

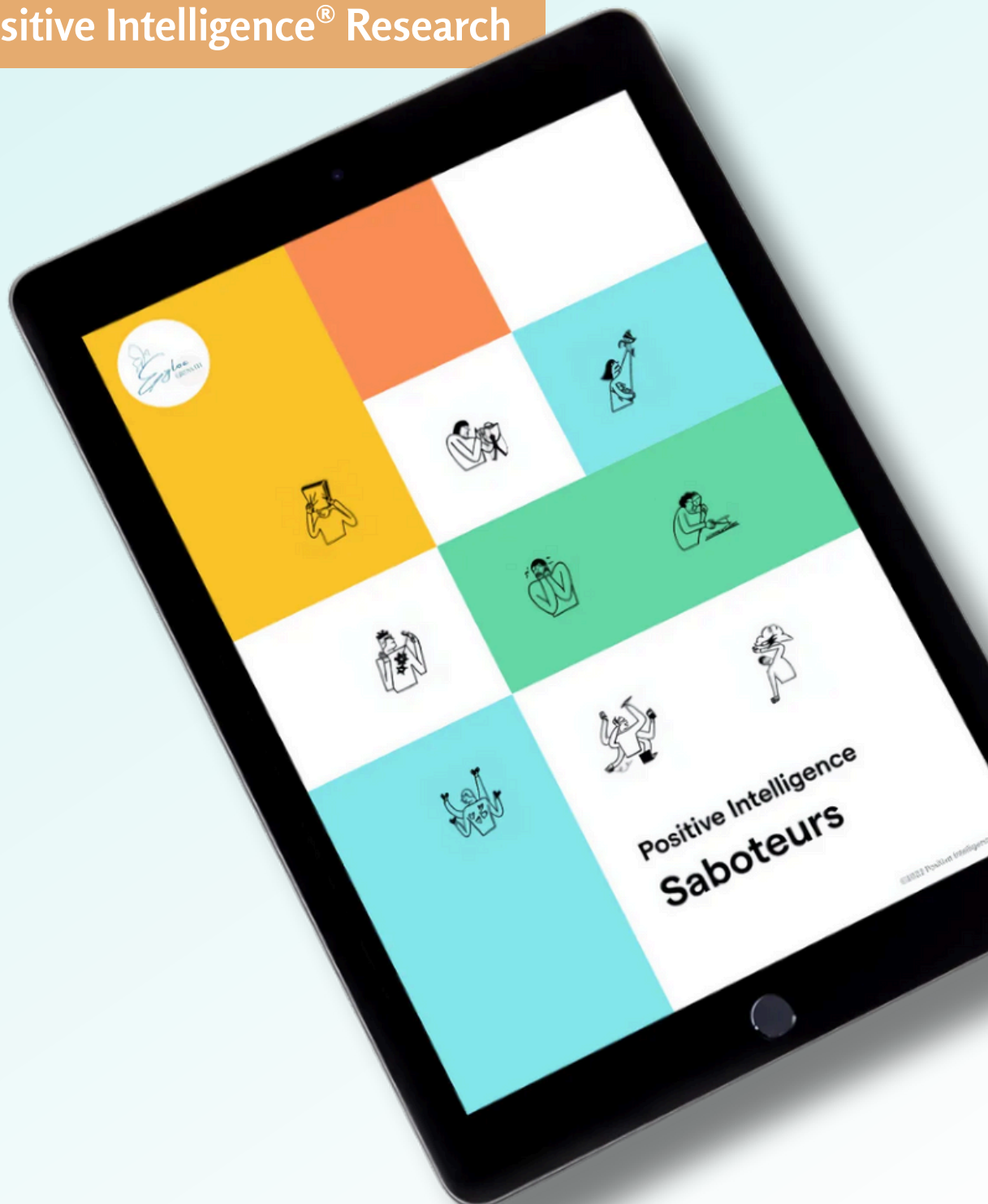


**LEADERSHIP SABOTEURS DECODED**

# WHY HIGH ACHIEVERS HIT INVISIBLE WALLS

*Uncover the Hidden Patterns Limiting Your Leadership Impact*

**Based on Positive Intelligence® Research**





# INTRODUCTION

## Dear Ambitious Leader,

You're crushing your targets. Your team respects you. From the outside, you're winning.

