

KIAKAHA!

“Stay strong” in New Zealand.



DESIGN THINKING.COACHING.
DIFFICULT CONVERSATIONS.

I’ve been there too! There was a season in my life when the loudest thoughts in my head were doubt, discouragement and defeat.

What changed everything was a thoughtful practice of learning to talk to myself differently using the coaching style. I also discovered that resilience is something you build, one intentional thought at a time.

This worksheet is one of the tools that helped me do exactly that, and I am sharing it because I believe it can do the same for you!

Andrae





This free toolkit is a creative approach to addressing our negative thought patterns that prevent us from being an assertive and confident communicator.

NOTE: *For this exercise, you need to engage the mind and have a playful attitude when exploring your negative thoughts.*

REFLECT



When was the last time your negative thoughts kept you from saying or asking for what you truly wanted? How did you feel? What did you want out of that conversation? What would have been an ideal scenario?



THOUGHTS



“No one can make you feel inferior
without your consent.”

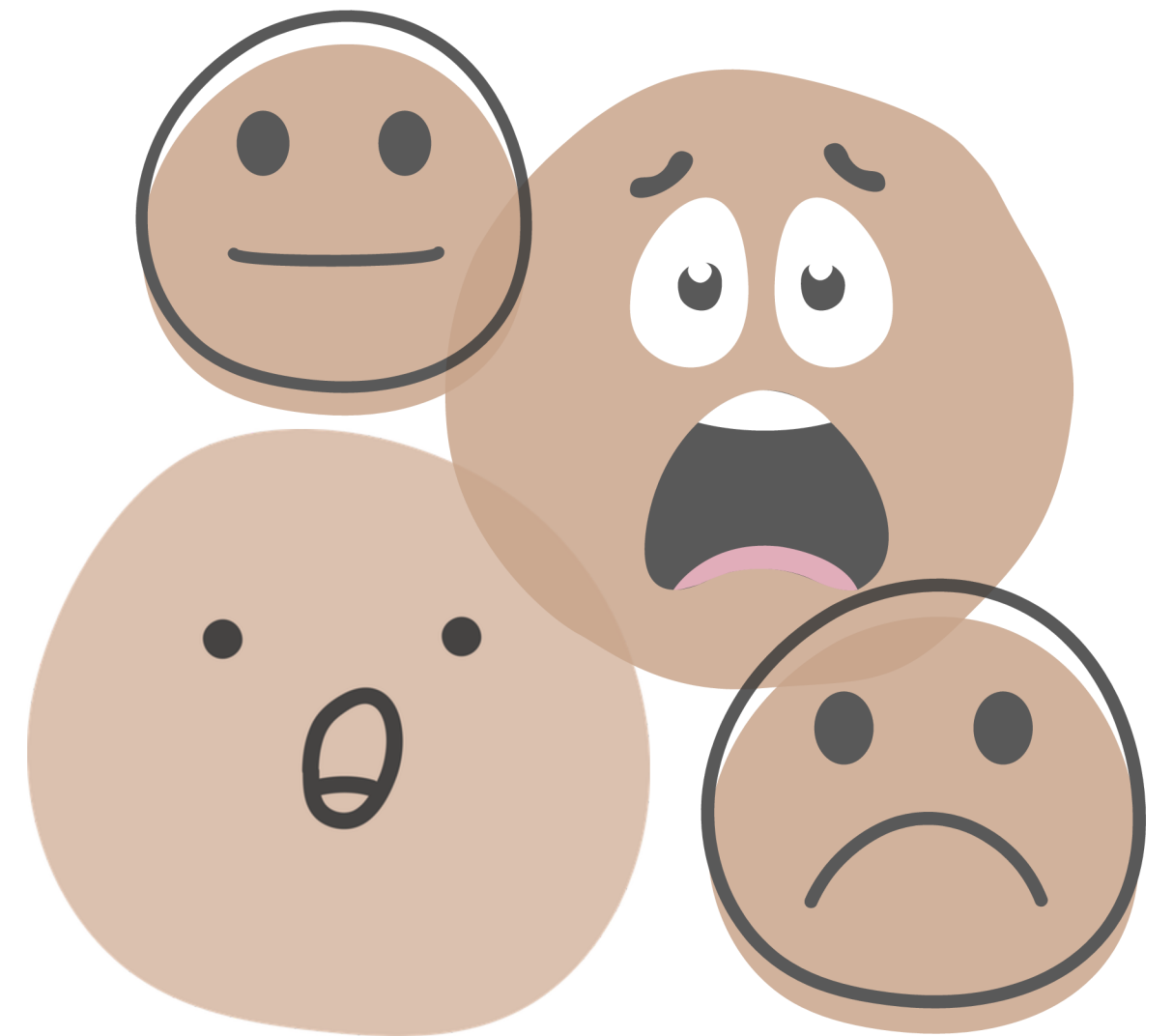
- Eleanor Roosevelt



