Confidence
Results

USER MANAGER

WINNING WELL MANAGER

	VALUES	Confidence > Humility Results > Relationships
Short-term results	FOCUS	Focus on both long- and short-time horizons
More energy for less results Longer hours Abusive	BEHAVIORS	High expectations Healthy professional relationships Activity and accountability
Stress Unsustainable turnover Bitter Frustrated Feels like a victim	OUTCOMES	Sustainable results over time Fulfilled: enjoys work and life Low turnover Respected—people want to work with Sense of efficacy and influence

At Any Price

Humility
Relationships

Self preservation Status	VALUES	Humility > Confidence Relationships > Results
Short-term survival and status	FOCUS	Day-to-day focus on being liked
Manipulation "Dirty" politics Divide and conquer Plays games to hang on, outlast	BEHAVIORS	Politics of hiding Reactive Little accountability
Attract unhealthy employees Productive employees leave	OUTCOMES	Stress Top performers leave Feels like a victim No results

GAMER MANAGER

PLEASER MANAGER

No Results

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