So why does leadership feel harder than it should?

Here's what I've learned after 20 years in tech leadership: **You don't burn out because you do too much. You burn out because you think you are what you achieve.**

The voice in your head that pushes you to perfection? The need to control every outcome? The fear that you're not qualified enough? These aren't character flaws—they're Saboteurs. And they're silently sabotaging your impact.

This guide reveals the 9 Saboteurs that keep high-achieving leaders stuck. More importantly, it shows you how to recognize them before they derail your next promotion, team meeting, or strategic decision.

Ready to lead unhooked from these patterns?

*Leila Boutaleb-Brousse*

Founder of Eylee Growth

Mental Resilience Trainer - Positive Intelligence® Expert

## Get Real Results in 20 Minutes

This isn't another leadership theory book. It's a tool.

Here's how to use it:

### Read without judgment

Notice which Saboteurs feel uncomfortably familiar

### Pick your top 3

The ones that made you think "*How did she know?*"

### Observe this week

Catch these patterns in action during meetings, decisions, conflicts

### Take action

Choose one small shift and implement it immediately

**The truth?** Awareness alone changes nothing. Action changes everything.

Your Saboteurs have been running the show for years. Time to take back control.



# Positive Intelligence Saboteurs

# Positive Intelligence Saboteurs

You can predict a person's Saboteurs by knowing their greatest natural strengths, and vice versa.



Hyper-Rational  
abuses/overuses  
the rational function.



Stickler abuses/  
overuses being  
orderly and organized.



Pleaser abuses/  
overuses Empathy.

**Saboteurs turn your greatest strengths into your greatest weaknesses by abusing or overusing them.**

## **Dangerous Lie:**

**"But my Saboteurs  
are sometimes helpful!"**

Your Saboteur is never your friend  
and never your best option.

Keep the strength but let go  
of the Saboteur.

Have your Sage use that strength  
instead.

## Origin of Saboteurs

- We're born with our greatest natural strengths.
- It's normal to overuse and abuse our greatest strengths.
- It's what comes to us most easily. We begin to become the hammer that sees every problem as a nail.

Having Saboteurs is not an indication of wounding that requires healing. Less commonly, life circumstances do force a Saboteur that's not based on born tendencies.

# Judge

Finds faults with self, others, and circumstances.  
Causes much of our disappointment, anger, regret, guilt, shame and anxiety. Activates accomplice Saboteur.



## Characteristics:

### Self

Badgers self for past mistakes or current shortcomings.

### Others

Focuses on what is wrong with others rather than appreciation. Gets into inferior/superior comparisons.

### Circumstances

Insists a circumstance or outcome is “bad” rather than see it as a gift and opportunity.

### Thoughts

What is wrong with me? What is wrong with you? What is wrong with my circumstance or this outcome?

### Feelings

ALL guilt, regret, shame, and disappointment is from the Judge.  
Much of anger and anxiety is instigated by the Judge.

# Justification Lies

Without me pushing you, you will get lazy and complacent. Without me punishing you for mistakes, you will not learn from them and repeat them. Without me scaring you about bad future outcomes, you will not work hard to prevent them. Without me judging others, you will lose your objectivity and not protect your self-interest. Without me making you feel bad about the bad outcome, you won't do anything to change it.



## ⚡ Impact on Self and Others

Judge is the master Saboteur and the original cause of much of our anxiety, distress, and suffering. It also is the cause of much of relationship conflicts.

## 🔑 Original Survival Function

A bias towards noticing, exaggerating, and reacting to the negative is a central survival strategy. It reduces our chances of being surprised and harmed by unanticipated dangers to our physical and emotional survival. Because of this key function, the Judge is the universal Saboteur shared by all, regardless of circumstances of our upbringing.



# Avoider

Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.

## Original Survival Function

Avoider could rise from both happy and difficult childhoods. In a happy childhood, one might not have learned the resiliency of dealing with difficult emotions. In a childhood of high conflict and tension, the Avoider might come in to play peacemaker and learn to not add any negativity or tension of one's own on top of the existing family tensions.

