
Four Key Mindset Shifts to End People Pleasing

- Build Better Relationships
- Claim Your Confidence
- Get To What Matters

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A little book for expanding into your wholeness.

Feel welcome to share this e-book with others as long as you don't change it in any way and keep my contact information on it.

Welcome

“ A change of perspective may be all it takes to transform a painful experience into a powerful growth experience. ”

~ Iyanla Vanzant

The perspective shifts I picked for this offering come from my years of clinical experience, books I've read, as well as what I learned in my own life as a recovering people pleaser.

The examples are real people I've worked with but the names have been changed to protect their identity.

Moving past the emptiness, stress and anxiety that people pleasing causes is a layered process that builds on itself. Adopting a new way of thinking about your situation is as important to the process as a fully charged battery is to starting your car. A mindset shift powers your ability to tell your mother-in-law no, tell your spouse you need to shower first, and your co-worker that they didn't do what they said they would do...all with the lightness of confidence. Below are four fail-proof pillars for doing just that.

If you're sincerely willing to open to these ideas and practice using them they'll give you the foundation you need for prioritizing yourself, realizing your true worth, and finally feeling accepted by others.

This has the potential to truly make a difference in your life.

To get the most out of this content, I suggest you sit with each of the four mindset headings. Let each one roll around in your mind a bit and notice what soaks in and what makes you tense up. Take note of any hesitation. Your awareness is medicine and an important part of breaking free from old patterns. The over-achievers can go even deeper by completing the Head-to Heart questions at the end of each section.

My intention is to help you get past the people pleasing habit. I'd love to hear how this material touches you! Please [click here to contact me](#). If you're called to work with me, I offer a free Discovery Call at the end. You'll go farther faster with a partner for sure.

Let's get after it...



From head to heart exercise:

Consider how your life will change if you end people pleasing?
Why is that important to you?

Mindset Shift



Your relationship blueprint is what's broken, not you.

Repeatedly finding yourself dissatisfied and unfulfilled in relationships means you've either directly or indirectly received ineffective ideas about how to create happiness in love. Declare your ability to do it different by learning new skills and uprooting the old dysfunctional agreements.

Dillon came to me thinking he wasn't good enough and, after hearing about his experiences, I could see why.

Hugs and kisses in Dillon's family happened about as frequently as an owl sighting. The kids were expected to do their homework, feed the animals, mow the lawn and any other task their parents told them to do. Love was shown by dinner arriving on the table at 6 pm each night, the occasional fishing trip, and a gift under the tree on Christmas morning.



“ It begins at school and you go through life repeating what others have said. You are therefore second-hand human beings. ”

~ Krishnamurti



Photo by Fermin Rodriguez Penelas

As a young boy, Dillon remembered sitting quietly on the floor with his trucks while his dad yelled at his older brother for not doing his chores.

Dillon's brother resisted his dad, which eventually led to his brother getting kicked out of the house as a teen.

Dillon witnessed the turmoil his brother's opposition caused in the family and the message was clear, *my way or the highway*. Dillon didn't have words or awareness for his choices at the time. He only knew it felt good when his dad approved of him and bad when his dad didn't. All it took was a firm tone of voice, raised eye brows or a critical sigh for Dillon to shrink into compliance.

Dillon's sense of worth was based on others being happy with him.

Somewhere in the basement of his brain, other people happy = I'm good.

There's not much room for Dillon's thoughts, feelings, and desires in that equation. This backwards idea was a cornerstone of Dillon's relationship blueprint. There were a few other zingers too, such as *I should never upset another person, My value is in what I can do for others* and *I'm not supposed to have what I want*.

Rather than recognize that his role models were less than stellar and he was never taught how to do relationships different, Dillon thought he was broken. He blamed himself for relationships not working. This blueprint caused him to constantly look externally for cues on what to say or do. He struggled with speaking up for himself or disagreeing with other people, and often felt unsure of himself.

