

Are you a 'People Pleaser'?

Do you recognise yourself here? ...

Yes, I'll do that for you.

Of course I've got time to help you with that!

I'll come into that meeting with you if you want some support ...

Here, let me help you with that display / planning / assembly / tidying the staffroom ...

Some of the reasons why we like to help others are:

- a) we want others to like us
- b) we want to make a good impression
- c) we have a caring nature and don't like to see others distressed or struggling in some way
- d) we feel we have the knowledge/skills that would benefit the other person/group ... and want to share these

... Is this you?



There's nothing wrong with helping others, but **over doing** this part of your nature will lead to time management issues, and even stress, as you struggle to get your own tasks done.

Plus, the desire to be liked could backfire, as we end up with less respect and more of a 'doormat' status.

What can you do instead?

Next time someone asks you to do something, use the SCOPE approach:

Stop and think about what is being asked of you; avoid a default 'yes' response

Clarify what it is they want; ask questions if you need to gain more information. E.g. How long do you think it will take? Is this something I can help you with later?

Consider your **Options** ... How could you respond? What will be the consequences *for you* if you go ahead and help? Is helping them *their* best option, or would they gain more and learn from doing the task themselves?



Proceed with your chosen option

Evaluate afterwards ... and be as objective as possible.
How in control of your response were you?
What would you do in a similar situation next time?

It may take a bit of practice, but soon you'll quickly be able to balance satisfying your desire to help others with meeting your own needs, and avoid working late to catch up!

A final tip ... Remember to use assertive language in your responses when you're politely saying 'no'!