

Identity Ladders

This is an example from a client who wanted to work on speaking up and being more direct in her communication, saying what she meant. These images worked very well for her and over time she became better and better at interrupting her habitual response by calling on Super Jill.

	Old Jill	New Jill
	Not speaking up	Bold communication style
Behavior	Put others before self Like to have it all figured out before speaking; Waiting too long to start	Stating what is true for me; not letting things fester; listening
Capability	Indirectness, hinting Gunny sack and then eventually blow up, end up making mountains out of molehills	Good communication Not attached to outcome
Beliefs	Might hurt their feelings Cause conflict Must “be nice”	I matter too; Show up as me Be authentic Other person is capable Honest communication enhances relationships
Values	Connection, relationship Peace, getting along	Honesty, Trust True Communication Integrity Partnership/Teamwork Authenticity
Identity	Timid; easy-going Jenn Sacrificing martyr	Integrated caring and honesty Super Jill!!! (like Superman, she ducks into a nearby phone booth and transforms)

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Here is a form that you can use to examine aspects that you'd like to change. These levels are not a hierarchy. They are more of a circle or hologram. Each level affects the others. Change is possible at any level. A change at the level of belief is likely to affect skills and behavior a lot. A change in identity will affect every level above it. Start anywhere!

	Old	New
Environment		
Behavior		
Capability		
Beliefs		
Values		
Identity		
Spirit		

Logical Levels

Identity

Your sense of yourself/your mission/life purpose

Beliefs

The principles, assumptions or rules that guide your actions. What you believe is true. They act as both permission and prohibition.

Values

What is important to you? Values are the key to motivation. Values determine motivation up front and evaluation after the fact.

Capability

How. Skills/behaviors done so often that they become consistent, automatic and habitual. Thinking strategies and physical habits. Strategies are thought sequences you use consistently, habitual ways of thinking and responding.

Behaviors

What. Your specific conscious actions – what you do, your thoughts and actions.

Environment

The places you are in and the people you are with.

Spirit/Beyond Identity

Step into being connected to all other living beings and all that you believe is beyond yourself.