

Squiggly Careers PodSheets



How to stop being a people-pleaser at work

What is a people-pleaser?

People-pleasing is when you put other people's needs ahead of your own.



This usually shows up as seeking approval from others and happens at the cost of your own resilience.

Constantly prioritising other people's needs before ours can have an adverse impact.



“

Daring to set boundaries is about having the courage to love ourselves, even when we risk disappointing others.

Brené Brown

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In high-trust teams where team members practice psychological safety, people-pleasing tendencies may be less likely to show up.

Low psychological safety  **More people-pleasing**

8 ways that people-pleasing shows up at work (and how you can limit it!)

Tick a **Red** / **Amber** / **Green** status below to identify where you need the most support

- 1 You say yes when you mean no**
Prioritise pausing. *Pausing helps you to reflect and be conscious about what you say 'yes' or 'no' to.*
- 2 You say 'sorry' even when it's not your fault**
Use clear and confident language. *Watch out for words that cloud your clarity.*
- 3 You don't share thoughts and feelings as it might hurt someone**
Use COIN to structure feedback.
*C - Context, O - Observations
I - Impact, N - Needs & next steps*
- 4 You avoid conflict and criticism**
Create an environment where you proactively invite critique. *Ask 'what is working well and would be even better if?'*



- 5 You don't maintain boundaries**
Say "I don't" rather than "I can't". *Plan and practice your 'I don't' statements to make it easier to say in the moment.*
- 6 You take on more than you can manage rather than asking for help**
Find someone to support you. *Think about how bringing in someone else's skills could make the outcome even better.*
- 7 You change your personality to fit in with those around you**
Identify your values. *Spend time with people who have similar values.*
- 8 You base your sense of worth on other people's validation**
Create your own "pride postcard". *What task are you most proud of today / this week / this month?*



Coach Yourself Questions

- ? How does people-pleasing show-up for you at work?**
- ? What are the benefits to you of stopping people-pleasing?**

Recommended resources



Professional Trouble-maker: The Fear-fighting manual

Luvvie Ajayi-Jones' Ted talk on how to get comfortable with being uncomfortable inspires this book.



How to stop being a people-pleaser

School of Life video on how to limit people-pleasing behaviour



How to discover your values
Squiggly Careers Episode #42

Amazing if