

12th Annual Legacy Project Conference

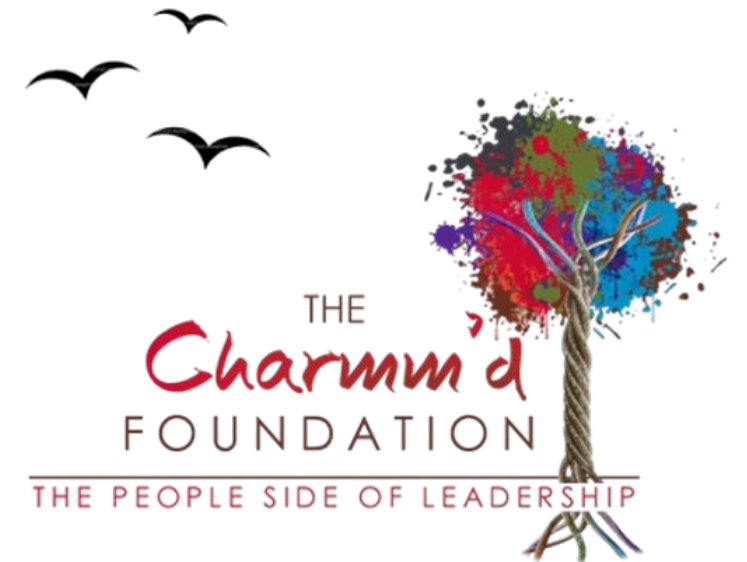
ADVANCING WOMEN IN LOCAL GOVERNMENT

Conquering your Inner Saboteurs

May 19th, 2023

Facilitator:

Sheri Miller, Executive Director
The Charmm'd Foundation



Conquering Your Inner Saboteurs Agenda

- **Silent Check In**
- **What stands in our own way**
How our saboteurs keep us from being our best.
- **Breakout #1**
Discuss a saboteur with another participant.
- **Techniques to move past the saboteurs**
Helping you with difficult conversations and a whole lot more.
- **Wrap Up**



Conquering Your Inner Saboteurs

Silent Check In

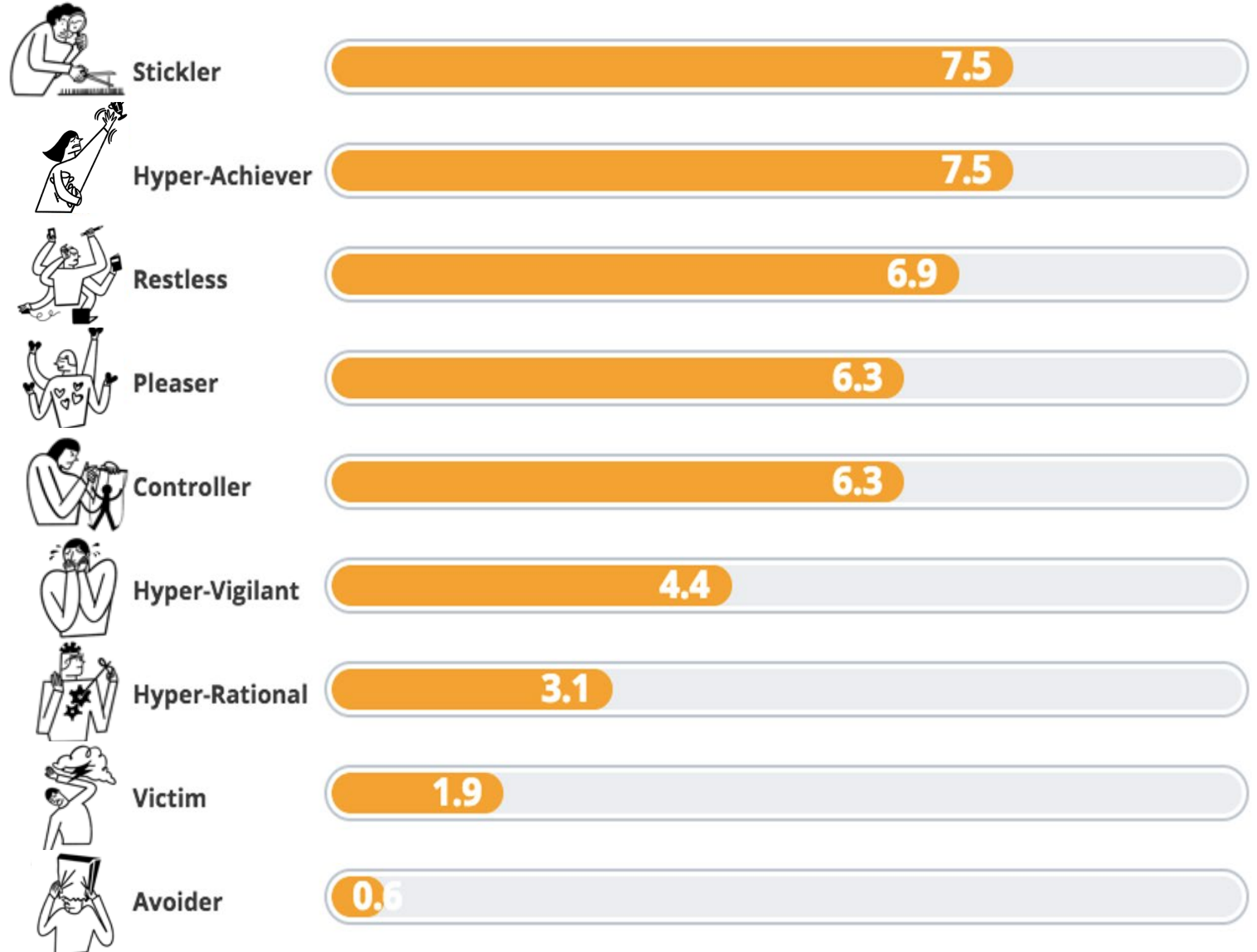
- When you feel someone else is negatively judging you – or – you are negatively judging yourself...