THOUGHTS

If Eleanor Roosevelt was right, then nobody can bring us down, not even our own thoughts. But we need to learn how to manage them so they can serve us well.

And that begins with slowly sifting through our thoughts when issues arise.



SELF-TALK



Let's use this exercise which helps bring our thoughts into clearer view through a visual and playful process. The best way to explain this is with the classic “angel and demon” arguing. It's an internal conflict that needs to be addressed.

Now, answer the following questions on the next page...



SELF-TALK

Scenario

- *What's the issue?*
- *Tell me what's happening?*
- *Background?*



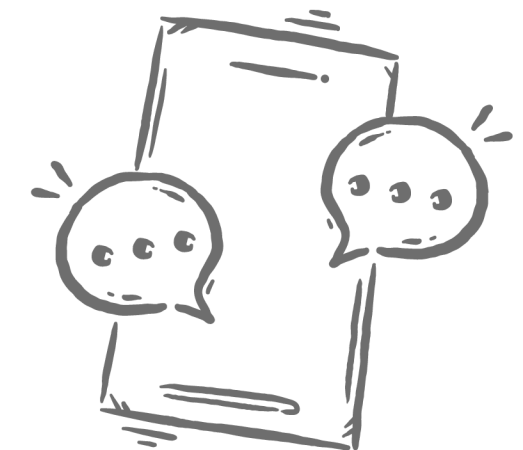
Character

- *What thoughts pop-up?*
- *Who's talking?*
- *What does it look like?*
- *Sound like?*



Script

- *What is it telling you?*
- *What's negative about this?*



EXAMPLE

Scenario

- *I didn't get a pay rise.*



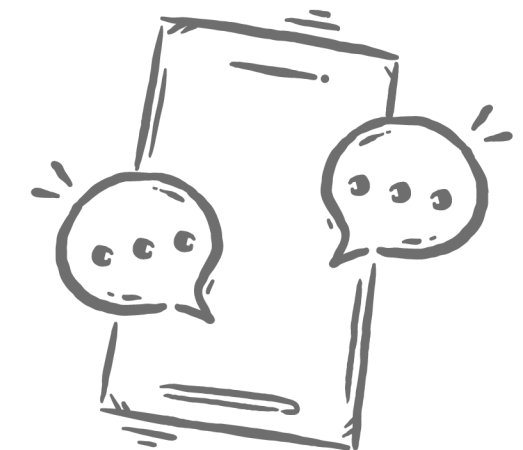
Character

- *Little cheeky bird with a squeaky voice.*



Script

- *You don't deserve it.*
- *You're not smart enough!*
- *You're a loser!*



SELF-TALK

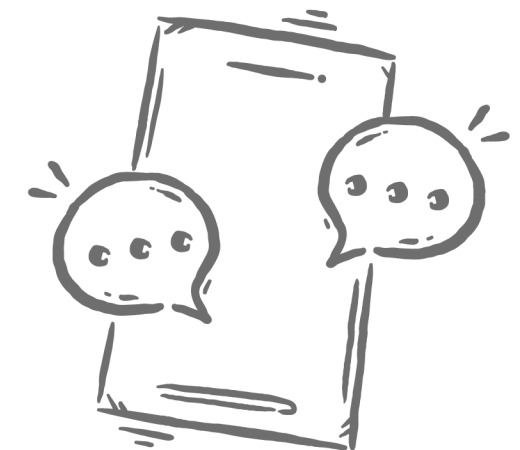
Complete the sections below with your own examples.