## Characteristics

Avoids conflict and says yes to things one wouldn't want. Downplays importance of real problems and tries to deflect others. Has difficulty saying no. Resists others through passive-aggressive means rather than directly. Loses self in comforting routines and habits; procrastinates on unpleasant tasks.

## Thoughts

This is just too unpleasant. Maybe if I let it go it will take care of itself. If I deal with this now, I will hurt her feeling. I'd rather not. If I get into conflict with others, I might lose my connection with them. I have found balance. I don't want to mess with it. I'd rather give someone else their way than create a scene.



# Avoider

Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.

## ✕ Justification Lies

You are a good person to spare others' feelings. No good comes out of conflict. It is good to be flexible. Someone needs to be the peacemaker.

## ♥ Feelings

Even keel. Anxiety about what has been avoided or procrastinated. Fear about hard-won peace of mind being interrupted. Suppressed anger and resentment rather than expressed anger.

## ⚡ Impact on Self and Others

Denying the conflicts and negativities that do exist prevents one from actually working with them and turning them into gifts. Feeling numb to pain is different than knowing how to harvest the wisdom and power of pain. What is avoided doesn't go away and festers. Relationships are kept superficial through conflict avoidance. Others' trust level is reduced as they are not sure when negative information is being withheld.



# Avoider

Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.

## Strengths

Seeks peace and harmony, both internal with self, and external with others. Easygoing, even-keeled temperament. Flexible and adaptable. Tendency to be positive and relatively non-judgmental of others.

## Areas of Growth/Coaching

Learn to celebrate the underlying strength so you can let go of the shame associated with the Avoider. Learn the difference between “numbness” as a strategy for generating peace, versus Sage’s discernment and action. Learn to feel your “negative” emotions, including anger, before shifting into Sage. Discover how the Sage converts conflicts into gifts. Practice a healthy “no” to yourself and others. Visit Procrastination List after lengthy PQ Gym Sessions. List is in order of importance and impact. Gently ask: What’s the highest item on this list I’m willing to tackle now? Keep going down the list until there’s something you’re willing to tackle. Don’t allow the Judge to shame or guilt you about why you didn’t choose the top items.



# Controller

Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.

## Original Survival Function

Underneath the bravado of the Controller there is often a hidden fear of being controlled by others or life. Controller is sometimes associated with early life experiences where the child is forced to grow up fast, be on its own, and take charge of its chaotic or dangerous surroundings in order to survive physically and/or emotionally. It is also associated with being hurt, rejected, or betrayed and deciding to never be that vulnerable again.

## Characteristics

Strong energy and need to control and take charge. Connect with others through competition, challenge, physicality, or conflict rather than softer emotions. Willful, confrontational, straight talker. Push people beyond comfort zone. Comes alive when doing the impossible and beating the odds. Stimulated by and connects through conflict. Surprised that others get hurt. Intimidates others. In-your-face communication interpreted by others as anger or criticism.



# Controller

Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.

## Thoughts

You are either in control or out of control. If I work hard enough I can and should control the situation so it goes my way. Others want and need me to take control. You are doing them a favor. No one tells me what to do.

## Justification Lies

Without the Controller, you can't get much done. You need to push people. If I don't control, I will be controlled, and I can't live with that. I am trying to get the job done for all our sakes.

## Feelings

High anxiety when things are not going my way. Angry and intimidating when others don't follow. Impatient with other's feelings and different styles. Does feel hurt and rejected, although rarely admits to it.



# Controller

Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.

## Impact on Self and Others

The Controller does get temporary results but at the cost of others feeling controlled and resentful and not able to tap into their own greater reserves. Controller also generates a great deal of anxiety as many things in work and life are ultimately not controllable.

## Strengths

Confident, action-oriented, decisive, willful, persistent. Challenges self and others. Able to do the right thing, even if unpopular. Sees possibilities and activates self and others towards outcome.

## Areas of Growth/Coaching

Understand that you might gain short-term control but lose long-term influence. Learn that the way you feel connected through challenge and debate IS NOT the way other types feel connected. Discover that intimacy requires vulnerability. Reframe vulnerability as strength, not weakness. Reframe vulnerability as helpful to survival rather than dangerous to survival.



