
✓ when you are making excuses
✓ when you are denying your contribution to an unfolding situation

Have you ever said something along the lines of, "It's not my fault that ..."? If you have, then that's been your Victim talking.

Or maybe you have caught yourself thinking something like "I'd be a much better leader if I had better people". Again this is your Victim showing up.
I Would Be A Better Leader, if only ...

Sam was a leader whose most frequent lament was “I would be getting much better results if I had better people to work with”. What he didn’t understand was that he would be getting much better results if he were a much better leader.

He was insensitive to the needs of his people. He certainly did not honor or respect their input. It was ‘my way or the highway.’

Within three months of his departure productivity improved by 70%. Nothing else changed just the leader. The new team leader, was more open and engaging.

Don't Be Misled By The Word "Victim"

The Victim archetype has a negative connotation for most of us. However, when you are aware of this archetype and you have a handle on your victim energy, the choices it offers to you can be one of your most powerful tools.

In its healthy state it enables you to see when you are about to fall into the Victim trap and make a choice to play that particular situation out in a different way. It is not about trying to change other people or circumstances necessarily, it is more about how you respond to the situation.
You come into real power when you choose not to lay blame on others. When you look at your life circumstances and decide I'm going to do something different here. I'm going to think or act differently or walk away from this situation.

The Victim Archetype has a Positive Place in Your Life

The role of the Victim is to help you to:

✓ Teach you to claim (or re-claim) your personal power,
✓ Discover that the external world has limited control over how you feel,
✓ Accept responsibility for what happens in your life, and
✓ Know when you need to put firm boundaries around yourself to protect you from others.

Personal power does not mean power over or manipulation of others. It is an inner power that enables you to know that you are the creator of your life situation.

That you have the inner strength to be, do and live, as you want.

Claiming your personal power does not mean being rude or over-bearing to others. **It is about having a deep and abiding respect for honoring your own needs whilst honoring the people around you.**
**Victims Live In Fear**

A person with a strong unrecognized Victim archetype lives in fear. Fear that things are going to be taken away from them, that people are going to take advantage of them and that they aren't good enough.

They'll say things like: “I'm not able to because ... I am a woman, man, too young, too old, too shy, too black, too white, gay, etc.”

Someone who has the volume control on their Victim turned way up are often angry, hurt, resentful and suspicious. They believe bad or critical things people say about them, and collapse into powerlessness and despair.

**One of the biggest obstacles to your success lies not in your external world, but in your own self-doubts.** It is your own self-doubt and low self-esteem that holds you back.

The victim operates from the perspective: "The results I get have nothing to do with me. It is the circumstances around me that cause my life to be as it is. I am not responsible".

These types of thought patterns stop you from creating the life and the outcomes that you want and cause you to give up your own personal power.

Psychologists call this the "Locus Of Control".
We All Use Victim Energy

Recently, I was backing the car out of the garage, and Connor asked me to pass something to her. As I did so, I pulled the steering wheel down a little to the right and almost hit the wall (this in a car that was less than 24-hours old).

*My immediate thought was "Bloomin kid, if she hadn't asked me to pass that to her I would never have nearly hit that wall".*

*In that next heartbeat I thought, "Oh, hello Victim."*

You see, I could have waited until I'd finished reversing before I handed it to her. It would have been my responsibility if I'd hit the wall. It was me who made the choice to try and multi-task.

*To blame Connor was unproductive and undeserved.*

With awareness of your Victim archetype, and reclaiming your personal power, you have the opportunity to move from blame and 'woe is me' to:

"I am responsible for my life, and I am willing to take responsibility for living it to the very best of my capability".
Two people who didn’t let their Victim archetype take over

It was extraordinary for Nelson Mandela to spend 27 years of his life locked up and not give up and become totally evil. You would expect him to want to kill every white person. To unfairly, unjustly have stolen from you a quarter of a century of your life and to come out of prison and say "Hey guys let’s focus on how to help the country" is pretty extraordinary.

He was asked: How did you suffer through that?

He response was:

I didn't suffer through it I was preparing myself.

Sooner or later one of two things was going to happen. Either I would die and that would inspire my fellow men to do whatever it took to change our country for the betterment of our people. Or I would live and once I got out I would lead my nation and I wanted to lead it well.

So I chose to I focus on making myself a better a leader. I read whatever I could lay my hands on to I learn how to lead men and women of all colors well."

He is a very ordinary man who had an extraordinary impact, simply because he remained focused on what was ultimately most important and chose not to cast himself as a victim.

Another equally amazing person, whom you may not have heard of is Viktor Frankl.
In his book "Man's Search For Meaning" Viktor Frankl wrote about his experiences in Concentration Camps during World War II. His conclusion was that no matter where we find ourselves, no matter the circumstances that surround us in our life, the one thing over which we will always have power is the freedom to choose our attitude.

Are you an Above The Line Or Below The Line person?

