



**Human
Factor
Formula**

Building Relationships for Project Success



From People-Pleaser to Effective Leader

*Why Being a “Nice Guy” is Jeopardizing
Your Career, and What to do About It*

What we'll cover today

- ✓ 4 main characteristics of a People-Pleaser
- ✓ How being nice is hurting your career
- ✓ Strategies to shift from people-pleaser to effective leader



**Why do we say “Nice
guys finish last?”**

**Let me tell you
a story...**



**I realized I was more
worried about being liked
than being effective.**



Nice guys really
aren't very nice...



Characteristics of a People-Pleaser



Perfectionism

- ✓ They are obsessed with doing it right
- ✓ They have difficulty letting go of control
- ✓ They're intent on keeping things smooth and uneventful
- ✓ They try to “fix” what’s broken, even if no one asked for their help



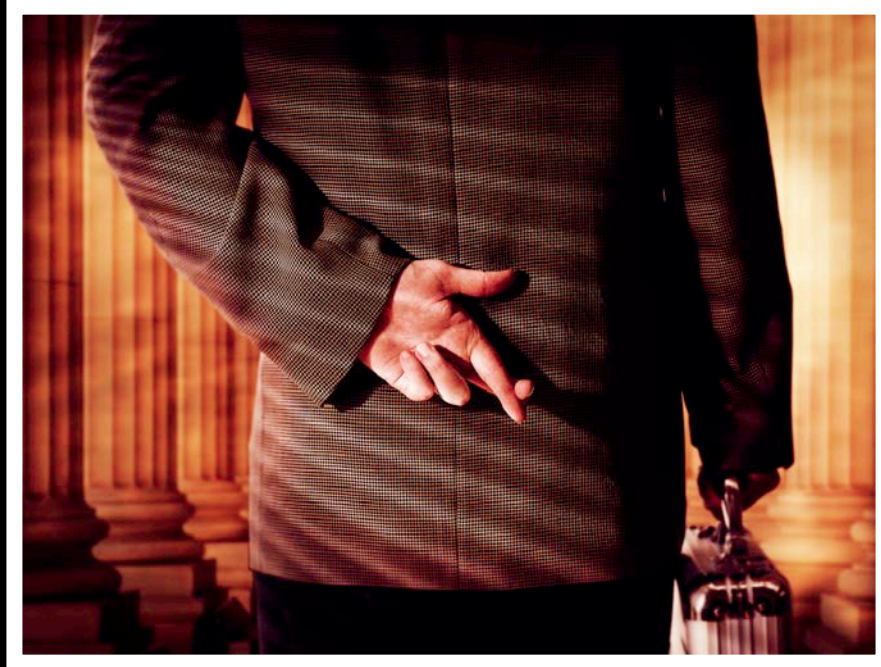
Preoccupied with
making others happy

- ✓ They end up being the one who is unhappy
- ✓ They have difficulty asking for help
- ✓ They don't delegate well for fear of making others upset
- ✓ They take on a huge share of the workload, but end up resenting others for not working as hard as they do



They avoid conflict

- ✓ They see conflict as inherently bad or dangerous
- ✓ They play peacemaker
- ✓ They see things in absolutes – I’m either a nice guy or I’m a bully
- ✓ They have trouble making tough decisions and don’t take a stand
- ✓ They tend to be passive-aggressive



**Fundamentally
dishonest**

- ✓ They say yes when they mean no
- ✓ They tell others what they want to hear, not what they might need to hear
- ✓ They won't say no, and get overwhelmed
- ✓ They are secretive and hide their mistakes
- ✓ Their motto is, "If at first you don't succeed, hide the evidence."



Taking a heavy toll

The Price You Pay

- ✓ **It's exhausting**
- ✓ **You feel used and abused**
- ✓ **Builds resentment**
- ✓ **Others don't trust you**



There is an opportunity to
change - here's how

MAKE BETTER LIFE DECISIONS.



DO THE OPPOSITE!



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**Learn to accept
yourself just
as you are**



Recognize mistakes as valuable learning opportunities



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Stop seeking the approval of others

**Practice being direct;
ask for what you
need, say what you
believe**



Learn to give without expectation



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Practice asking for help

The Bottom Line

**When you act as a People-Pleasing
Project Manger, you're not the
only one who suffers.**



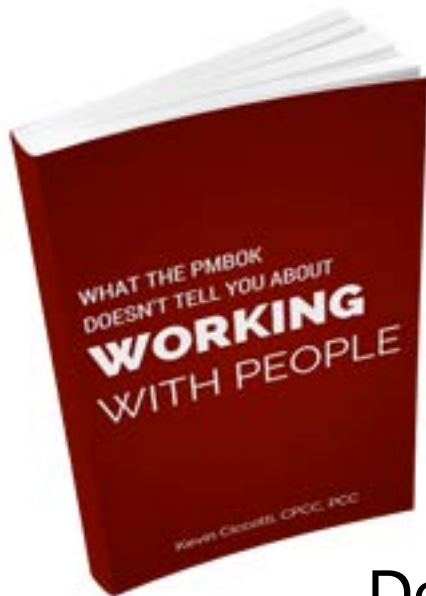
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**It's time for you
to **PLAY TO WIN!****

My Gift to You



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e-Books



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