# Hyper-Achiever

Dependent on constant performance and achievement for self-respect and self-validation. Focused on external validation—attention and acceptance from others. Leads to unsustainable workaholic tendencies and loss of touch with deeper emotional and relationship needs.

## Original Survival Function

For the Hyper-Achiever, self-validation, self-acceptance and self-love are all conditional—conditioned on continual performance. This is often the result of either conditional or altogether absent validation from parental figures. Even with very loving and approving parents, it is easy for children to get the sense that they are loved in return for achieving, obeying the rules, having good manners, etc., rather than unconditionally.

## Characteristics

Competitive, image and status conscious. Good at covering up insecurities and showing positive image. Adapt personality to fit what would be most impressive to the other. Goal oriented and workaholic streak. More into perfecting public image than introspection. Can be self promoting. Can keep people at safe distance.



# Hyper-Achiever

## Thoughts

I must be best at what I do. If I can't be outstanding, I won't bother. Must be efficient and effective. Emotions get in the way of performance. Focus on thinking and action. I can be anything I want to be. You are worthy as long as you are successful and others think well of you.

## Justification Lies

Life is about achieving and producing results. Portraying a good image helps me achieve results. Feelings are just a distraction and don't help anything.

## Feelings

I don't like dwelling in feelings for too long. They distract from achieving my goals. Sometimes I feel empty and depressed inside, but don't linger there. Important to me to feel successful. That's what it is all about. I feel worthy mostly when I am successful. Could have fear of intimacy and vulnerability. Closeness with others would allow them to see that I am not as perfect as the image I portray.



# Hyper-Achiever

## Impact on Self and Others

Peace and happiness is fleeting and short-lived in brief celebrations of achievement. Self-acceptance is continuously conditioned on the next success. Lose touch with deeper feelings, deeper self, and ability to connect deeply with others. Others might be pulled into the performance vortex of the Hyper-Achiever and become similarly lopsided in their focus on external achievement.

## Strengths

Driven, pragmatic, adaptable, goal-oriented, self-directed. Capable of growing self and others to achieve full potential. When inner-directed, can be great in inspiring self and others towards meaningful growth and achievement.

## Areas of Growth/Coaching

Illuminate how Hyper-Achiever results in lower achievement. Reframe anxiety-producing job/role/project into a game—play passionately to win, while knowing the outcome doesn't matter. Reframe job/role/project into arena for self-actualization. To self-actualize you need to know the self. Get to know emotions to get to know self. Take frequent PQ breaks to notice snapshots of self—how am I feeling?



# Hyper-Rational

Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as cold, distant, and intellectually arrogant.

## Original Survival Function

The Hyper-Rational is a good survival strategy in early childhood circumstances of emotional turmoil or chaotic surroundings. The escape into the neat and orderly rational mind generates a sense of security or a sense of intellectual superiority. It also gains us attention and praise by showing up as the smartest person in the room.

## Characteristics

Intense and active mind, sometimes coming across as intellectually arrogant or secretive. Private and don't let many people into my deeper feelings. Mostly show feelings through passion in ideas. Prefer to just watch the craziness around me and analyze from a distance. Can lose track of time due to my intense concentration. High penchant for skepticism and debate.



# Hyper-Rational

Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as cold, distant, and intellectually arrogant.

## Thoughts

The rational mind is where it is at. Feelings are distracting and irrelevant. Many people are so irrational and sloppy in their thinking. Needs and emotions of others distract me from my projects. I need to shut out intrusions. What I value most is knowledge, understanding, and insight. Self worth is attached to mastering knowledge and competence.

## Justification Lies

The rational mind is the most important thing. It should be protected from the wasteful intrusion of people's messy emotions and needs, so it can get its work done.

## Feelings

Frustrated with others being emotional and not rational enough. Anxious about preserving personal time, energy, and resources against intrusions. Feeling different, alone, and not understood. Often skeptical or cynical.



# Hyper-Rational

## Impact on Self and Others

Limits the depth and flexibility of relationships in work and life by analyzing rather than experiencing feelings. Intimidates less analytically intense people.

## Strengths

Capable of deep insight and understanding through objective analysis. Can be very observant and perceptive. Power of great mental concentration. Drive towards great expertise in area of knowledge. Can be great explorer and inventor.