Take Ownership
Responsible
Accountable
Uses Learning

Blame
Justify
Excuse-Maker
Denial
Victim

The people who live above the line are the winners in life. They take ownership for their life. They take responsibility for the feelings, thoughts and emotions they dwell upon. They hold themselves accountable for their results.
People below the line are the Victims in life. These are the people who blame, make excuses, justify, are in to denial, playing the role of Victim.

Accepting that you are responsible for the results in your life is often times a concept that people struggle with. You might say well, it isn't my fault that .... The company went broke, My husband cheated on me, I have heart disease, the other car smashed into me, I was abused, the house was robbed, my father was a bully and so on.... It is true, it may not have been your fault.

However, anytime that you believe your control over a problem is wholly outside of yourself, you have moved below the line and turned yourself into a Victim.

The very best way to get different results, claim your personal power, move above the line and minimize the Victim within, is to ask yourself question such as:

✓ "What can I do differently to stop this from happening?"
✓ "How am I contributing to this event unfolding?"
✓ "What did I do that encouraged/enabled this person to treat me this way?"
✓ "What am I doing to stop a past history/event rule my life today?"
✓ "What can I do to claim my inner power in this situation?"
Do not let yourself get away with playing below the Line

Most people, when they stop and think about their life today (good, bad or indifferent), find that in some way, they have played a part in bringing about each of the circumstances (health, money, relationships, work, etc.).

It may be the things they did prior to the event. It may be the things they did or didn't do during the event. Or, it may be how they have dealt with life after the event.

For example, maybe you have a very mean boss. Certainly, you might be forgiven for thinking that you didn't ask for that. But, what you are responsible for is:

a) How you deal with it emotionally and
b) What you do about it.

A person with a strong victim archetype will stay in that situation. Feeling trapped, and probably complaining to family and friends about their mean boss.

A person taking personal power, will stand up for themselves and tell their boss: “This is unacceptable.”

Often times when you claim your personal power, these types of people back right off!

And, if the worst comes to worst and your boss fires you, after you’ve called their poor behavior ... won't you be in a better place?
But I hear you saying, "Yes, but this is the only job on offer where I live. I HAVE to work here. I HAVE to put up with my boss" -- This is still your Victim speaking!

**Use your personal power to take control of your emotional state**

If you choose to view this situation through the lens of personal power, then you'll take responsibility for your emotional state. You'll not let your boss get to you ... while you are searching alternative ways to create an income (e.g. you could do, what I did and start a business online).

Remember, as Viktor Frankl said, "*the one thing over which we always have power is the freedom to choose our attitude*".

Sure, there's no denying this is not easy to do in these types of situations.

But you do have choices available to you:

- Say nothing, and whine to others
- Say nothing and be miserable
- Say something and get the problem fixed
- Say something and find yourself looking for 'new opportunities'

These are all valid choices. But as you can see the later two claim more personal power than the former.

It is interesting. When I am working with clients, who are falling in to Victim mode and I encourage them to think of a different way to react to the situation and/or take different action - (turning them from Victim
mode to Power mode) - invariably they start to find all sorts of creative solutions to fixing the problem and improving their emotional response to the situation.

You are responsible in some way for every single feeling, thought, emotion you have and dwell upon. Critically, your thoughts and feelings drive your results.

**For every choice there is a consequence**

Throughout our lives we constantly make choices. Sometimes the choices we are faced with aren’t always pleasant. You’ve heard the saying, “The better of two evils!” Yet the truth of the matter is we still have choices.

Every choice has risks. But as a person accountable for your own sense of peace and fulfillment, you are responsible for weighing up the risks and deciding what you want for yourself.

**Every choice we make leads to a consequence.**

It is your responsibility to accept the consequences of each choice you make.

**Imagine this:** You are working in an environment full of restrictive rules and ill-tempered people who are very controlling and joyless. It is a toxic work environment that you dread walking into each day. But you need an income and there aren’t many other jobs around.
As we have discovered, if you take responsibility for your life you can no longer blame your Manager or your co-workers for how you feel about your workplace.

You’ll pivot your results when you change your thoughts to something powerful such as: “I’m not enjoying working here. In fact, it is sapping my energy. So, what am I going to do about it?” Now choices can begin to unfold for you:

✓ You may decide to do something to change the way people treat each other, or
✓ Maybe you decide to leave and risk not having as great a materialistic lifestyle for a while (but a much more peaceful one), or
✓ You could choose to change the way you respond to and feel about this workplace, or
✓ You might decide to do nothing, stay there and be miserable

As you shift from Victim to Self-responsible, your mindset shifts from “I’m hating this, but there’s nothing I can do” to something like:

“It is up to me to turn this around. No point in blaming. If I want a different result then I need to change what I think, feel, believe and do. At times it may be a bit scary. I may be afraid to stand up and be counted. To take responsibility for changing the way I think, feel and act. Whatever I choose, I willingly accept the consequences of my choices and the results I get in my life”.

