

Your mindset will influence your behaviours. Saboteurs are the negative thoughts that become habitual and work against our best interests, particularly in challenging situations. They are often developed from childhood and can create roadblocks in your life if you listen to them too much. Whilst external factors may challenge you, how you react to your saboteurs can cause self-sabotage. One example is the voice in your head that may say 'I am not good at this, don't do it' when you are asked to present to an audience on your expertise. The sage mindset is coming from wisdom, experience and insight on how to manage challenging situations. The sage mindset might say, 'Remember you know more than the audience on this topic'.

Positive Intelligence is a way of measuring or assessing how much you are mastering your own mind. The Positive Intelligence indicator (PQ) has been developed by Shirzad Chamine, based on his extensive coaching and research on how people's mindset affects their success to overcome challenges.

This exercise will help you to identify your self-saboteurs and watch out for situations that may trigger these negative thoughts. Develop strategies to manage a positive mindset and flip into your sage mindset before acting on your saboteurs.

Completing this exercise will also help you to understand other people's saboteurs too.

Ted Talk

Before taking the assessment you may like to watch the 20 minute Ted Talk by Shirzard Chamine [Know your inner saboteurs: Shirzad Chamine at TEDxStanford - Bing video](#)

1. Complete the assessment

Use this link to the, and complete the assessment. You will be sent a report – Saboteur Assessment Report <https://www.positiveintelligence.com/assessments/>

2. Reviewing your results

Having completed the assessment and review the strength or importance of each of the nine saboteurs. Then review the three most important saboteurs for you to watch out for. Is there one that stands out from the others? Are there a few that are equally important? Then, list your top three saboteurs in column one in the table.

3. Explore the effect of your saboteurs in action

Discovering how they play out and when they show up you can start to manage your saboteurs and weaken their effect on your life and develop your sage. Your self-saboteurs tend to occur more when you are feeling stressed. Reflect on the descriptions of your top

Saboteur and Sage Exercise

saboteurs in the assessment report. Ask yourself these questions and complete column 2 in the table:

In what situations does each saboteur typically surface? What does it look like when it appears? What effect does it have on me?

4. Review your Judge Saboteur

Everyone has the Judge saboteur, which finds fault in ourselves, other people or specific situations. It can erode our hopes in life, create disappointments or unrealistic expectations that can seriously hold us back in our career and relationships. It often manifests in fears. Consider what might be your fears holding you back?

Review your assessment to see your focus between these three areas of fault finding to help you become more aware of your negative thought patterns. Being a judge of yourself, others or particular situations can seriously hold you back from developing your dreams.

Read through the results of your report on the three areas of your Judge Saboteur. How is your judge distributed? How has it affected your life and career? What are you currently doing or can do to manage the Judge?

Use the Judge section in the table to note your reflections on your Judge Saboteur.

5. Develop your Sage

An awareness and even a label (fun or serious) for your saboteur can help manage them and diffuse their effect on you. For example, if one of your saboteurs is 'Hyper-Vigilant' you may label it the Policeman, The General or Sensible Sally. This labelling can help you get a positive focus to engage your inner Sage and to engage more mindfully with the situation at hand.

Consider ways you can respond more mindfully when your saboteurs appear. Think about common situations that arise and how you typically respond. Then how you would like to respond? Note some strategies in the table. It could involve focussed breathing, walking, meditation, removing yourself from the situation, speaking with a trusted friend or colleague. Remember it will take regular practise to successfully manage your saboteurs, but over time you will see them for what they are and avoid your old reactive and negative behaviour.

Saboteur and Sage Exercise

My key saboteurs	When/how do they surface?	Strategies you employ to manage your saboteurs.
1		
2		
3		
Judge		