## Areas of Growth/Coaching

Use tools/toolbox analogy; Hammer of rational mind very useful; We're not taking that tool away—Just adding more. Reflect and see/acknowledge the high price you pay in relationships and intimacy, “would you rather be “right” or happy? Learn to distinguish what problems best use data/analysis (hammer) versus empathy or intuition. Empathy is a critical tool for situations where emotions are engaged—empathizing with me doesn't mean you're agreeing with me. Intuition is a critical tool for “complex” problems—Rational mind makes you smart, Sage mind makes you wise. Show that intimacy requires vulnerability. Challenge to experiment going 10% beyond your comfort zone, and be OK with “messy.”



# Hyper-Vigilant

Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.

## Original Survival Function

The Hyper-Vigilant often comes from early experiences where the source of safety and security (parental figure) was unpredictable and unreliable. It could also result when painful unexpected events proved life to be threatening or unreliable.

## Characteristics

Always anxious, with chronic doubts about self and others. Extraordinary sensitivity to danger signals. Constant expectation of mishap or danger. Suspicious of what others are up to. People mess up. Might seek reassurance and guidance in procedures, rules, authorities, institutions.

## Thoughts

When is the other shoe going to drop? If I make a mistake, I fear everyone is going to jump down my throat. I want to trust people, but I find myself suspicious of their motives. I need to know what the rules are, although I might not always follow them.



# Hyper-Vigilant

Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.

## ✖ Justification Lies

Life is full of dangers. If I don't look out for them, who will?

## ♥ Feelings

Skeptical, even cynical. Often anxious and highly vigilant.

## ⚡ Impact on Self and Others

This is a hard way to live. The constant anxiety burns a great deal of vital energy that could otherwise be put to great use. Loses credibility due to the “crying wolf” phenomenon. Others begin to avoid the Hyper-Vigilant as the intensity of that energy drains them.

## 💪 Strengths

Vigilant. Sensitive and aware of true risks and dangers to self, others, and institutions. Guardians of families, communities and institutions. Loyal, reliable, dependable, and hardworking. Capable of perseverance and consistent work towards objectives. Capable of instituting and preserving systems and structures to impose order and stability.



# Hyper-Vigilant

Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.



## Areas of Growth/Coaching

Expose the lie—safety and security cannot be found by controlling external circumstances; It's only found within—long PQ rep session to FEEL more safe and secure and notice it's an internal state. Expose the lie—constantly anxious Hyper-Vigilance protects you and your loved ones against dangers LESS than peaceful, calm, clear-headed Sage vigilance. Use the 3-gifts technique against fear.

### **Create 80-20 buckets:**

20%—the risks that are worthy of Sage vigilance.

80%—all the other things where even if something went wrong, you'd be just fine. The 3-Gifts technique would convert any “bad” outcome into gifts.



# Pleaser

Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.

## Original Survival Function

The Pleaser tries to earn attention and acceptance through helping others. This is an indirect attempt to have one's emotional needs met. It is fed by a few original assumptions that could be picked up in childhood: 1) I must put others' needs ahead of my own. 2) If I ask for my own needs, I might drive others away. 3) I must give a lot of love and affection in order to get any back. 4) I must earn it and am not simply worthy of it.

## Characteristics

Has a strong need to be liked by people and attempts to earn it by helping, pleasing, rescuing, or flattering them. Needs frequent reassurance by others about their acceptance and affection. Can't express own needs openly and directly. Does so indirectly by having people feel obligated to reciprocate care. Can come across as "needy." Can be too forceful and intrusive in trying to help others.



# Pleaser

## Thoughts

To be a good person I should put the needs of others ahead of my own. It bothers me when people don't notice or care about what I have done for them. They can be selfish and ungrateful. I give away too much and don't think of myself enough. I can make anyone like me. If I don't rescue people, who will?

## Justification Lies

I don't do this for myself. I help others selflessly and don't expect anything in return. The world would be a better place if everyone did the same.

## Feelings

Expressing own needs directly feels selfish. Worried that insisting on own needs may drive others away. Resentful for being taken for granted, but have difficulty expressing it.