Any human on earth with that blueprint would grapple with relationship issues.

For Dillon to experience the love and security he longed for in relationships he needed to erase the imperatives and insert a more realistic and flexible system.

One that's based solely on the signals of his own heart and mind.

Through our work together, Dillon became aware of the hidden agreements he had adopted as his own.

He woke up to how impossible and suffocating it is to live by those old childhood rules. He dug around until he discovered some new ways of relating that led to more mutually rewarding relationships.

Dillon gave himself the authority to:

- Make mistakes
- Have different thoughts and opinions than others
- Upset others

These became the building blocks for a new blueprint.

He plugged into his wisdom by slowing down. He explored new ways of communicating that let him be true to himself while keeping the peace with others. He also reclaimed some of his energy by setting some new limits on how much he helped out other people.

To be honest, Dillon's dad didn't tolerate the changes well and they stopped spending as much time together as they used to. Dillon had some sleepless nights at first but the new self respect and vitality he felt were validating his choices.

Plus the relationship with his wife was rekindled. They had been knocking on the door of divorce but due to Dillon's willingness and effort they gained a deeper level of closeness and more harmony overall.



We all learn how to have relationships in our families growing up.

You have a relationship code too, with ideas about how you should or shouldn't behave and what you should or shouldn't receive in love.

Have you ever been told:

If you don't have anything nice to say then don't say anything at all?

Well, children take these statements as truth and internalize them as rules for how people SHOULD behave in relationships.



Relationship blueprints originate in the unchallenged logic of child.

They may have been brilliant in childhood but they hold people back in adulthood. Vaporize these limiting beliefs in the light of day. Once you put your finger on them, it's easy decide consciously if you want to keep them or release them. I assist people past these types of blocks and guide them to actively source from the future they want to create.



From head to heart exercise:

Reflect on the beliefs or rules that you've acquired in your family growing up.

We often use imperatives or absolute language to describe these (I should, I must, I ought to, I have to, I can't, etc). Identify the ones that contribute to people pleasing.

What permissions do you need to give yourself to release yourself from these old agreements?

Establish a new blueprint by consciously deciding how you want to do relationships. Describe exactly what you'd be doing differently.

What new skills do you need to learn (if any) to make this new vision a reality?

Mindset Shift



Social acceptance is found when you're authentically you.

Hiding your true self will leave you feeling empty and alone because people don't get a chance to see and know the real you. Internal acceptance and validation are what leads to security and safety in relationships. Commit to being nice without abandoning yourself in the process.

Here I want to tell you about Michelle.

Michelle sat across from me and reported that something shifted in her about the time she hit middle school. She wanted to be liked more than anything. **She thought she needed to do all the "right things" to be accepted by others.** So she started pretending to be what she thought other people wanted. The clothes she wore, the words she used, and the interests she had all became anchored in a foundation of what her parents, teachers, and friends expected of her. She believed she had to put others first, stay positive and be nice.



“To be beautiful means to be yourself. You don't need to be accepted by others. You need to accept yourself.”

~ Thich Nhat Hanh



Photo by [Helena Lopes](#)

Michelle hid her true self as a way of relating.

She was filled with uncertainty she'd often question herself: *Did I say the wrong thing? Behave rudely? Fall short of their expectations? Do they think I'm weird?*

During our work together, Michelle came to embrace the idea that being honest with herself and real with others cleared a path to feeling secure and accepted by others.

It was a process for her to begin sharing her genuine thoughts, feelings, and needs with others.

Overall Michelle's relationships flourished but some relationships fizzled.

She had a couple heart-to-heart talks with her friends, which sparked deeper conversations about past misunderstandings. Sharing in those friendships became more balanced and meaningful.

I told her the system is working perfectly if she shows her true self and the relationship fades to black. A natural sorting process occurs and you become a magnet for your people. Everybody wins when you are you.

Michelle practiced finding comfort in the idea that not all people are meant to be friends.

