

White Paper

13 Most Common Patterns in the Workplace



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Creative Energy Options

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Super Achiever – must win at all costs.

Rebel – can't accept any authority.

Procrastinator – won't finish anything.

Clown – reduces everything to a joke.

Persecutor – bullies people into misery.

Victim – too scared to take any action.

Rescuer – demands to be the big hero.

Drama Queen/King – makes emotional scenes.

Martyr – does everyone else's work.

Pleaser – say what folks want to hear.

Avoider – dodges work and responsibility.

Denier – won't face problems directly.

Splitter – secretly sets up conflict.

The Patterns Transformed

The **Super Achiever** becomes the **Creative Collaborator** who sees the importance of teamwork and no wins unless everyone wins.

The **Rebel** becomes the **Community Builder** who connects people for positive change impacting the larger group.

The **Procrastinator** becomes a **Realizer** who manifests dreams into reality.

The **Clown** becomes the **Humorist** whose clever comments lowers tension with perfect timing.

The **Persecutor** becomes the **Visionary** who paints the picture of a better way.

The **Victim** becomes the **Explorer** whose curious nature finds new ways to solve problems.

The **Rescuer** becomes the **Mentor** who listens and gives good advice at the right time.

The **Drama Queen/King** becomes the **Storyteller** who knows how to engage emotions for motivation.

The **Martyr** becomes the **Integrator** who brings people together to share the workload.

The **Pleaser** becomes the **Truth teller** who tells the truth without grandstanding or lecturing.

The **Avoider** becomes the **Initiator** who encourages everyone to be present and handle conflict.

The **Denier** becomes a **Trust Builder** who faces all problems directly, ignoring nothing.

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elevating leadership skills

The Splitter becomes a Peacemaker who works to preserve the integrity of the whole system, not choosing sides.

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