Scenario

Character

Script



SELF-TALK

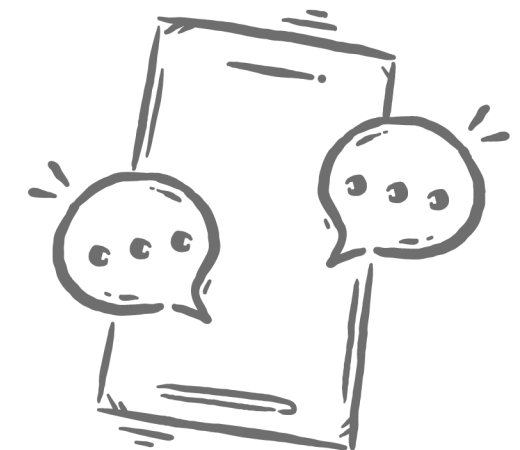
Complete the sections below with your own examples.



Scenario

Character

Script



REFLECT



What is the “good intention” behind this thought?

Zareian et al. (2021) supports the idea that repetitive negative thinking can function as an attempted response to stress, although cognitive-control difficulties may cause it to persist.

For instance, from our example, “you’re not smart enough” could be a reminder for us to pursue a specialised skill to be relevant in the age of AI. Sometimes, negative thoughts can actually come from our protective instincts. The trick is for us to have the ability to unpack it!



