The way my defects show up in my life (hypothetical examples of a wide range of sample behaviors):

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| **List defect** | **Specific behaviors** | **Any associated feelings?** | **What is the payoff I get from this defect?** | **Why is the payoff important to me?** | **When have I felt this before?** | **What might I try instead? (PRAY for help w/ these)** |
| People Pleasing orApproval Seeking | 1. I say Yes when want to say No2. I volunteer for stuff I don’t really want to do3. I don’t say anything when something is bothering me | 1. Tightness in chest and jaw2. A jumpiness, restlessness3. Martyred  | People praise meI feel good about myselfI think I have valueI get my self esteemI get recognition | Image management; deep inside I must think I am not OK and I do not have self love. Need external recognition because I don’t have it internally | With Pam; with my college roommate; with the state wide church conference; with the PTA; with Bob  | 1. Instead of saying yes, saying “let me think about it” & call friend to work it through2. Work with my sponsor to get the courage to say things that bother me.3. Ask God to help me love myself, as I am, defects and all. |
| Bullying  | 1. Sending angry blasting emails2. emotional blackmail (withholding until I get my way)3. backing people into a corner (figuratively)  | 1. energy in my fists2. roiling in my gut3. angry4. resistant | I get my wayI know I’m right so the right thing happensControlI get respect | Because without control I am afraid people will take advantage of me and I don’t want to feel vulnerable or weak;  | In every negotiation for me or a client; with my ex-wife; on that XTS project | 1. Taking a breath first before launching2. Recognizing vulnerable does not mean weakness and finding ways to be vulnerable with people I trust and feel safe with3. When I see an event coming on the horizon that I know is a trigger; step back and talk to my sponsor before reacting |
| Judgmental | 1. Gossip about people2. 3. | 1. elated2. self-righteous3. superior4. smug | Feel superior I get elevated above whomever I gossip aboutI feel reassured about myself | It hides my own insecurities…that I think I am not OK – no self love. | High school with Lee; the conflict w/ David in 1996; situation with Sue  | 1. Do not talk about anyone unless they are part of the conversation2. When I think someone is doing something wrong, look at my own life and see where I have done that same behavior3. Ask God to help me love myself |
| Unreliable | 1. Drop out of groups & committees w/o saying anything2. Don’t follow through when I say I will do something3. Don’t visit family | 1. tiredness behind my eyes2. emptiness in my chest3. Sad, frustrated, avoidant | People don’t bother meI am not tied down – I keep my options open | I am afraid of limited internal resources and this is a way to protect myself; | With the TPS event planning committee; sister’s wedding; wife’s charity project  | 1. Don’t commit unless I am really going to follow through2. Pick one thing and fully engage with it and talk to my sponsor if I want to back out and find ways to stay in |