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Recognizing the Victim at work

The victim archetype is prevalent in many workplaces. Wouldn't you like a dollar, for each time you have heard: "It's their fault" or "They won't let us do it"?

It doesn't really seem to matter whether, 'their' or 'they', are the executives on corporate row, or the people at the front-line.

How do you know that your business has a thriving victim population?

Here are a few tell-tale signs:

✓ People doing the bare minimum on the job
People blaming other people or departments or the economy for poor performance

People wanting guaranteed wages rather than performance based wages

Rule based vs principle based

Lots of complaining

Graffiti

High workers compensation claims

When you hear others around you playing below the line, don't let them get away with it. Introduce this information to them at a time when they aren't in the grip of a Victim attack.

Share this knowledge so they can make the choice to operate above the line. Help them to see how their **thoughts could be limiting their behavior, which leads to limiting success.**

Most people are crying out to be helped to play a bigger game in life. As a high performance leader, it is your role to assist people to align to their potential.

Be consistent in holding yourself, and others, to being above the line. In time they will come to see what a great gift you have given them. They will come to see that you cared enough about their success that you risked their ire.
When you, the leader, claim your power over your own inner victim, you become much stronger at helping the people around you to move from a victim consciousness to a powerful performance mindset.

**Breakthrough Reflection**

For a short period of time (week or two will be plenty) keep track of:

- ✓ How often you blame others for your circumstances
- ✓ How often you spend time in self-pity
- ✓ Whether you feel victimized by others, when situations don't work out the way you wanted them to
- ✓ Identify any patterns, circumstances, and or events that trigger your victim type of responses
- ✓ Spend time writing out how you would like to feel. What it will feel like to feel powerful and living above the line.
Judge Archetype

Did you know that within each and every one of us there resides a rulebook? It's an internal rulebook that has evolved from your lifetime of experiences and is filled with the do's and don'ts by which you run your life. This rulebook contains your beliefs, values and attitudes. And unfortunately, most people don’t realize these rules are running their lives.

Exacerbating the problem, is that we each have a slightly different rulebook. And, it is these differing (and often hidden from our conscious mind) rules, that create so much of the conflict in the workplace, at home and in the community.

In fact, the vast majority of conflict in any organization is, at the root of it, a conflict in beliefs.

Let's pry in to your rulebook for the moment. What are some of the rules that you grew up with? You may possibly be familiar with rules such as ...

✓ Only speak when spoken to
✓ Don't talk with your mouth full
✓ Respect your elders
✓ Don't tell lies
✓ Be on time

Maybe some of these rules resonate for you, maybe not. It will depend upon the influencers around you as you grew up, and what their rulebook said was ‘acceptable’.
For example, in many countries it is expected that people belch after a meal to prove their satisfaction with the meal. In other countries this would be seen as the height of bad manners.

Don’t be mistaken, there are some good rules. Like 'Be courteous to people in the street.' 'Don't get drunk on the job.'

These are the types of rules that we need for society to function. But there are many, many, many rules that are just plain dumb. They have very little to do with making society tick, and a lot to do with people trying to control others.

Without you even being consciously aware of it, your inner self is constantly using this rule book - containing the values, attitudes and beliefs that you have picked up from your family and friends - to decide what is right, what is wrong, what is acceptable, what is unacceptable.

I'd like to introduce you to this inner part of yourself, which is known as the Judge Archetype.

**Who is the Judge archetype?**

The Judge Archetype, is the voice residing within you that you are probably very familiar with. In fact so familiar that you possibly don't even realize just how much s/he rules your world.

The Judge is the critical inner voice that constantly finds fault and rejects. In fact, you are filled with judgments about yourself, your children, your
partner, your co-workers, your neighbors, and even the people you pass on the street.

Your Judge wants you to look good, to conform, to act, to dress, to speak in acceptable ways ... in other words, to fit in.

The fear of being rejected is so strong, that the Judge frantically works to keep you inside the safety zone. Stopping you from stepping outside the boundaries to where you could get hurt. (Hurt emotionally, not physically.)

Your judge archetype, armed with his or her rule book, robs you of your peace of mind with endless criticism about:

- what you, or others, should do or should have done
- how you should be
- how you should act
- how much money you should make
- how you should be in a relationship

every way that you should be and act is in that rulebook.

Certainly, the Judge has a different impact on each of us. A bit like the volume on your stereo, for some the Judge is loud and blaring. Others have learned to turn the volume down and it is a gentle hum in the background. But still, its noise is always with us. So, it is certainly worth discovering more about the Judge archetype and how to limit its negative impact.
What is the greatest fear of every person?

Rejection. Numerous studies have shown that people's #1 fear is Public Speaking, what's that a fear of?

Rejection!

It is the fear that people aren't going to find me good enough.

Protecting you from rejection is what the judge holds as its very noble purpose. To protect you and stop you from being hurt.

Every single human-being at their inner core wants to be loved and accepted.

