



February 22, 2024

Multiple choice question: Which of the following are actions that people pleasers often avoid?

Delegating tasks. Saying no. Asking for help. All of the above

If you chose D, you get an A+!

Full confession: I myself am a recovering people-pleaser.

I'm fully comfortable admitting this, as I know that people-pleasing is a natural tendency, especially when you're in a leadership position or are serving clients and want to keep everyone happy.

But here's the thing – it can backfire big time if you're not careful. 🧯

I myself fell victim to this time and again when I was a new leader and didn't want to delegate work because I wanted everyone to like me.

You can imagine how productive that was! 🙋

It took me a long time to understand that I was doing a disservice to both myself (preventing myself from freeing up time to take on new responsibilities) and my team (preventing them from growing and learning new skills) by letting people-pleasing get in the way.

And it's a topic I love exploring with clients, as the breakthroughs 💡 they see when they get new perspectives around it can be game-changing.

## **People Pleasing: A Case Study**

My client Melinda\* has been burned by her people-pleasing tendencies one too many times.

She is kind-hearted, empathetic, a joy to be around, and truly has one of the biggest hearts I've ever had the pleasure of knowing.

She's also the first one to volunteer to help in a crisis, even when she's got enough going on in her own life.

Case in point: One time not too long ago, Melinda seriously considered giving up her Brooklyn street parking spot and finding a new one for herself just to help a stranger who was having trouble parking.

As you might imagine, in the past, Melinda would set herself up for disappointment because she'd bend over backwards for others yet not ask for help when she needed it because she didn't want to "be a burden to anyone."

Last week in our session, we dug into a breakthrough that has changed her perspective on this topic.

Melinda told me she's now choosing to lead with kindness as opposed to people-pleasing.

When I asked her to elaborate on the distinction between the two approaches, Melinda's response was enlightening. 🌈

"As a people-pleaser, I lack boundaries and neglect my own needs," she explained. "By leading with kindness, I honor my authenticity while also prioritizing self-care. And

surprisingly, I've discovered that by setting boundaries and learning to ask for help, I'm not only respecting myself but also creating opportunities for genuine connections."

Indeed, Melinda's newfound approach has yielded remarkable results.

☀️ She's more willing than ever to go out of her comfort zone and ask for help.

☀️ By mustering the courage to ask for a helping hand when needed, she's received an outpouring of support from her peers and inner circle.

☀️ She's instituted her own boundaries wherein she is not saying "yes" all the time.

☀️ Because she's more comfortable with her own boundaries, she's learned to embrace rejection as a natural part of the process. Now that she herself is saying no more often, she recognizes that there are countless reasons why someone may not be able to help that have nothing to do with her.

Melinda's journey serves as a powerful reminder about the importance of self-awareness and compassion.

By leading with kindness rather than succumbing to the allure of people-pleasing, we not only foster healthier relationships but also pave the way for personal and professional growth.

The next time I notice the urge to people-please, I am going to take a page out of Melinda's book and look at it from this new perspective. I'm excited to see what transpires from there!

Cheers, Tracy

\*not her real name

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I offer 1:1 coaching, group coaching, team facilitation, and public speaking, and tailor offerings to the specific needs of you/your workplace. [Contact me to learn more.](#)

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Are you an emerging or established leader looking for support? Do you long to show up as your most confident self? Do you dream of the day when leadership feels effortless? If any of this describes you, [schedule a FREE 30 minute clarity call with me here](#) and make your struggles a thing of the past!