What happens to your energy, your clarity of thinking, your confidence?

- In the past, when you felt a negative emotion – how long has that emotion been known to stay with you?
- How do you pull yourself into focus when these things happen?

Conquering Your Inner Saboteurs Assessment Results

Sarah , here are your results



Conquering Your Inner Saboteurs

The Saboteurs

2 TRUTHS

- All of us have them and they are good ...to a point!
- Equal opportunity

...And a LIE

- But I need my saboteurs. They help me succeed!



Avoider



Controller



Hyper-Achiever



Hyper-Rational



Hyper-Vigilant



Pleaser



Restless



Stickler



Victim




Breakout 1

Discuss a Saboteur

Identify a saboteur you would like to work on.

Using the information, you printed out or downloaded, discuss the following:

- The strength this saboteur gives you
- When it goes too far, the impact you have seen it have on you and on others
- Which of the lies is true for you
- Share a story of how this saboteur came to life in your world
- If time allows, look at the other saboteurs and notice how they could “play” with yours.
- **Exchange contact information.** Your partner is your saboteur buddy!



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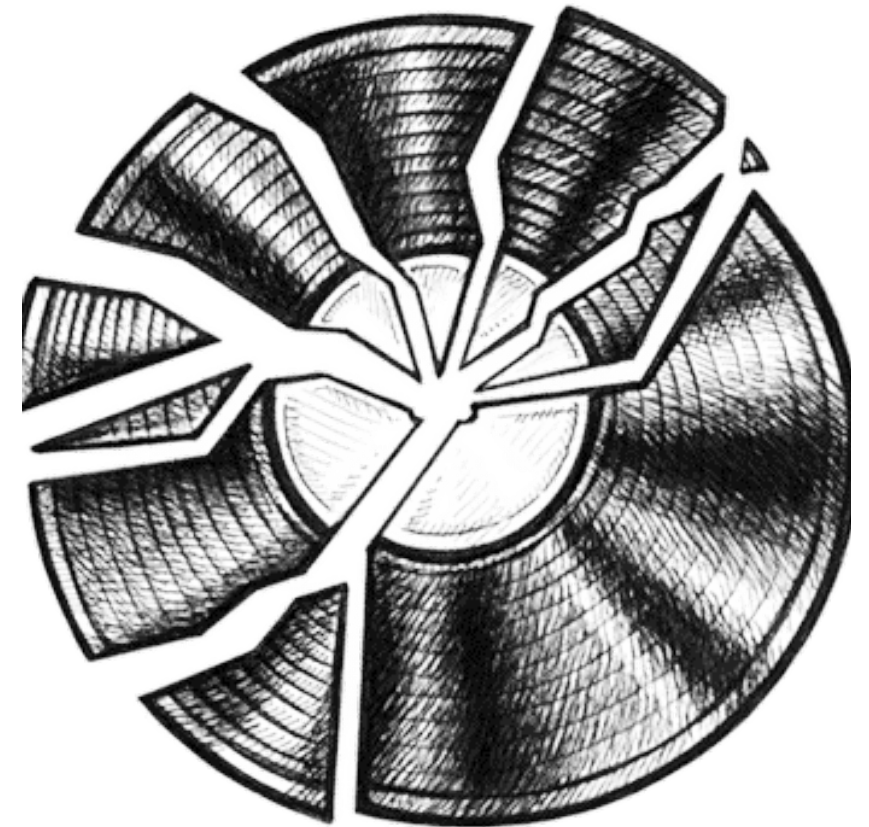
Questions & Comments



