

# TRIGGERS

- Not being Invited to a meeting or event I think I belong in
- Not being Heard when I speak out
- Not putting myself forward for opportunities
- Finding diversity of thought and ideas confrontational; feeling wrong-footed
- Having someone knock back your ideas before they've been considered
- Wanting to fit in
- Managing strong personalities
- Handling Push back
- Handling interruptions
- Being micro-managed
- Making a decision and sticking to it
- Handling criticism of decision
- Experiencing conflict
- Feeling invalidated when seek to sort out the source of conflict and how you respond to it.
- Experiencing aggression or bullying
- Receiving feedback that was unsolicited and is not constructive
- Experiencing blame from others for something that didn't work out
- Handling defensive responses
- Dealing with feelings of 'not good enough'
- Worrying about currency of qualifications
- Reporting in to previous colleague
- Wondering when it's your turn to put your ideas forward
- Having others ignore your input
- Hearing someone else make the same suggestion only to have it widely accepted instead of rejected or ignored
- Being at the effect of the Old Boy's Network
- Not able to be true to self at work
- No clear understanding of expectations around behaviour; strong presence of contrary Unwritten Ground Rules (UGR's)
- Politics and game playing are more valued than performance
- Being told what to do, rather than consulted and included
- Finding out others in the team are more qualified
- Seeing others get opportunities that weren't offered to you
- Others seem to be getting their message across more easily - they're being heard
- Feeling daunted by the supreme confidence of others
- Having to ask for what I need and want and feeling anxious that I might not get it
- Receiving unsolicited 'critical' feedback
- Not understanding why I respond or act in a way that undermines my desired outcomes
- Not being aware of the real agenda for meetings, actions or other situations
- Not knowing the ground rules for success