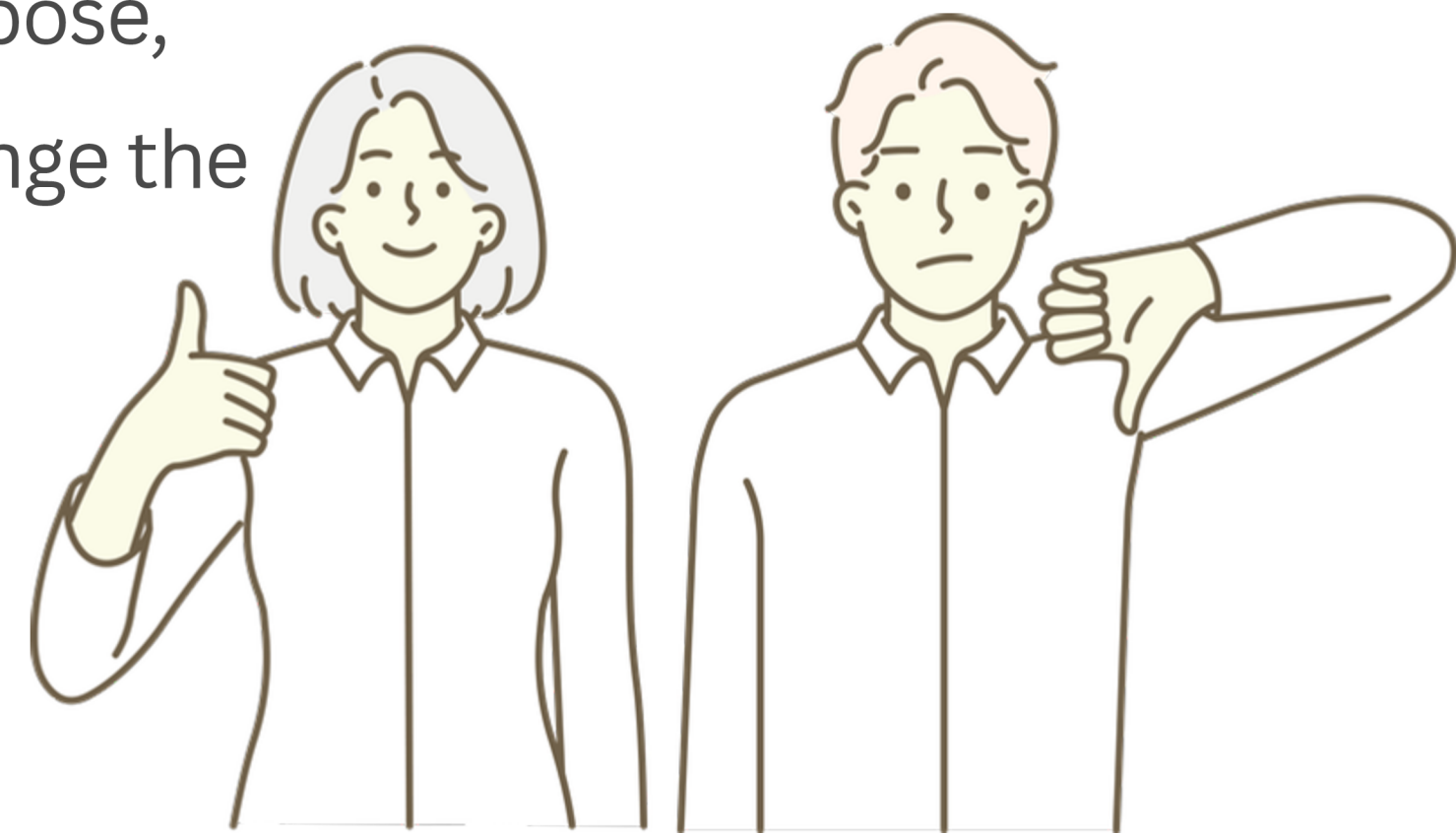
VERDICT

Since we've become fully aware how this thought has shaped the way we think, feel and act, what are we going to do about it?

Should we *fire, hire, rewire* this thought?

Ask yourself, what doesn't work? In what way? If we know that this has been harming us, should we "fire" it? If it serves a purpose, should we "hire" it or keep the thought? Or should we change the script to "rewire" it so that it serves us better?

See examples on the next page →



EXAMPLE

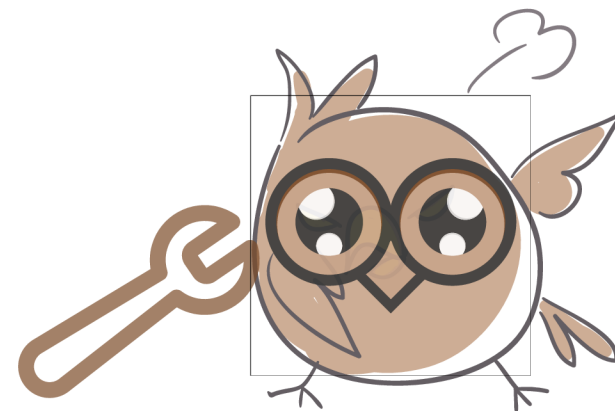
Script

- *I didn't get a pay rise.*



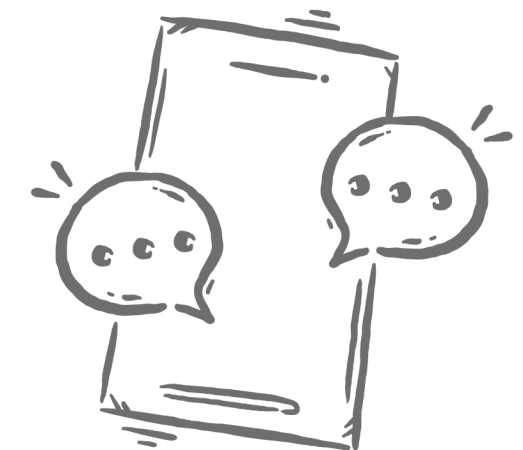
Rewire

- *Little cheeky bird with a squeaky voice.*



New Script

- *I may not get it now but this is a good reminder to upskill and learn more about AI relevant to my work.*



CONCLUSION



Well done team! It takes a lot of effort to make your thoughts come to life and face it head on.

Here's one final word. Watkins (2008) supports the distinction between constructive repetitive thought, such as reflection that leads to problem-solving, and unconstructive rumination. In other words, our ability to reflect and tweak our thought patterns will determine how useful these thoughts are to us.



WHAT'S NEXT?



If you found this resource helpful, I would love to support you further.

I offer workshops on Design Thinking, Difficult Conversations, and Coaching for teams and organisations, as well as one-on-one executive coaching for professionals navigating change, growth, and transition. Whether you are leading a team or building a practice, there is a space for you.

Visit my website www.AndraeWilde.com to learn more.

REFERENCES



Watkins, E. R. (2008). Constructive and unconstructive repetitive thought. *Psychological Bulletin*, 134(2), 163–206. <https://doi.org/10.1037/0033-2909.134.2.163>

Zareian, B., Wilson, J., & LeMoult, J. (2021). Cognitive control and ruminative responses to stress: Understanding the different facets of cognitive control. *Frontiers in Psychology*, 12, Article 660062. <https://doi.org/10.3389/fpsyg.2021.660062>