She stopped automatically thinking "It's me" when someone rolled their eyes or turned their back to her. She came to see how being genuine functions like a coffee filter keeping out all the nasty little bits of grit rather than thinking she was a personal failure when another human's brain judged her.

By the time Michelle hit high school she wasn't sure who she really was. She felt somewhat lost and hollow.

She was often hurt in friendships because the other girls would exclude her or not be as thoughtful as she was. They didn't text everyday to ask how she was doing or come to her house when she felt low.

Being overly accommodating and not showing her authentic self were Michelle's way of trying to gain a sliver of control and protection in relationships.

She had no idea that the very actions she was taking to feel safe were fostering anxiety and insecurity.

Authenticity conjured up big waves of anxiety for Michelle at first.

It took time for her to tune into herself and test putting down her mask with others. It took her having new experiences for her to really trust the idea that being real will be what gets her liked by others.

I encouraged her to simply “Be with the truth.”

Over and over, I beat this notion like a drum. No amount of forcing and finagling can make a fish climb a tree.

Bit by bit, Michelle discovered that being with reality and accepting things the way they are permitted her to take action in ways that grew her confidence and self acceptance.

- She noticed the impact certain people had on her.
- She practiced being honest with herself about how she felt.
- She learned to accept and move through her emotions.
- She made new choices based on *her* desires.

The last time I spoke with Michelle, she was finding it easy to manage anxiety, she got a new job that she loves and, for the first time, she was feeling seen and valued for who she really is by her partner of three years.



From head to heart exercise:

What scares you most about sharing your genuine thoughts, feelings or personality with others?

What's the cost of hiding your true self?

What might showing up authentically in relationships lead to for you?



Let's look at the whole nice thing for a minute...

It's okay to do kind acts for others, behave in ways that are socially accepted, give your time and show you care to others.

These are all loving exchanges that anchor you in the goodness of your heart. But “nice” has gotten mixed up with self sacrifice in our culture and has been weaponized into a subtle form of social control at times like a modern day Scarlet Letter of sorts.

Being nice as a blanket policy serves no one.

Life might require you to do something you'd consider as “not nice” at times.

Hey, even the Dalai Lama gets mad. You have the right to take care of yourself and if that means you grow cactus spines or growl a bit then so be it.

At the same time, there's no requirement to stop being nice to end people pleasing.

You just stop sacrificing yourself in the process.

It may also mean you learn new skills to communicate or negotiate your way through sand pits or thunderstorms.

Mindset Shift



End the hustle. You're valuable already, just as you are.

Completely own the fullness of your worth. It'll never be found anywhere outside of you. Busy doesn't make you a better more valuable person because your goodness isn't based on what you do. Perfect isn't obtainable. Play and rest are essential.

I could blab on about my own years of over doing it and being over responsible. I could share how I tried to be a goodie-goodie, doing what I thought I should, all in an uninspiring effort to feel good enough. And I could tell you how my intestines deteriorated from all the stress of trying to earn validation. It's how I came to do the work I do today. I know the sticky bramble of dissatisfaction and I want to help others step into the loving abundance that is theirs.

The gooey details of my story can wait...



“ Your crown has been bought and paid for. Put it on your head and wear it. ”

~ *Dr. Maya Angelou*

Right now, I'd like to introduce you to Lucy.

Lucy is a beautiful middle aged woman with stunning blue eyes and perfectly groomed hair like Wilma Flintstone. She confessed to me that she doubted herself and had trouble expressing herself during stressful times like giving presentations at work or arguing with her spouse. Words simply disappeared.

Lucy felt cursed.

She often compared herself to others and wondered why they were able to have close families, big bank accounts, and clean houses but she was not.

Lucy was also wrapped in a subtle cloak of anxiety mainly about measuring up.

The tendency to worry about her performance was so normal to her that she didn't recognize it was happening.

