Welcome to the June Life Changing Leadership Blast by Change Innovators. This month we want to talk about The Levels of Consciousness; a model that we use in our Leadership Program and specifically for June we want to talk about what does the Victim Mentality look like? We often ask leaders, have you ever felt like a victim? Do you have anyone who works for you, on your team, one of your colleagues, that spends a lot of time in that victim mentality? What are some of the characteristics or behaviours of someone who’s experiencing that victim level of awareness?

Often we will hear things like, lots of blaming, there’s no accountability, they don’t take any responsibility for the outcomes they get. Sometimes a leader will say, “it’s kind of the Eeyore syndrome.”

What we want to be clear about is we’ve all been in the victim mentality at one time or another and none of us are immune to having that happen to us. But one of the most important questions we like to get leaders to reflect on is, “is it possible that we have created an environment in our corporate world that actually allows the victim mentality to thrive?” What does that mean? Well, is it possible that our policies, our large, thick rule books, in our effort to manage and control things in a rigid way, that we have maybe actually created an environment that is in direct conflict with what it is to be a high performing human being? When we understand human behaviour and how human behaviour functions, is it possible that the corporate cultures we have created actually make it easy to step into that victim mentality, or easier.

We don’t have the answers, we certainly love the questions and we believe that from a leadership perspective being able to reflect on these questions is really critical. We hope you’ll join us for our blast in July where we will start to look further into what are these other levels of awareness and consciousness, what are the characteristics of them and how do they serve us from a performance perspective in the workplace? Have a great month and we will see you in July!