But, unless you start by loving yourself, you certainly can't expect to be loved and approved of by others.

And, this is ultimately what your judge archetype teaches you. That the only person who can reject you is you.

The judge is all about helping you to learn about acceptance, forgiveness and love. For yourself and then for others.

Have you ever woken up at 2 a.m. thinking, "Why was I so stupid?" "Why did I do this or Why did I say that?" "What was I thinking ..." This is the voice of your Judge.

We often punish ourselves over and over for the same mistake, which sets a belief deep in your sub-conscious that you are not worthy or capable.
We are the only animal that punishes ourselves over and over and over for a mistake. If a lion is chasing an antelope and misses it, does it brood and say to itself, over and over, 'You are such an idiot how could you miss that'. Of course not - the lion simply goes, 'Where's the next antelope!' Unfortunately, humans tend to have a bad habit of replaying our mistakes over and over.

We've got to learn to stop judging ourselves and others so harshly and simply become more accepting.

You must look at your mistakes, but rather than wasting energy scolding yourself, your focus must be to learn from your mistakes and on what you are going to do differently next time.

Left unchecked the Judge costs you dearly

Unfortunately, many people are unaware of the influence and control the judge exerts over them, and when unchecked the damage it can do.

Like all archetypes, most of these conversations and reactions happen deep in your sub-conscious. When you don't learn how to manage the Judge's criticism it can cost you dearly and lower your performance.

Breakthrough Reflection

Monitor what you say to yourself and others. When you hear your inner judge being critical or negative, stop and reframe the words.
For example, if you hear yourself thinking, "I am so stupid!" stop and rethink that statement.

Are you really stupid?

Of course not.

Instead tell yourself, "I am a smart person. I may make mistakes from time to time, but I learn from those mistakes, which enhances my wealth of experience and wisdom."

During the next week focus on being kinder and more uplifting to yourself.

**The significant power the Judge wields in your relationships**

Whilst, so far we've focused primarily on judging yourself and your own performance, know that the Judge also wields a significant amount of power over your reactions to others.

The minute someone does something that breaks the rules in your personal rulebook, you notch up a mark against them. If you are a leader in an organization this can be a very dangerous thing.
Hot Tip

If you've got someone, whom you are feeling particularly tense about the way he or she goes about things, you may need to remember that, sometimes another person's way is just a different way. Is the person you are judging simply undertaking a task in a different way or style to you, yet they will still achieve their outcome?

Could it just be your own restrictive rules, that are getting in the way here?

For example, say, you have a starting time of 8:30 am. (And that doesn't have an impact on customer service). Now for some people who were raised to be prompt and punctual, if 8:30 am is the official start time they believe you should be at work ready to go somewhere between 8.00 and 8:15.

For others, 8:30 am is simply a guideline. As long as the work gets done, to them it really doesn't matter whether you start at 8.15, or 8.30 or 8.45.

Problems arise if these two people have to work together.

The person who is time driven, will see the other person, who turns up late, as being disrespectful, rude, undisciplined, as an under-performer.

For the person who is more flexible with their starting time, they see the other person as being too rigid.

Woe betide, if the person who is rigid about starting times is the leader.

Because on the conscious level, all the leader is aware of is, "This person should be on time".

They often don't push themselves to the depth of, 'Why do I feel this way'. Most people stop at, "This isn't right".
How does it feel if you have someone judging you or disapproving of you? What fear does it kick off for you? Of course, it is probably triggering that deep fear, "I'm going to be rejected".

When you stand in judgment of another, it can make it very difficult to bring out the greatness in them. Because in judging someone all we are doing is triggering his or her primal fear: "I'm not good enough".

When people are feeling under threat, they do one of two things. They fight or they flee. If you want that response, from the people that you work with, then go ahead...

stand in judgment.

However, if you really want people to be at their best, aligning with their potential, then you'll need to do something different.

Certainly, if someone is under-performing, you don't ignore the problem. Successful High Performance Leaders discuss the performance, BUT without standing in judgment. It has a 'charge-neutral' feel to it.

With practice, you can recognize when another person has engaged your Judge. Which gives you the option to reframe your response, and turn to the high performance option. Which is to let the person know that, whilst you may, or may not, necessarily agree with what he or she has done, you don't reject them for their actions.
One of the greatest gifts you can give to a person is to **never criticize** them over a mistake they have made or something they can't fix. Simply sit them down and then ask,

- ✓ Do you accept responsibility?
- ✓ What did you learn?
- ✓ What are you going to do differently next time?

This is far more powerful than beating them up and judging them. **Help them to learn through their problems.**

Organizations with lots of restrictive rules and regulations are managed by people who are driven by their Judge Archetype.

Leaders who are driven by the Judge, certainly wouldn't describe themselves as fearful. Yet their behavior shows us otherwise.

Afraid that if they don't control the situation and others, then chaos will follow and it will reflect poorly on them and they will be blamed for it. They are afraid they will be judged as incompetent, unworthy, not good enough.

