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# Positive Intelligence and Trust

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FRASER  
CONSULTING



# Session Objectives

- Learn to recognize patterns that impede our ability to work well together then shift to positive intelligence and trust strengthening actions
- Explore the neuroscience that supports strategies that have an immediate impact on the working environment and our personal lives.
- Learn strategies to engage your positive intelligence brain to:
  - Improve your performance,
  - Increase your sense of well-being, and
  - Strengthen relationships and trust



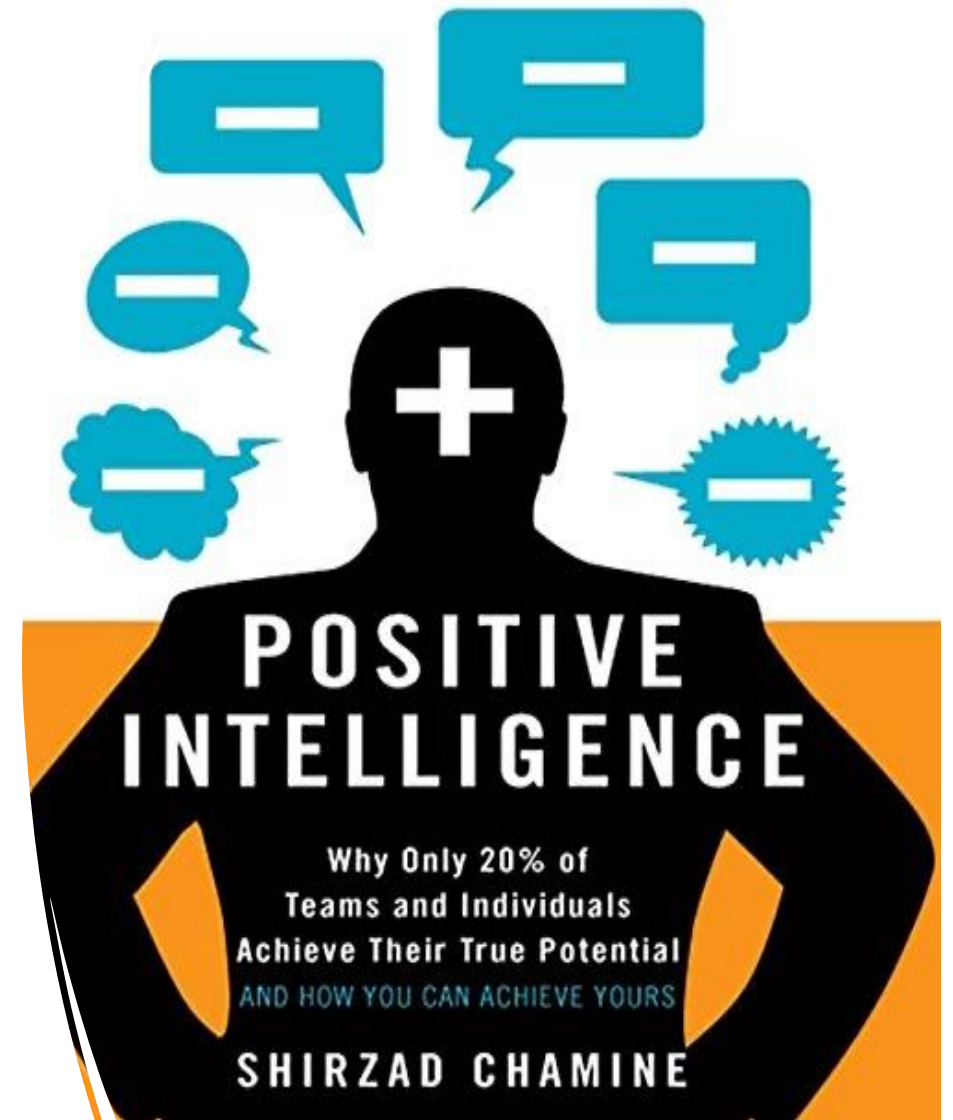
TRUST

# Positive Intelligence

By Shirzad Chamine

[Google Talk: Positive Intelligence \(1 hr.\)](#)

[TEDxStanford Know your inner saboteurs \(20 minutes\)](#)





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t - neuroscience



## Saboteur

Helped us survive the real/imagined threats to our survival as children.

