



Workplace Evolution

Seven Workplace Myths

Myth #1: The world is a scary place

Themes: protect & defend, exposure-avoidance, negative world view

Behaviors: controlled processes, micro-management, defensiveness, denial, hiding, inflexibility

Possibilities: self-awareness, honesty, truth, openness, engagement, conscious choice, personal responsibility, clarity, personal and workplace evolution

Myth #2: There is not enough

Themes: silos, containment, competition for apparently scarce resources, win-lose

Behaviors: withholding, back-stabbing, survival mentality, pressuring results, perceived lack, limitation, repression, greed

Possibilities: collaboration, strategic alliances, playing together, abundant thinking, generosity, sharing, teaming, transparency

Myth #3: The power is outside of me

Themes: anger, frustration, victimization, apathy, risk-aversion

Behaviors: good soldiers, 'yes' people, victims, disengaged, blame, brown-nosing, sabotage, manipulation

Possibilities: personal responsibility & accountability, job contentment, true empowerment, a personal stake in success, self-driven productivity improvement, co-created innovative solutions

Myth #4: We are not enough

Themes: perfectionism, self-doubt, arrogance and judgment (both of self and other)

Behaviors: expectations viewed as unrealistic, performance paralysis and corruption, lack of self-trust, failure to verbalize and concretize new ideas, projecting self-doubt onto others—seeing them as not enough

Possibilities: authenticity, flexibility, self-trust, trust of others, fearless engagement, non-reactive relationships, compassionate & nurturing work environments, organizational and personal unstoppable

Myth #5: There is one right way

Themes: turf wars, creativity killers, change repellents, micro-management, tunnel-vision, short-sightedness

Behaviors: lack of delegation, closed minds, limited creativity, warfare of opinions, emphasis on why things can't be done, life in the land of 'should', individual & organizational paralysis, strangulation by policy

Possibilities: creativity, emphasis on 'how', solution focused, inspired by diversity, visionary & ahead-of-the-curve thinking, organizational flexibility

Myth #6: We know what's real

Themes: assumptions, limitations, predictability, inability to see possibilities or what's coming

Behaviors: knowing, arrogance, driven by the quantitative, inside our box, unable to see beyond the known, unwillingness to push limits or question, necessity of proof

Possibilities: learning, possibility orientation, honoring of the intuitive, beneficial diversity of opinions and ideas, willingness to step into not knowing, naturally expanding comfort zones, growth, hotbed of innovation and creativity, organizational sustainability

Myth #7: We are separate

Themes: me, mine, cynicism, loss of meaning, dispirited

Behaviors: mediocrity, self-focused, disconnected, small thinking, inability to team effectively, stressed, checked-out, resigned, lone wolves, desperation to belong

Possibilities: aligned purpose, living the mission, in this together, a part of something bigger than oneself, limitless potential, unity, health, personal, professional & organizational transformation