

DYSFUNCTIONAL BELIEFS & COACHING PRACTICE

Individual Reflection (prework)

- review the list of dysfunctional beliefs (DBs) from the book
- mark/note which ones are your **favorites** or **surface regularly** in your practice
- mark/note which ones you **dislike** or **disagree with**

Write your reflection and bring with you to the online workshop in anticipation of a small group discussion about:

How do you or could you use these Dysfunctional Beliefs in your coaching practice? How are they helpful (or not)?

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DYSFUNCTIONAL BELIEFS

Dysfunctional Belief: Your degree determines your career.

Reframe: Three-quarters of all college grads don't end up working in a career related to their majors.

Dysfunctional Belief: If you are successful, you will be happy.

Reframe: True happiness comes from designing a life that works for you.

Dysfunctional Belief: It's too late.

Reframe: It's never too late to design a life you love.

Dysfunctional Belief: I should already know where I'm going.

Reframe: You can't know where you are going until you know where you are.

Dysfunctional Belief: I should know where I'm going!

Reframe: I won't always know where I'm going—but I can always know whether I'm going in the right direction.

Dysfunctional Belief: Work is not supposed to be enjoyable; that's why they call it work.

Reframe: Enjoyment is a guide to finding the right work for you.

Dysfunctional Belief: I'm stuck.

Reframe: I'm never stuck, because I can always generate a lot of ideas.

Dysfunctional Belief: I have to find the one right idea.

Reframe: I need a lot of ideas so that I can explore any number of possibilities for my future.

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DYSFUNCTIONAL BELIEFS

Dysfunctional Belief: I need to figure out my best possible life, make a plan, and then execute it.

Reframe: There are multiple great lives (and plans) within me, and I get to choose which one to build my way forward, next.

Dysfunctional Belief: You should focus on your need to find a job.

Reframe: You should focus on the hiring manager's need to find the right person.

Dysfunctional Belief: My dream job is out there waiting.

Reframe: You design your dream job by a process of actively seeking and co-creating it.

Dysfunctional Belief: Networking is just hustling people—it's slimy.

Reframe: Networking is just asking for directions

Dysfunctional Belief: I am looking for a job.

Reframe: I am pursuing a number of offers.

Dysfunctional Belief: To be happy, I have to make the right choice.

Reframe: There is no right choice—only good choosing.

Dysfunctional Belief: Happiness is having it all.

Reframe: Happiness is letting go of what you don't need.

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DYSFUNCTIONAL BELIEFS

Dysfunctional Belief: We judge our life by the outcome.

Reframe: Life is a process, not an outcome.

Dysfunctional Belief: Life is a finite game, with winners and losers.

Reframe: Life is an infinite game, with no winners or losers.

Dysfunctional Belief: It's my life, I have to design it myself.

Reframe: You live and design your life in collaboration with others.

Dysfunctional Belief: I finished designing my life; the hard work is done, and everything will be great.

Reframe: You never finish designing your life—life is a joyous and never-ending design project of building your way forward

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