Who are they afraid of?

Well, more often than not, the restrictive, fearful leader hasn't thought that through. It is simply an automatic, instinctive impulse.

Mostly people don't realize that the 'something bad' they are afraid of is Rejection.
If ever you have had that choking feeling of trying to control everything and everyone around you. Of feeling that only YOU can get it right. Then you can rest assured you have within you some unexamined fear.

You are being driven by your Judge to perform and protect yourself from possible rejection.

**When the Judge rules you always play a small game**

You can also guarantee that you are playing a fairly small game. Great leaders know, that as their world expands, they can't control everything.

They have to let go, and believe in, and trust the people who work with them. If they don't, they will surely limit their own and their organization's success.

Organizations such as Nordstrom, Zappos and Southwest Airlines are run with few rules. Instead they encourage people to use their own best judgment.

Leaders, who aren't driven by an internal fear of being not good enough, run organizations such as these. They are leaders who have come to understand that the person who judges them most harshly is him or herself.

When you retire yourself from being "the Captain Of The World"

- trying to control everyone and everything around you, with lots of shoulds, musts, and have tos;
when you get rid of all the dumb rules that inhibit powerful performance

when you no longer run your life by unexamined, subconscious fears,

then your life will become oh such much easier, power-filled and truly successful.

As you minimize your Judge you give yourself the opportunity to operate at your highest capability.

The good news is that you can change your limiting beliefs through your self-talk.
Saboteur Archetype

People with low self-esteem, and all the fears and issues associated with it, are often visited by the Saboteur Archetype.

At the core of it the Saboteur helps you to examine the degree of your self-worth, through shining a spotlight on your fears. The Saboteur recalls your fears of yesterday and causes you to run away from the wonderful opportunities before you today.

For example, say you have had a messy divorce. Then one day someone new comes into your life. She or he seems wonderful, but inexplicably you find yourself not responding to them. You don't quite now why.

The answer is stuck somewhere within your subconscious.

There is possibly a tape playing in there that says something like, "Danger! Danger! You've been in a situation like this before. Nothing good came of it. Get out now!" So you find yourself not answering phone calls, or flirting with others in front of this new potential mate or some other type of 'dumb' behavior.

When you are aware of and work with your Saboteur it is a great ally because it actually shines a light on why you don't allow yourself to be the full potential you could be.
For many people, success brings up all their fears. Then, because of unexamined self-worth, self-esteem and self-acceptance issues, the pressure of having to maintain the success becomes too hard to bear.

So, they do something 'dumb' to bring them back to a level that doesn't put so much pressure on them.

Look at people like Tiger Woods, Wayne Carey, Shane Warne, Bill Clinton and Jack Welch, men who seemingly had it all, and yet have very much sabotaged their lives through affairs that the world 'had' to find out about.

Or people like: Elvis, Marilyn Munroe, Kurt Cobain, Brittany Spears and the list could go on.

All people living a life most of us dream about, and yet each and every one of them sabotaged their success, in some way.

**The point is, we do dumb things to get us out of situations that we don't feel worthy of.**

If ever you catch yourself saying/thinking: "I have no idea why I did (or didn't) do that. What was I thinking?" take the clue that your Saboteur has been at work. And you had best have a good long look at your self-esteem and sense of self-worth in that area.

Whenever you do something that causes you to harm your own success or stop yourself from becoming empowered, recognize that your Saboteur is in operation and that you probably have some type of self-worth issue bubbling away under the surface.

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A classic example of the Saboteur in the workplace

Imagine someone who is working for some type of pay-for-performance system. For example, a salesperson on commission.

Now, this person knows that they generally earn $10,000 per month. But watch out if they earn $15,000 one month. They will correct for the mistake - and find themselves with a $5,000 month the very next month.

People don't mean to sabotage themselves. But, as surely as you'll have a hole in your foot, if you point a loaded gun at it and pull the trigger, if your self-esteem isn't at the level of where you find your circumstance you'll self-correct.

So, the salesperson stops making the calls. They'll justify it, with all sorts of rational and logical sounding excuses, about why they can't make the calls. But excuses and justification it is.

Because, if you put that loaded gun to their head and said - Make the sales calls - all those excuses would disappear.

It all comes down to the choice you make, in the moment. You will feel a fear or pressure to perform. It is probably not a conscious thought, but somewhere on the inside you feel uncomfortable. You often experience it physically as feeling nervy, uptight, on edge.

Buried deeply in your subconscious is a thought pattern that goes something like "I am not this good, or I can't maintain this level of excellence forever, or I am not worthy".
The Moment of Choice

It's right there, in those types of moments (whether it's a job you don't feel worthy of, a relationship, the body shape, the not smoking or drinking - anything where you are struggling to be the picture you want) where you will need to make the choice.