These become soft-coded in our brain through neural pathways, sometimes “hijacking” our thoughts.

## Sage

Lives in a different region of your brain and generates positive emotions.

Your greatest happiness and performance is generated through your Sage.

Positive Intelligence Quotient (PQ Score) measures the relative strength of your positive muscles (Sage) versus the negative (Saboteur). Or how much time you listen to your Saboteur versus listen to and engage with your Sage.

	Survivor Brain	PQ Brain
Anatomy	Brainstem, Limbic System, Left Brain	Middle Prefrontal Cortex, Empathy Circuitry * Right Brain
Focus	Survive	Thrive
Voice	Saboteurs	Sage
Emotions	Anxiety, Anger, Disappointment, Shame, Guilt, Regret, Blame	Curiosity, Compassion, Joy, Creativity, Peace, Calm Resolve

\* Empathy Circuitry consists of the Mirror Neuron System, the ACC and Insula Cortex of the MPFC



# Saboteurs

## Judge

*Fault finding with self, others, or circumstances*

## Avoider

*Procrastinate or avoid difficult tasks or conflicts, focus on the pleasant*

## Controller

*Anxiety-based need to control situations and bend others to own will*

## Victim

*Focus on painful feelings as way of earning empathy and attention*

## Stickler

*Need for perfection, order, and organization taken too far*

## Hyper-Achiever

*Dependent on achievement for acceptance and self love*

## Hyper-Rational

*Rational processing of everything including relationships*

## Pleaser

*Pleasing, flattering, rescuing others, to gain acceptance*

## Restless

*Never at rest or content with what is, needing perpetual busyness*

## Hyper-Vigilant

*Vigilance that can never rest, seeing danger in every corner*

# The Judge



# Judging vs. Discerning



- We all have a judging saboteur:
  - For Self
  - For others
  - For situations
- The difference with discerning is the energy:  
*Judging brings on negative thoughts and emotions. Discernment **acknowledges** the situation without labeling something, someone, or ourselves as bad.*

# Accomplice Saboteurs

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**Avoider**



**Controller**

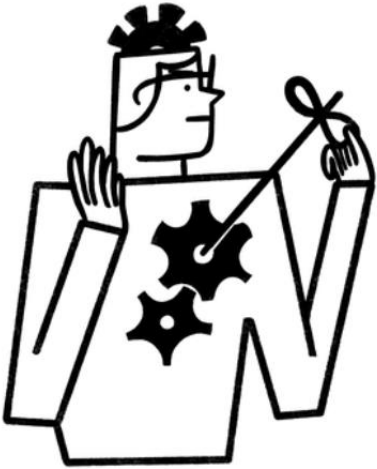


**Hyper-Achiever**



# Accomplice Saboteurs

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**Hyper-Rational**



**Hyper-Vigilant**



**Pleaser**

# Accomplice Saboteurs

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**Restless**



**Stickler**



**Victim**

# Saboteur Self-Assessment

Curious about your saboteurs?

<https://www.positiveintelligence.com/saboteurs/>



# Sage (5)

Empathize

Explore

Innovate

Navigate

Activate





# Sage Power Games

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Empathize – Visualize your/their child

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Explore – Be the fascinated anthropologist

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Innovate – Yes ... And...

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Navigate – Flash Forward

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Activate – Pre-empt the Saboteurs



## Saboteur Interceptor Muscle

If you're in negative emotion for more than a second, you're in Saboteur mode. Label your thoughts and emotions in that moment as Saboteur and let them go. To be able to do that, you need to have studied your Saboteurs and discredited their lies and limiting beliefs.



## Self-Command Muscle

10-second PQ<sup>®</sup> Reps are powerful ways to command your mind to quiet the region where your Saboteurs live, and activate the region where your Sage lives. So every time you intercept your Saboteurs, do PQ Reps in order to pause and choose a Sage response.



## Sage Muscle

Your Sage is the one in you that handles challenges with a clear and calm mind, and positive emotions. It uses the 5 primary powers of Empathize, Explore, Innovate, Navigate, and Activate. Once you've activated your Sage brain through PQ Reps, you'll have access to these powers.