It robbed her of her energy like water through a sieve. This self doubt left her depleted and fed a pattern of procrastination, which Lucy loathed most of all due to her enormous drive to achieve. She scolded herself for her "lack of motivation" almost daily.

The first order of business for Lucy was adding a new dimension of awareness.

She absorbed what she could about being mentally present to her life. She started implementing practices such as biking in the morning, taking breath breaks throughout her day, and using short guided meditations to calm her nervous system and nourish her brain.

Lucy truly wanted to make positive changes.

She gave up comparing herself to others, a silent killer to self-worth.

She learned how to accept difficult emotions, and how to challenge unhelpful thoughts.

I taught Lucy how to confront the old limiting beliefs she had left over from childhood, such as I'm a loser and I don't matter. She actively cultivated new beliefs that were more true and more helpful, such as I'm at least as good as any other human on earth, I matter to me, and I'm not the smartest but I'm smart enough.



Photo by [Cosiela Borta](#)

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The actions Lucy took gave rise to new confidence.

She opened her heart to the truth that she deserved more.

Lucy made a bold move to return to college for an advanced degree at a prestigious University. She implemented new systems to manage her time and she gave herself permission to hire help in her home.

Lucy showed up differently in relationships as well.

She focused on herself, rather than the other person, which empowered her.

She stopped looking to her spouse to give her permission to act.

She found ways to stand in front of her husband and stay calm while ugly words spilled out of his mouth.

She used to get flooded with emotion. Now she waited and responded, which she told me lifted her above the messiness of it all.

My tummy flips with joy for her.



From head to heart exercise:

How would you show up differently in your work and relationships if you knew your full value and worth?

What stands in the way of you feeling worthy now?

What's one action you can take to send your life the message that you're good enough already?

Mindset Shift



Your number one job in the world is taking care of you.

**Your energy needs to go into you.
You're the top priority in your own life.**

Does this idea make you pull back as if you're standing too close to a big fire? Stay with me though because self-first is different than selfish. Self sacrifice is fear based and will never get you the relationship security you desire. Being over-responsible for others, especially their feelings, is a quick ride down to the bottom of your gas tank.

**Sean's situation is a perfect example of self-sacrifice.
He excelled at putting others first.**

A dark-haired Marlboro man in his upper thirties who was successfully self employed and divorced twice. He was blessed with one healthy child from each marriage, a 7 year old girl and a 4 year old boy. Sean adored his children and was doggedly committed to coparenting peacefully.

A photograph of a cozy indoor setting. In the foreground, a white ceramic coffee cup filled with a latte sits on a matching saucer. The cup has the handwritten text "wake up and glow" on it. Next to the cup is a lit white candle in a glass holder. In the background, there are several vases containing greenery and white flowers, creating a warm and inviting atmosphere.

“ The way you treat yourself sets the standard for others. ”

~ Sonya Friedman



Photo by [Nik Shuliahin](#)

Sean found himself torn between the demands of his two separate families and his own needs.

When Sean decided to jump into a new romantic relationship, it all became too much. He couldn't stay afloat.

Sean came to me feeling overwhelmed and anxious with all he had to do. His mind spun from issue to issue leaving him exhausted and unable to sleep. He complained he couldn't make anyone happy, including himself, and his business was stagnant.

Most difficult for him was his impatience with his kids and the angry texts he fired off to his ex-wives from time to time.

He feared he would ruin his kids with his angry outbursts and maybe lose his current girlfriend. **He wanted to learn how to have good relationships that last longer than a few years and to feel better about himself.**

I learned that on a typical weekday, Sean carried the burden of transporting both his kids to childcare and school on top of working his solo electrical business. He was often interrupted throughout the day by customer calls and texts from “people who want stuff from me”, as he said.

Sean left work mid-afternoon to pick up his kids from two different places and delivered them to two different locations. Some days Sean also managed the additional tasks of attending either music lessons or soccer practice.