To make the choice to acknowledge the fear and to be all you can be and move your life forward in a positive way. Or, to leave the fear unacknowledged, and allow it to dictate that you do something, that will ensure that you bring yourself back to a level, that your self-esteem feels you are worthy.

The key is, anytime you find yourself sabotaging your success, start to ask yourself questions like: Why do I do this? Why do I stop myself from being the full potential I could be?

If you dig deep, the answers to these questions will give you a breakthrough and move you one step further forward in aligning with your potential.

When you acknowledge, and become aware of your Saboteur, you can actually engage it to help you tear down your limitations and re-build your sense of self, and consequently your sense of what you are worthy of. Once you are aware of it, your Saboteur will remind you to not give in to your fears.

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Breakthrough Reflection

When you find yourself doing something dumb, like not making the sales calls you need, or coming in constantly late to work, missing deadlines on projects, messing up a relationship, etc. take sometime to ponder "Is this because I don't feel I am good enough for this?"
Child Archetype

Have you ever worked with a bunch of Children dressed up in big people's clothes? Welcome to yet another of the universal archetypes ... the Child.

We see the Child a lot in organizations, but we aren't talking about being Childish.

Rather, we are talking about a conversation, that goes on in your mind, that is trapped in the thoughts and feelings of your Childhood. Your Child archetype is the part of you that learned the concept of cause and effect.

The Child within you expects a protected life, a perfect life ... expects life to be very nurturing and safe. The Child believes that nothing happens to you unless you deserve it. If ever you catch yourself saying, "I don't deserve that" recognize this is your Child archetype speaking.

Your Child looks for whether life is fair or not. Whether you deserve something or not. For example:

"I've been working long, hard hours, I expect to get a promotion"

"I got the project in on time and it saved the company $50,000, I expect a raise."

When you hear people complaining, "We aren't recognized enough for the hard work we do", you are witnessing the Child in action.

Are you a good boy or girl?

Your Child wants someone to tell you, "You are a good boy or good girl".
Why is that?

Because you don't have enough genuine self-approval.

Each person deeply thirsts for their own self-approval. And, it is important that you come to grips with the reality that, the opinions of others will never satisfy your deep-seated need to like, love and approve of yourself.

Once you have found the path to successfully liking yourself ... strongly approving of yourself ... then the need for the approval of others will fall away. Sure, when the approval of others comes your way, you are unlikely to reject it. But you are no longer a slave to it.

When you consciously work with your Child archetype you will discover your path to self-approval.

Just as the Judge can protect you with its safe rules AND it can hold you back with its limiting, restrictive rules, so too the Child archetype can hold you back when it is underdeveloped.

How The underdeveloped Child shows up

An underdeveloped Child archetype can be expressed in many ways, (Wounded, Brat, Orphan, Magical) but there are two, that seem to provide leaders with challenges, when they appear in the workplace.

The Wounded Child

The Wounded Child is stuck in the pain of its Childhood - for example, "I am no good socially, because my parent's didn't care about me" etc.
Subconsciously, people who have a strong wounded Child archetype, are drawn to people who can provide them with the parental figure they often believe they never had, particularly when they are faced with difficult circumstances.

If you, as their leader, are providing this parental type figure, there's almost one thing that can be guaranteed. At some point together you are going to hit a brick wall. **The person who has a wounded Child archetype is looking for you to make their world safe, and it is not your job to do that.**

**It is their job.**

When you are over-protecting them you are taking away their power, to learn to stand on their own two feet.

Unfortunately, like magnets the Nurturing Parent and the Wounded Child seem to find each other. So, if you feel that you are inclined to use a lot of Nurturing Parent in your leadership, you need to be very aware of this. Your job, as a high performance leader, is to empower others. In the training **Understanding Difficult People**, we explore more the challenges with Nurturing Parent leadership and what you can do to bee a more empowering leader.

**The Brat**

The Brat is given to obnoxious behavior, temper tantrums, fits of jealousy, and a chronic need to always be the center of attention, even if it is bad attention.
Any time you find yourself stamping your foot (either literally or figuratively), saying "That's not fair" ... basically having a hissy fit ...that's your Brat Child showing up.

The union delegate or the person who is constantly unhappy with the work conditions, no matter how good they are, often times has a strong Brat archetype.

If ever you find yourself acting irrationally about something realize that you are possibly looking at the situation through the eyes of your Child Archetype.

This is not an adult thinking.

You become powerful when you can recognize that your Child has taken over. AND, ask yourself, “Is the right part of you to be taking action in this moment?” **Take advantage of the moment of choice.** Generally the best thing you can do is to take yourself out of the situation, until you are thinking straight, calmly and rationally.

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**The Brat At Work**

*Recently, I met a woman at a lunch and she shared with me an experience she had with one of her team members, that morning. A fellow who seems to have a very extreme Brat.*

*She had asked him to do something for her, and the next thing he was picking up things and throwing them across the room, swearing and shouting, huffing and puffing. Of course, his Brat within, got exactly what it wanted, the attention of everyone in the facility.*
What precipitated this episode?