# Strategies

# Increase your positive intelligence “PQ” = positive quotient



# PQ Reps

Exercise your PQ daily:

- Pay close attention to one of your 5 senses
- 3 breaths = 10 seconds
- Connect the exercise with an existing habit (brushing your teeth, walking your dog, going to the bathroom)
- Take 15 minutes to close your eyes and go on a guided mediation





## Three Gifts Technique

What three scenarios can you envision where a supposedly bad situation could be turned into a gift and/or an opportunity?

# Two Communications Channels



## Data Channel

- Facts, data, details

## PQ Channel

- Energy, emotions, tone

# Working with Difficult People

#1 Stop fueling their saboteurs

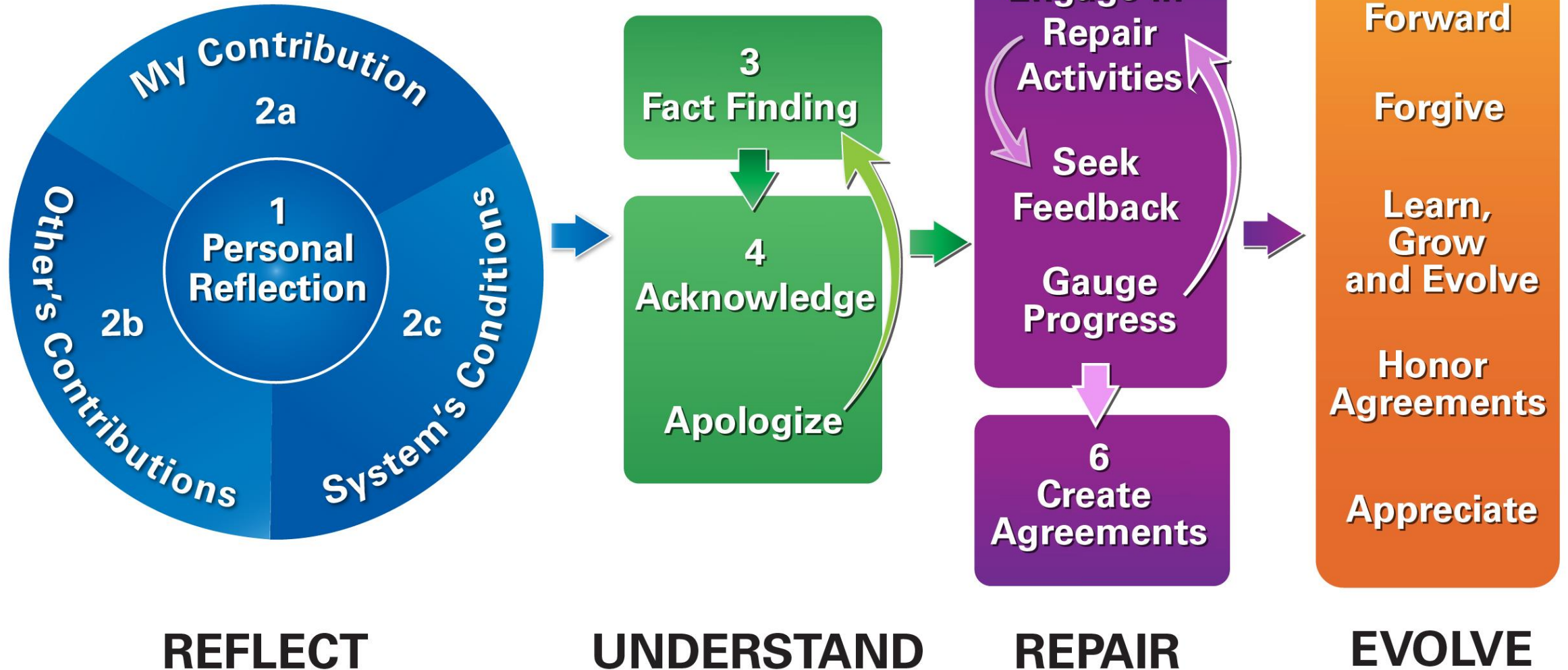
#2 Fuel your sage

#3 Help them discover their saboteurs

#4 Put boundaries around their saboteurs

Conflict – embrace it as a gift and harness its power to strengthen your relationship

# Trust Repair Model





Reflection – 1 minute

What is one idea  
to increase your  
positive  
intelligence and  
trust?



# References

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# Questions?

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# TRUST REPAIR

It **IS** Possible!

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Proven Strategies to Help  
Groups Get Unstuck

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Wendy Fraser, Ph.D.