



**POWER
UP
POWER
DOWN**

WORKPLACE SITUATIONS CHEAT SHEET

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The Toxic Pollinator sows disharmony among the team by spreading rumors to create discord and mistrust.

Power Up in a manner that doesn't cause adversarial situations or result in forward movement being gridlocked.

- Remind them of their own positive words and actions, in public, if possible, since we experience pressure to behave consistently with commitments we have made in the past.

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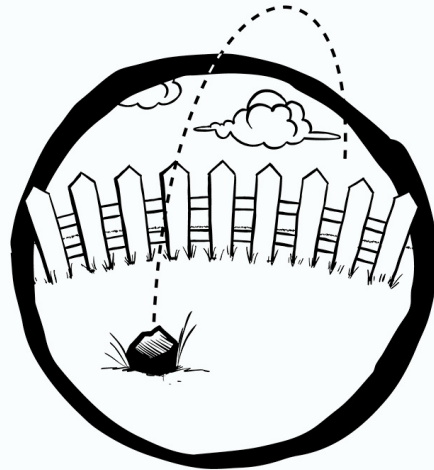


The Snaker uses humor and charm to lure others into sharing information and ideas they will claim as their own.

Power Down by maintaining a friendly demeanor to avoid retaliation and to retain a good working relationship.

- Be mindful of how much information is shared at work and with whom we share it.
- Keep emotions intact and in check. Snakers excel at reading and exploiting emotions and body language.

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THE INSULTER- OFFLOADER

The Insulter-Offloader erodes self-confidence and self-worth, so we become emotional and react by giving our power away, which is often demonstrated in doing their work for them.

Power Up or Power Down by choosing the best response depending on the situation.

- Do not let your emotions get the best of you. Clearly define, communicate, and hold your boundaries.

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The Info Hoarder thrives on gaining power through the manipulation of information and orchestrating the failure of others.

Power Down

- Don't take the information they give at face value. Always seek additional clarification from someone in authority or who has expert knowledge of the project or subject at hand.

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The Negatron atrophies the self-confidence of others by striking at the heart of our negative belief system.

Power Up or Power Down by choosing the best response depending on the situation.

- Don't take a Negatron personally.

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The Swoop and Poop intermittently flies by, dumping comments that derail focus onto issues that are irrelevant.

Power Up or Power Down by choosing the best response depending on the situation.

- Prepare for the 'dive and dump' to happen and realize that it won't happen very often.



2085 E. Bayshore Road, Suite #50621
Palo Alto, CA 94303
650-665-3383
info@gailrudolph.com

gailrudolph.com