This woman, had recently been brought in to run this particular department. This team member felt that he should have been offered the job, rather than it going to an external person. And of all things a woman! It seemed it had been only a matter of time before his Brat had to show up.

When someone is in a full flight Child moment, do you think there is anything you can say or do to stop them?

Certainly it is very difficult, if not dangerous, to say to them "Now listen your Child has taken over here", particularly when they don't understand this concept of archetypes. At best the Wounded Child will go off in a huff and at worst the Brat might hit you!

Help yourself and your people to become your own coaches.

Share this information, about Archetypes, in a personal development training session, to help them better understand why they behave the way they do.

When you help your people to better understand themselves, the better your team will perform.
The Natural Child

On a positive note. Your fully developed Natural Child Archetype is the part of you that is light-hearted, innocent and expectant of the wonders of tomorrow - regardless of your age.

Fully developed, your Natural Child Archetype brings playfulness, balancing the seriousness of the Judge; it allows you to spread optimism, magic, spontaneity and enthusiasm to everyone around you.

This part of your personality is positively infectious and brings out the best in others, as well as in yourself.

Haven't you had those days that felt like a Disney day? The birds were chirping, butterflies fluttering and all was right with the world! You bounced into work with a spring in your step and nothing, but nothing could stop you from feeling good.

Well, that was a day when you were feeling into your Natural Child archetype energy. **The most delicious part of you and just how life should feel all the time!**

People who have a strong Judge often try to squash Natural Child energy in the business setting - business is serious stuff!

And yet, look at companies like Virgin and Southwest Airlines, where people have a great time and still deliver great business results. Read the book "Fish" by Stephen Lundin, Harry Paul and John Christensen, if you want to explore how you can bring some more Child into the work place.
Prostitute Archetype

You have probably had times when you have been in a meeting, or in a conversation with friends, and had thought something along the lines of, "I don't really agree with what they are saying, but I think it's a whole lot safer, if I just keep my mouth shut."

You do this because you fear losing people's respect, approval and/or friendship.

The moment you make the decision to not speak up, and voice your true opinion, you have just stepped into the world of the Prostitute.

Have you ever had a boss that has been abusive toward you? Maybe not overly abusive, but s/he has said or done things that you didn't like, and yet you didn't say anything because, "That could cost me my job"? That's your Prostitute Archetype in action.

Arthur Anderson, one of the largest accounting firms in the world, came crashing down because they were in charge of looking at the accounting practices of Enron. They knew Enron's practices weren't right. They knew something was a bit on the nose. But they chose to not say or do anything because they would lose their biggest client.

The money was too good... that was their prostitute speaking.

If you are sticking with something just for Economic or Social Safety - then you are using your Prostitute Archetype.
The Prostitute shows itself when you decide to stay in a relationship, or that job, that's not good for you. That is in fact, possibly quite toxic, simply for economic or social safety.

Because your fear is, that if you strike out on your own, you won't be taken care of on a physical level:

- you’ll lose your house,
- the clothes off your back,
- you won’t be able to take that holiday,
- put the kids through a good school,
- you’ll lose your family and friends.

**Your Prostitute Archetype is here to test your faith.**

To test if you have faith in yourself and your Higher Power (whom, or whatever that may be). When you have this faith, then no one can buy you.

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**Shelley’s Prostitute Challenge**

*Several years ago, I was invited by a large government department to be one of several coaches in a large coaching program they were launching. A program that was costing them several million dollars.*
On the briefing day, when they were taking us through the mechanics of how the program would work, I had an awful realization that this program was not going to deliver the results they wanted.

The model of coaching that they had chosen, was not designed to deliver awesome breakthroughs for their people. At best they would get minor, incremental shifts. That wouldn't move them forward at the pace they needed.

Now, here's where the story gets interesting for me.

This was a major, financially lucrative, contract and it came at a time when my business wasn't doing so well financially. The business was going great guns in terms of developing people, but I was such a terrible marketer that it wasn't bringing in the volume I needed. I desperately needed the money that this contract offered.

So, here I was sitting in this meeting and I'm faced with a real dilemma. At the morning tea break I asked the opinion of a couple of other coaches. They agreed with my diagnosis - in the format it had been set up, it wasn't going to deliver the results the client wanted.

The consensus of opinion seemed to be, the money's too lucrative, don't say anything, and maybe try to fix it from within.

But the problem I could see, with that approach, was that there was going to be a number of coaches who would simply comply with the format being presented, and that it would be a disaster.

So, I'm faced with two choices: sit there, shut up and take the money. Or say something and hope that it will influence them to modify the program, so that it has a stronger chance of success.
So which do you think I did?

*Remember, I was desperate for this money.*

Yep, *after an interesting conversation with my Prostitute, I decided to say something.*

And, *yes the senior executives, who had put the program together, didn’t like what I said. And therefore, I lost all chance of being offered the contract.*

*But you know, I’ve never regretted what I did.*

To have taken that contract would have been exceptionally costly to my spirit.

