

From Saboteur to Sage: Leading with Greater Intention (Part 2)



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Hello!

- Welcome back
- Use your voices
- Have a sense of humor
- Keep an open mind

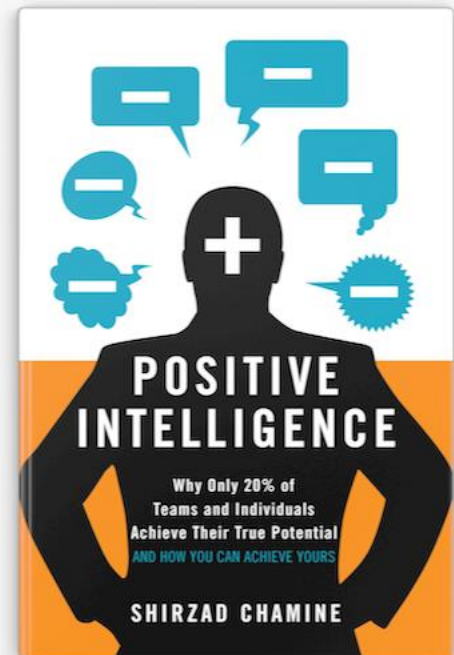
I'm Steph

- Career Transition, Business & Professional Development Coach
- Love shopping, pilates and being outside
- Girl Mom
- Worked in digital media selling advertising for 20 years
- Recovering pleaser, still a hyper achiever and learning more about my controller, stickler and victim saboteurs



Positive Intelligence Recap

Your capacity to respond to life's challenges with positive rather than negative mindset.



Have you taken the assessment?

assessment.positiveintelligence.com/saboteur/overview



Remember the Judge and its 9 Accomplice Saboteurs?



Controller



Hyper-Achiever



Restless



Stickler



Pleaser



Hyper-Vigilant



Avoider



Victim



Hyper-Rational



THE JUDGE

"What's wrong here?"



Gifts of the Judge:

- 🌱 Helps us notice what isn't working and identify areas for improvement.
- 🌱 Can motivate reflection, discernment, and higher standards.
- 🌱 Seeks to keep us safe and protects us and from disappointment, failure, and perceived threats.

Where it gets in your way:

- ⚠️ Constantly finds fault, with ourselves, others, and our circumstances.
- ⚠️ Turns healthy discernment into criticism and self-judgment.
- ⚠️ Keeps us focused on what's wrong rather than what's possible.
- ⚠️ Can create shame, frustration, resentment, and negativity.

AVOIDER

"Let's not deal with that"

Gifts of the Avoider:



Seeks peace, harmony, and emotional ease.

Where it gets in your way:



Avoids difficult conversations, decisions, or discomfort.



Procrastinates or disengages when things feel unpleasant.



CONTROLLER

"I need to make this happen"

Gifts of the Controller:

🌱 Creates confidence, decisiveness, and a sense of agency.

Where it gets in your way:

⚠️ Feels responsible for making everything happen.

⚠️ Can create tension by taking over or struggling to let go.



HYPER-ACHIEVER

"I need to prove myself."

Gifts of the Hyper-Achiever:

🌱 Drives ambition, productivity, and accomplishment.

Where it gets in your way:

- ⚠️ Ties self-worth to success, performance, or accomplishment.
- ⚠️ Can sacrifice relationships, rest, or fulfillment in the pursuit of "more."



HYPER-RATIONAL

"Let's stay in our heads."

Gifts of the Hyper-Rational:

🌱 Brings logic, objectivity, and thoughtful analysis.

Where it gets in your way:

⚠️ Over-relies on logic and analysis.

⚠️ Can disconnect from emotions, intuition, and other people's perspectives.



HYPER-VIGILANT

"What could go wrong?"

Gifts of the Hyper-Vigilant:

🌱 Anticipates risks, prepares, and protects what matters.

Where it gets in your way:

⚠️ Constantly scans for what could go wrong.

⚠️ Creates anxiety, worry, and difficulty trusting that things will be okay.



PLEASER

"I need everyone to be okay with me."

Gifts of the Pleaser:

🌱 Builds connection, empathy, generosity, and collaboration.

Where it gets in your way:

⚠️ Puts others' needs ahead of their own.

⚠️ Can lead to resentment, overcommitment, and difficulty saying no.



STICKLER

"It needs to be done the right way."

Gifts of the Stickler:

🌱 Values excellence, organization, quality, and high standards

Where it gets in your way:

- ⚠️ Sets impossibly high standards for self and others.
- ⚠️ Can lead to perfectionism, rigidity, frustration, and criticism.



RESTLESS

"I need to keep moving. I can't slow down."

Gifts of the Restless:

🌱 Brings energy, curiosity, adaptability, and enthusiasm.