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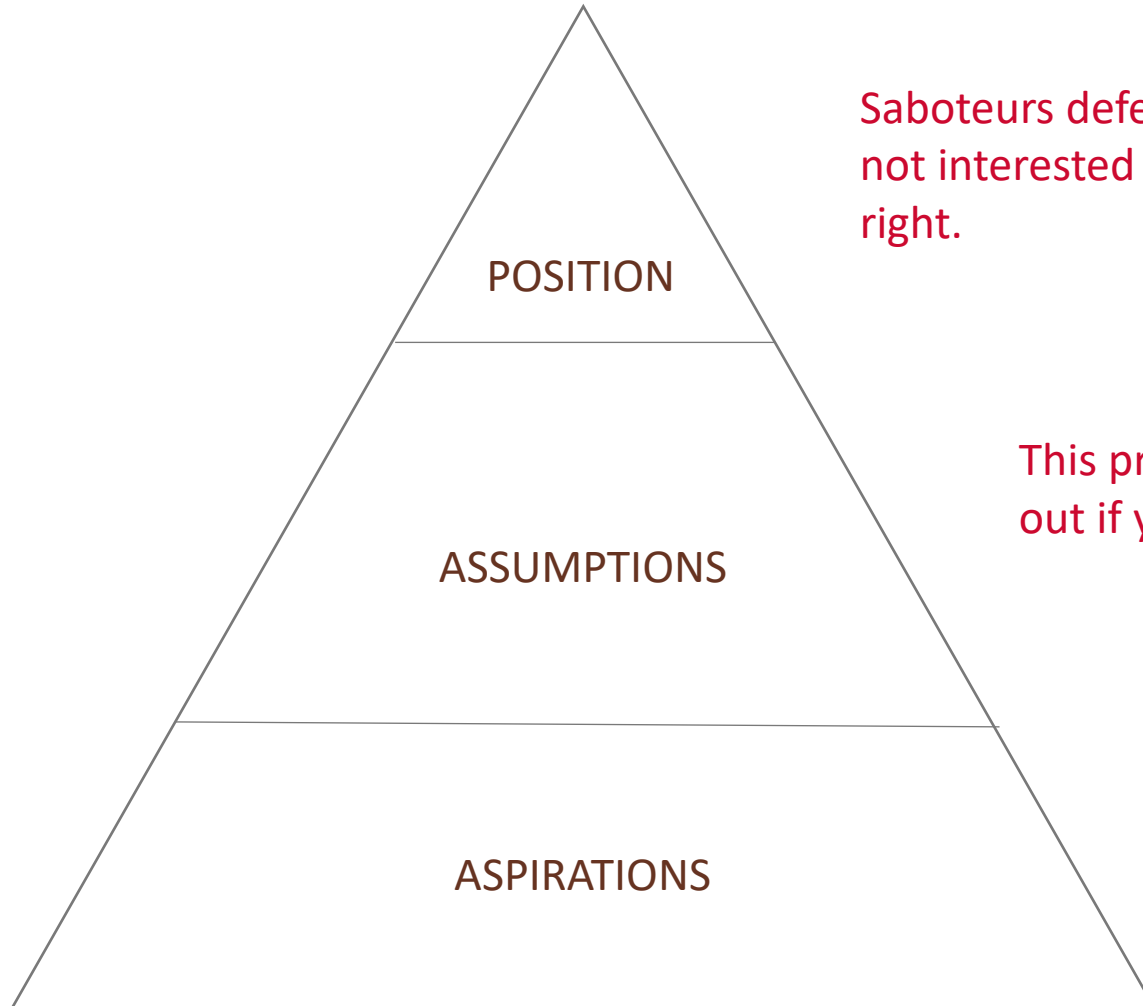
Noun – informal interchange of thoughts, information etc.

- We are so busy telling the other person what we want them to hear that we usually listen very little.
- When we don't feel heard we are more likely to repeat ourselves more loudly and from slightly different angles.
- People then often become broken records saying the same things over and over.



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Moving Past the Saboteurs









Saboteurs defend and by their very nature are not interested in resolution. Their goal is to be right.

This provides much fuel for the fire. Find out if you are right!

People do not feel heard until their feelings are understood and acknowledged. And until someone feels they are heard; they are not willing to hear what someone else has to say.







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Preparing for a discussion

- Practice before you need to
- Name the saboteurs- what are you afraid of? 
- Flash Forward 
- Prepare for saboteurs if they were to show up – ours or theirs 
- Get ready to listen
 - Assumptions
 - 20% 
 - Set your intention ...gift/opportunity 
- 5 – 15 minutes of “white space” 

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When in the discussion...

- Remember your intent throughout – even share it!
- Name it
- Note the saboteurs in the room and work to calm them 
- Listen
 - Be curious ...”say more”... 
 - Clarify assumptions by asking questions
 - 20% 
- Show empathy 
- Yes and... 
- Together, create a plan to move forward 
- Quite possibly this isn't a “one and done”

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After the conversation...

1. Use the check list and reflect
2. Contact your accountability buddy
3. And remember...



Conquering Your Inner Saboteurs

Wrap Up



The Saboteurs That Stand In Your Own Way Handout



Saboteur Assessment
Share this link with those you know!



Positive Intelligence
By Shirzad Chamine

Any Questions? Contact me!

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