I would have felt out of alignment for the entire time that I was involved with the project.

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**The Prostitute tests you on your price:**

At what price are you willing to sell out your integrity, your thoughts, your opinions, your emotions, your morals, your happiness, your honor, your dignity, your soul and violate your spirit for physical, financial and social safety?

Here's a simple exercise to do: List the five things that are most important to you:
For many people, toward the top of their list will be family. But I want to clue you here, to be honest about what is most important to you.

I have had any number of clients who, when they register for coaching with me, list on their pre-sign-up analysis, that the hours they work, and its impact on their family, is an issue for them.

One of the first things I ask coaching clients to do is let me know what they value most. Generally for most people, they will list family.

Then, when I question them: *If family is so important, why do they spend so much more time and energy at work?* they start to stammer and justify (Remember the Victim?).

**Be True To Yourself.**

Either your family is most important or having a job that brings in lots of financial comforts is most important. Whichever decision you make, be okay with it. Life will be much easier when you are honest with yourself.

We often times beat ourselves up by trying to live the values that society expects. For example: "Family is #1", when in fact you may well value
contributing through your career much more. So take the pressure off yourself.

Be okay with who you are.

Be honest with what it is you truly value the most.

You see, when you don't stop and make this distinction you realize that these four archetypes - Victim, Judge, Prostitute and Martyr - are at play and working in tandem -

**Victim:** "Poor me I have to work these hours, if I was given a choice I wouldn't"

**Judge:** "You have to do these hours or people won't think you are serious about your career" or "You will get fired and what will the neighbors think" or "You should spend more time with your family"

**Prostitute:** "This is not what I want to do, but the money is too good"

**Martyr:** "Look how hard I work to provide for you all"

Taking a good hard look at these archetypes gives you freedom.

The Prostitute enables you to address your fears around physical and social safety and through the very addressing of them you are able to strip them of their power over you.
At first, life may become more difficult as you stand up for yourself.

However, as time goes by you will find that you have so strengthened yourself, and your integrity, that your own sense of purpose enables you to be extremely powerful. You will be respected and honored by all around you. You will be happier and more grounded within yourself as you know that you are always true to yourself and your own needs.

You may have already reached the point in your life, in which the Prostitute has become a mature part of yourself. That circles you with a strong energy field that says 'NOT FOR SALE' or "For Sale" but with awareness.

Awareness of what it can cost you spiritually and emotionally.

When you can say: "I know what I am doing, I know my boundaries. Paying my bills is way more important than standing up for my beliefs in this workplace".

Then there are no lies to yourself when you are aware. You can explore your choices and make sure they aren't costing your spirit anything, or doing harm to anyone else. When you are clear on this then it can become a sacred contract.
To help you identify this archetype within yourself, ask:

✓ Have I ever 'sold out' to people or organizations that I did not truly believe in, but I wanted what they had to offer me?

✓ Have I ever remained in a situation that offers me financial protection - such as a bad marriage - because I need financial safety?

Shelley Holmes

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RECOMMENDED RESOURCES

BOOKS


Pelzer, David J. *A Boy Called It*, Bath, Chivers 2001


Frankl, Viktor, *Man’s Search for Meaning*, Sydney, Simon & Schuster 1984


AUDIO

*Spiritual Power, Spiritual Practice* by Dr Caroline Myss

*Energy Anatomy* by Dr Caroline Myss

*Advanced Energy Anatomy* by Dr Caroline Myss
About Shelley Holmes

Using tools, tips, ideas and strategies that help them to be really clear about what is ‘success critical’ and how to get there fast, Shelley guides leaders to flourish as they live, love and lead at a remarkable level .... making the dent in the universe they are destined to.

For several years, Shelley was a key leader in a High-performance Organization (that had national and international recognition). It is this real-world experience that underpins and brings to life the theory and insights gained, from her deep study of high-performance leadership.

Around the globe, she has worked with organizations (with total revenues in excess of $116 billion) and supports thousands of individual leaders through, coaching, consulting, workshops, webinars, audio programs and the Make A Dent Leadership website (which has over 5,000 visitors per day).

Shelley’s Philosophy...

Whether you like it or not, the way that you show up at work defines you as a human being.

On grand and small scales, the way you interact with others, the products and services you are a part of delivering, all roll together to become a part of the legacy that you leave behind. The way you deal with others, the things you teach them, that cause them to grow, and become a better version of themselves .... as individuals, work colleagues, leaders, and parents ... now that defines who you are!
There are hundreds of resources like this article at Make A Dent Leadership where you can join our community of leaders who are focusing on being inspired and inspiring and making their dent in the universe.

If you are ready to be the best possible version of yourself, to lead with more energy and passion than you thought possible... if you are ready to make a dent in the universe ... then visit:

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