Where it gets in your way:

⚠️ Constantly seeks the next thing, experience, or distraction.

⚠️ Makes it difficult to slow down, be present, or sit with discomfort.



VICTIM

“Why does this always happen to me?”

Gifts of the Victim:

🌱 Connects deeply with feelings, authenticity, and the need for support.

Where it gets in your way:

⚠️ Focuses on what has happened *to* them rather than what they can influence.

⚠️ Can create helplessness, withdrawal, or a need for others to rescue them.



BREAK OUT ROOMS

Top 3 saboteurs

Bottom saboteur

How does this show up for you?

What's the narrative?

What's the gift?

NOW WHAT?

Every outcome or circumstance can be turned into a gift or opportunity.

How do you respond vs. react?

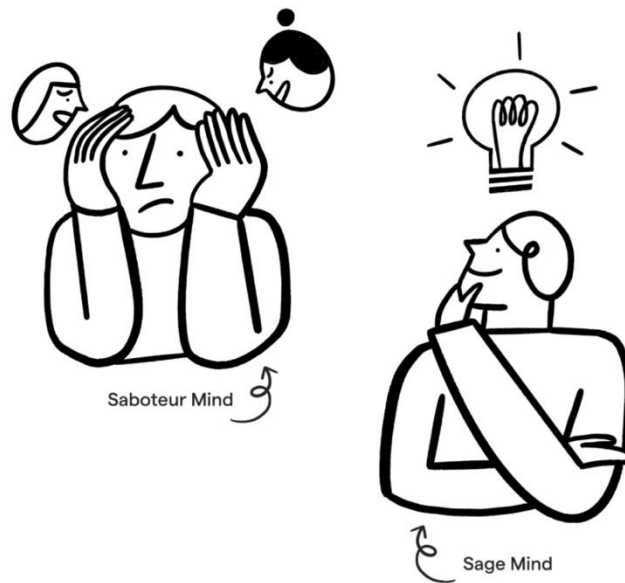
What is bad, what is good?



THE HOW

TRIGGER → SABOTEUR → PAUSE → SAGE → CHOICE

Shifting from automatic reactions toward greater curiosity, empathy, clarity, and purposeful action.



Curiosity vs Judgement



SAGE PERSPECTIVE

“What is possible?”

Every outcome or circumstance can be turned into a gift or opportunity.

-  Sees challenges as opportunities for growth and learning.
-  Responds with curiosity, compassion, creativity, and clear perspective.
-  Helps us access wisdom, intuition, and our ability to choose.
-  Looks for what is *useful* and *possible* rather than getting stuck in what is wrong.

THE PAUSE

PAUSE ≠ DO NOTHING

Interrupt the autopilot. Create space to choose.

Stop: Don't immediately react, respond, decide, or send.

Notice: What am I feeling?

Name the Saboteur: Who's driving right now

Create Space: Give yourself a moment before taking action.

Use Your Senses: Notice what you see, hear, feel, smell, or taste to bring yourself into the present.

Get Curious: Ask *"What else might be true?"*

Separate Fact from Story: What do I actually know vs. what am I assuming?

Check the Trigger: What am I making this mean?

Reconnect to Your Intention: Who do I want to be in this moment?

Choose Your Response: What would my Sage do next?

SAGE POWER TOOLS:

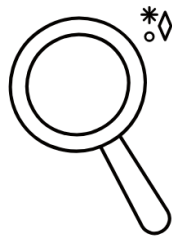
empathy



What might this person (or I) be experiencing?

How can I respond with kindness instead of judgment?

explore



What else could be true?

What am I not seeing?

What can I learn here?

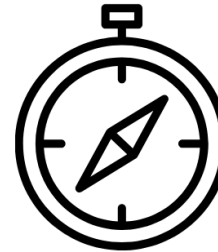
innovate



What's another way to approach this?

If there were no constraints, what might I try?

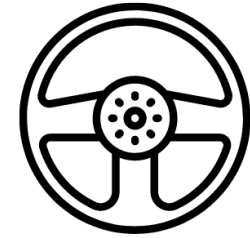
navigate



What really matters here?

Which choice aligns with who I want to be?

activate



What's my next best step?

How can I move forward, even if it's imperfect?

SAGE SUMMARY

Empathize to reduce judgment.

Explore with curiosity.

Innovate to create new possibilities.

Navigate by choosing what matters most.

Activate through intentional action.

BREAK OUT ROOMS

Top Sage Power Tool

How will you pause?

How will you shift?

How will you use it?



SABOTEURS

**Might generate success
but NOT happiness.**



SAGE

**Generates your highest
success AND sustained
happiness.**

TAKE AWAYS?

Thank you!



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