This whole routine took hours. When I asked him why doesn't he ask the children's moms to contribute to the transportation duties. He said, “Because they work regular jobs and I'm self employed. I have the freedom to leave work to go get the kids. They don't.”

Wait...What?

There must be more to this story...

Sean explained that his mom and dad split up when he was young.

His life became unpredictable.

He ended up living with other family members. He remembers laying in the dark at night with tears wetting his cheeks as he laid in bed missing his mom. It was a confusing and helpless period of time for little Sean who had no say in where he slept or the people he lived with.

Sean's childhood experiences fueled his unwavering determination to create a solid sense of family for his kids. Even the thought of saying no to his ex-wife's requests caused Sean's hands to rub together and dart his eyes from one side of the room to the other. Setting limits wasn't accessible for Sean at first and that was okay. He got there eventually.

Sean and I began by connecting the dots between his unmet needs as a boy and the choices he was making in relationships. Through our talks he grew awareness of how the porous boundaries in his family growing up contributed to him being overly responsible, having trouble saying no, and a nagging fear of abandonment.

New awareness led to new action.

He focused on taking care of himself in simple ways like actually taking breaks during the day, exercising, and making sleep a priority.

He even took a solo vacation to rest and settle his mind.

He crimped the flow of information sharing with his ex-wives as it was often turned against him during vulnerable times.

He took this step to tighten his boundaries without a big announcement or discussion or argument.

He just stopped.

Sean showed up for himself by moving through the worries he had about disconnecting from his ex-wives and he became more confident in the process.

Sean showed up for himself by moving through the worries he had about disconnecting from his ex-wives and he became more confident in the process.

Accepting his fears freed him to see the relationships in a more truthful light.

Sean had the courage to look in the dark corners at his worst fears and felt relieved to discover nothing there.

He decided he was no longer going to be anyone's sucker anymore.

Another turning point for Sean was the realization he wasn't responsible for his ex-wives' emotions.

He had an aha moment when he let go of trying to manage their happiness.

I told him that taking on responsibility for other people's emotions keeps both people stuck in a loop of frustration. I moved my hands outward and encouraged him to give their discomfort back to them, adding "It's not yours."

Sean diminished the amount of time he spent worrying about what his ex-wives' thought of him and whether or not they would be mad with him.

He reclaimed his energy and increased his effectiveness by taking charge of what he could control (his thoughts and emotions) while letting go of what he couldn't (his ex-wives' thoughts and emotions).



From head to heart exercise:

What percentage of your time and energy goes into doing things other people want?

What, if anything, keeps you from meeting your needs before meeting the needs of others?

How is your life affected when you put others first?

Claim Your Future

If the following Four Mindsets are not a solid YES in your bones, you're probably stuck in painful repetitive patterns.

Four Mindsets:

1. Your relationship code is what's broken, not you.
2. Social acceptance is found when you're authentically you.
3. You're valuable already, just as you are.
4. Your number one job in the world is taking care of you.

You deserve better.

Dillon, Michelle, Lucy, and Sean all **took action** to improve their lives. They're regular people like you and me who decided they wanted a better life.

Each of them **made the choice** to get help. They committed to themselves and stuck with the change process. I guided them to get crystal clear on new actions within THEIR control and off they went. No more uncertainty. No more worry fest. No more feeling stuck. They figured it out and reached their goals.

This is available to you too.

You deserve more; more confidence in yourself, more love in relationships, and a more meaningful life. We all do.

No one outside of you will deliver the love and acceptance you desire. It comes from within.

So be willing to show up and invest in yourself. Trust in yourself and your ability to make positive changes but also trust in a coach or mentor to guide you into new territory.



Find out if coaching with me is right for you.

You can't see what you can't see.

People need support and an infusion of new vision to transform old mindsets. If you could do it alone, you would've done it already.

It's time to make yourself the priority.

[Book a Free Discovery Call!](#)