## Impact on Self and Others

Can jeopardize taking care of one's own needs including emotionally, physically, or financially. Can lead to burnout and resentment that others don't give back as much. Others can develop dependence rather than learn to take care of themselves, and feel obligated, guilty, or manipulated. Can drive others away by being too intrusive in trying to help them. Can drive others away by coming across as needy.



# Pleaser

## Strengths

Empathic. Loving and giving. Tuned into others' feelings and needs. Emotionally self-aware. Potential for high emotional intelligence.

## Areas of Growth/Coaching

Empathizing and giving to others is a wonderful Sage choice that can be your greatest strength personally or professionally.

Sage choice to give: 1) Unconditional, 2) The joy is in the giving.

No return necessary.

Pleaser choice to give: 1) Conditional, 2) Comes with your personal agenda to be liked/loved back, 3) It's ultimately about you, not the other person. Practice receiving — asking for your needs directly. If receiving feels selfish, consider 1) Oxygen mask on your face in the plane, 2) Allowing others to give to you will make them feel good and can itself be a form of giving. The Pleaser's way of filling the void of being unloved will never succeed. The only solution is unconditional self-love. Practice boosting both Empathize Power (unconditional self-love) and Activate Power (fierce self-care and boundaries). Learn to say NO. Any NO is a YES to something else.

# Restless



Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace or content with the current activity. Restlessness could be a strategy to escape from dealing with fears, anxieties and painful feelings.

## Original Survival Function

The Restless is a strategy to find constant new sources of excitement, pleasure, and self-nurturing. This could be associated with early life experiences with inadequate parental nurturing or painful circumstances. Restless indulgence not only provided substitute self nurturing, but also an escape from having to deal with anxiety and pain.

## Characteristics

Easily distracted and can get too scattered. Stays busy, juggling many different tasks and plans. Seeks excitement and variety, not comfort or safety. Bounces (escapes) from unpleasant feelings very quickly. Seeks constant new stimulation.

## Thoughts

This isn't fulfilling. This next thing has got to be more exciting. These negative feelings suck. I must shift my attention to something exciting. Why can't anyone keep up with me?



# Restless

## ✕ Justification Lies

Life is too short. It must be lived fully. I don't want to miss out. Spending any time on unpleasant feelings is a waste of life. Should divert attention.

## ⚡ Impact on Self and Others

Underneath the surface of fun and excitement of the Restless is an anxiety based escape from being present to this moment's full experience, which might include dealing with unpleasant things. The Restless avoids a real and lasting focus on the issues and relationships that truly matter. Others have a difficult time keeping up with the frenzy and chaos brought by the Restless and unable to build anything sustainable around it.

## 💪 Strengths

High energy and vitality. Open, curious, spontaneous. Contagious enthusiasm and appreciation of life. Capable of great productivity and creativity. Energizing and engaging others in co-creation. Capable of great breadth of activity and pursuits.



# Restless

## ♥ Feelings

Impatience with what is happening now. Wondering what is next. Fear of missing out on other more worthwhile experiences. Restless and wanting more and more options. Worried that focus on any unpleasant feeling will grow and become overwhelming. Best to divert attention.

## 🧑 Areas of Growth/Coaching

When you're feeling restless, STOP. Do PQ reps. When you feel negative emotions, STOP—Restless strategy is to use busyness as distraction and escape from dealing with pain, anxiety, or other unpleasant emotions; important to STOP, acknowledge those feelings, AND feel them in your body; so PQ reps on the sensations of the emotions. Become fascinated with the ordinary through PQ reps—Visual: a leaf, lettuce in a salad, sensations of water on skin in shower, sounds of shower, feeling of lather on skin, etc.; Audio: sounds of birds, shower, breath, cars, etc.; Taste/Smell: PQ reps on every bite of food or sip of drink. Reconsider multi-tasking. It's far less efficient than single-tasking: "It turns out multitaskers are terrible at every aspect of multitasking. They're terrible at ignoring irrelevant information; they're terrible at keeping information in their head nicely and neatly organized; and they're terrible at switching from one task to another." Dr. Clifford Nass, Stanford University.



# Stickler

Perfectionism and a need for order and organization taken too far.

