

## Getting the best from ourselves and others using driver behaviour

### Reminders:

- Driver behaviours emerge from about the age of 7. They are already established in adolescence and become familiar traits throughout adulthood.
- Driver behaviours serve an important function because they give us shorthand clues about staying OK under pressure
- Driver behaviours can also be associated with positive attributes (see table below)
- However, they can become so familiar and over-used that they can inhibit our potential. Far from being helpful they can get us stuck to the extent that we self-destruct opportunities to change.

Two tips for working positively with driver behaviours:

1. Use the allowee phrases. These give the person permission to let go of driver behaviour.
2. Stroke the positive attribute associated with the driver as a way of building trust with the person.

Driver Behaviour	How it drives the individual	Allowee	Positive Attribute
<i>Be perfect</i>	Encourages a person to strive for perfection – the belief that if things are not perfect they are not OK	It is OK sometimes to complete a task that is good enough	Appreciation of the need for <b>quality/excellence</b>
<i>Please others</i>	Encourages the person to feel responsible for others – a belief that they must be approved of by the others to be OK	It is OK to sometimes to meet individual needs and wants	Valuing the <b>service</b> provided and the need for <b>agreeableness</b>
<i>Hurry up</i>	Encourages a person to do things faster – belief that everything needs to be done immediately	It is OK to give time over to reflect on what is being done	Acknowledging the need for <b>efficiency</b>
<i>Be strong</i>	Encourages a person to hold in their feelings and to remain stoic in order to remain OK	It is OK to be strong and to also acknowledge individual needs	Having regard for the quality of <b>endurance/stamina</b>
<i>Try hard</i>	Encourages a person into focussing on trying a task, and not on completing it. Fosters a belief that making an effort is sufficient to remain OK	It is OK to complete a task at an initial attempt	Enjoying <b>experimentation</b> and <b>enthusiasm</b>