## Original Survival Function

The Stickler offers a way of quieting the constant voice of self judgment and fear of others' judgments through trying to be perfect. If you do what is right, you will be beyond interference and reproach by others. Perfection and order brings a sense of temporary relief. Might have generated a sense of order in the middle of a chaotic family dynamic, or earned acceptance and attention from emotionally distant or demanding parents by standing out as the irreproachable perfect kid.

## Characteristics

Punctual, methodical, perfectionist. Can be irritable, tense, opinionated, sarcastic. Highly critical of self and others. Strong need for self-control and self-restraint. Works overtime to make up for others' sloppiness and laziness. Is highly sensitive to criticism.

## Thoughts

Right is right and wrong is wrong. I know the right way. If you can't do it perfectly, don't do it at all. Others too often have lax standards. I need to be more organized and methodical than others so things get done. I hate mistakes.



# Stickler

## ✕ Justification Lies

This is a personal obligation. It is up to me to fix whatever mess I encounter. Perfectionism is good, plus it makes me feel better about myself. There is usually a clear right and clear wrong way to do things. I know how things should be done and must do the right thing.

## ♥ Feelings

Constant frustration and disappointment with self and others for not living up to ideal standards. Anxious that others will “mess up the order and balance I have created.” Sarcastic or self-righteous overtones (like an adult teaching a kid). Suppressed anger and frustration.

## ⚡ Impact on Self and Others

Causes rigidity and reduces flexibility in dealing with change and others' different styles. Is a source of ongoing anxiety and frustration. Causes resentment, anxiety, self-doubt, and resignation in others, who feel continually criticized and resign themselves that no matter how hard they work they will never please the Stickler.

## 💪 Strengths

High ideals and standards. Principled. Able to bring organization and order into ambiguity and chaos. Capable of leading self and others to live and work based on clear guiding principles—to be a “good” person, and to the “right” thing. Self-disciplined. Direct and discerning. Seeing and communicating things as they are.



# Stickler

## Areas of Growth/Coaching

Create two buckets: 1) 20%—things where highest possible quality really does matter; 2) 80% things where “good enough” is good enough; 80% of what the Stickler tries to make perfect belong to the “good enough” bucket; saves significant mental and emotional energy to focus better on the 20% bucket; generates less stress and grind for the 80% items; therefore, the Sage generates higher-quality outcomes, for outcomes where quality truly matters. Explore the brutality of constant Judge/Stickler against self—what is this costing you? Explore the brutality of constant Judge/Stickler against others—what is this costing you? Expose the lie: what’s the Stickler’s promise? Higher quality, order, and organization leading to peace of mind?—what’s the Stickler’s true impact on your peace of mind? Practice Yes...And... to explore how the other party is at least 10% right. Softens the rigidity of right/wrong stance. Help them notice impact of Stickler’s constant frustration and disappointment, with themselves and others, in their body. Most Sticklers have suppressed anger, which gets stored up in the body—Being angry and out of control is not “perfect”, so the Stickler might repress and embody those emotions. Explore the idea that brutal self-criticism leads to over-sensitivity to criticism from others, leading to reluctance to truly seek and benefit from feedback. Stay with seeking perfect order, but reframe what perfect order is. What is perfect about you being so imperfect? What would be the issue if you were actually able to be perfect? What is perfect about others being so imperfect? Embrace, accept and celebrate your perfectly imperfect self NOW, as opposed to waiting until there's a more perfect version of yourself. Shift from perfect order to perfect harmony.

# Victim



Emotional and temperamental as a way to gain attention and affection. An extreme focus on internal feelings, particularly painful ones. Martyr streak.

## Original Survival Function

The Victim is sometimes associated with a childhood experience of not feeling seen and accepted, coming to believe that something is especially wrong with you. Victim is a strategy to squeeze out some affection from those who would otherwise not be paying attention. The moods mimic a false sense of aliveness.

## Characteristics

If criticized or misunderstood, tends to withdraw, pout, and sulk. Fairly dramatic and temperamental. When things get tough, wants to crumble and give up. Repressed rage results in depression, apathy, and constant fatigue. Unconsciously attached to having difficulties. Gets attention by having emotional problems, or being temperamental and sullen.

## Thoughts

No one understands me. Poor me. Terrible things always happen to me. I might be uniquely disadvantaged or flawed. I am what I feel. I wish someone would rescue me from this dreary mess.



# Victim

## ✕ Justification Lies

Maybe this way I get some of the love and attention that I deserve. Sadness is a noble and sophisticated thing that shows exceptional depth, insight, and sensitivity.

## ♥ Feelings

Tends to brood over negative feelings for a long time. Feels alone and lonely, even when around people they are close to. Feelings of melancholy and abandonment. Envy and negative comparisons.

## ⚡ Impact on Self and Others

Vitality wasted through focus on internal processing and brooding. Backfires by pushing people away. Others feel frustrated, helpless, or guilty that they can't put more than a temporary BandAid on the Victim's pain.

## 💪 Strengths

Sensitive — feels own emotions deeply and clearly, including “difficult” emotions. Introspective—capable of deep and courageous introspection and self-discovery. Individualistic—appreciates uniqueness of self and others. Perceptive of nuanced inner workings of the mind and capable of using that to connect, teach, inspire, or heal.



# Victim

## Areas of Growth/Coaching

You are NOT what you feel. Dwelling in negative emotions and moods does NOT lead to great discovery of the self (Hand on the hot stove). You are NOT particularly or uniquely flawed—You're just having a human experience. You are unique, but you're also very commonly human—how could you celebrate your uniqueness without needing to create separateness? Balance uniqueness and oneness.

Expose the self-fulfilling lie and its dynamics:

- No one understands me or cares about me.
- Emotional drama or complaining to get attention/love.
- Interpreting people's actions/words selectively to show they don't care.
- Or withdrawing, to test if anyone cares enough to come after you.
- All result in people eventually abandoning you.
- AND then the Victim says: "see, I told you, no one cares."
- What price are you paying for your Victim proving itself right, over and over again?

What is the gift of your history of incessant internal dwelling in your negative emotions and inner journey? How could you convert that experience into a gift of connecting, teaching, inspiring, or healing others? The answer to who you are is not in the incessant thinking or negative feeling mind, it's in the no-thinking, knowing mind: the Sage.



## MEET YOUR COACH

### *Leila Boutaleb-Brousse*



#### **I've Been Where You Are**

For two decades, I was the tech leader who had it all figured out — on paper. Promotions, recognition, results. **But inside?**

I was exhausted, stressed, and constantly questioning if I belonged in the room.

**The breakthrough came when I realized:** My biggest competitor wasn't the market or my peers. It was the voice in my head telling me I wasn't enough.

After transforming my own leadership through understanding my Saboteurs, I've helped hundreds of tech leaders break free from patterns that keep them small.

**My credentials:** Certified Jay Shetty Coach, AC Coach, Mental Fitness Trainer. But what matters most? I've walked your path and found the way out.

*Leila Boutaleb-Brousse*

Founder of Eylee Growth

Mental Resilience Trainer - Positive Intelligence® Expert

#### **Your Saboteurs Won't Fix Themselves**

Reading this guide was step one. Now what?

**Here's the reality:** 95% of leaders who identify their Saboteurs do nothing about them. They go back to the same patterns, same stress, same invisible walls.

The other 5%? They take action. They get support. They transform how they lead.

**Which leader will you be?**

Understanding your Saboteurs is powerful. Disempowering them is transformational.



# CHOOSE YOUR NEXT STEP

## Three Ways to Disempower Your Saboteurs

### 1: Go Deeper

Join my upcoming Leadership Mindset Mastery Masterclass

60 minutes to decode your leadership patterns and learn practical techniques to disempower your top Saboteurs

[Register for Free Masterclass](#)

### 2: Get Personal

Book a Complimentary Strategy Call

30 minutes to discuss your specific leadership challenges and explore if we're a fit to work together

[Schedule Your Call](#)

### 3: Transform Completely

Apply for Unhooked Leaders Accelerator

7-week intensive program to break free from Saboteur patterns and lead with clarity, confidence, and calm

[Apply Now - Limited Spots](#)

Don't let another quarter pass with the same patterns holding you back.

Your team, your career, and your wellbeing are waiting for the leader you're meant to be.



# Thank You

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