

Ret. Col. Brenda Dietzman

Managing Your Inner Critic




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My Why

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What is the Inner Critic?



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Are There Different Types?

- Perfectionist** – “You’re not good enough!”
- Inner Controller** – “You have no willpower – you are so weak”
- Taskmaster** – “You are so lazy – you should be doing so much more”
- Underminer** – “There’s no point in even trying – you’re just going to fail”
- Destroyer** – “You are such a failure”
- Guilt-Tripper** (past) – “Why did you ever say something like that?”
- Conformist** – “What would others say or think if you did that?”

- Psychologist Jay Early

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Where Does It Come From?



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Origins

Early Life Experiences

Our parents, teachers, other adults and peers we are around when we are young can help create our inner critics

- Overtly
 - Abuse
 - Teasing
- Unintended
 - frequent criticisms
 - unrealistic expectations
 - “wanting the best for you”



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Origins
Societal Expectations

- Gender norms and roles
- Messages from television, magazines & influencers
- Unrealistic expectations for talent, intelligence, beauty



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Bounded Ethicality

The use of shortcuts contribute to the formation of bias



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Origins
Personal Insecurities

- Past failures
- Fear of future failures
- Not being “enough”



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The Mighty “Protector”

It holds you back by reminding you of:

- Your fears
- Past hurts
- Societal norms
- The way you have disappointed people in the past
- Your own limiting beliefs




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Mindfulness
Being a Thought Detective

We are not our thoughts...we are the thinker of our thoughts.

Question things...examine your emotions and reactions around thoughts that you can't always verbalize.



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How the Inner Critic Shows Up & Strategies to Manage It




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Self-Talk

You will never speak to anyone more than you speak to yourself in your own head.

Be kind!



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Your Inner Critics Voice...




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Name it to Tame it

Find **your** voice –

Listen to your inner mentor/coach




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Inner Coach

- Supportive
- Future focused – looks at possibilities
- Dreams

Your inner coach wants you to:

- Learn
- Explore
- Live into your potential
- Try new things
- Grow (growth vs fixed mindset)



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Reward & Celebrate Your Efforts

- Have a relationship with your inner coach.
 - Laugh
 - Cry
 - Feel grief
 - Encourage, thank, and be grateful for each other
 - Talk it out!

Yes...I talk to myself. Sometimes I need expert advice!

- Edward Henneffer

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Our Own Insecurities


We focus on:

- Past failures (depressed)
- Fear of failure (anxious)

Confirmation bias
We continuously look for our own inadequacies and ignore our successes

Solutions
What's The Worst That Could Happen?
Challenge yourself and that voice
Take risks and keep track of how successful you are when you do
Demand evidence of the claims it makes

At the end of life, we don't regret what we did...we often regret what we didn't do!

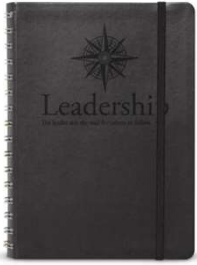


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Tactical Leadership Notebook – AKA Journaling

When you are not sure what you are feeling...start writing about it

When you catch yourself relying on a shortcut (bounded ethicality), examine:
How was the shortcut was created?
How you were able to catch yourself?
What are the lessons learned?
In similar, future scenarios, how do you want to show up?



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Create a Secret Identity

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Not Being Enough


Helpers (good people)...
can always do more...

- Work
- Community
- Parents
- Children
- Volunteering
- The Planet



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Perfectionism



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Perfectionism & Time Currency

- Family
- Friends
- Learning
- Exercise
- Housework

- Work
- Reports
- Learning
- People
- Email
- Meetings



Time is the consumer & we are its food!

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Healthy Perfectionism

What needs to be:

- Done perfectly?
- Done well?
- Done OK?
- Done?

“Functional Perfectionist”
Time flies...we are the pilot!



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Strategies

- Set realistic goals
- Use a timer
- Practice self-compassion
- Embrace imperfect action
- Embrace a growth mindset

- Psychology Today – Megan Dalla Camina (2024)



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Confidence & Perfection

- You will not gain confidence because you are perfect.
- You gain confidence by taking what you have learned and experienced, combining those two things to deal with the situation at hand.
- Remember...you are human, and perfection is not in the cards.



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Actions

Keep an "I'm AWESOME" folder

- Actual folder
- Desktop folder
- Album on your phone

List three things you did well during the day before you go to sleep


- Write them down
 - (You can look at them later when you need a boost!)
- During the day, you will actually look for things you did well!
 - (Side benefit...you will start to notice your accomplishments!)



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Physical Actions & Verbalizations

- Smile/wink at yourself ☺
- Tell yourself that you are awesome!
- Compliment yourself
- Celebrate wins
- Talk to yourself:
 - I'm proud of myself for...
 - I've been working hard and now I deserve some rest
 - I'm doing my best and that is all I can do
 - I'm proud of who I am AND who I will be tomorrow




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Shift Your Focus

How do you want to feel?

What do you want to believe about yourself?


What are you truly capable of?




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Don't take criticism from someone you would never go to for advice

Listen to Others Who Want to See You WIN



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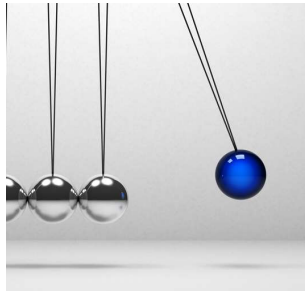


IF YOU WERE ABLE TO BELIEVE IN SANTA CLAUS FOR LIKE 8 YEARS, YOU CAN BELIEVE IN YOURSELF FOR LIKE 5 MINUTES.

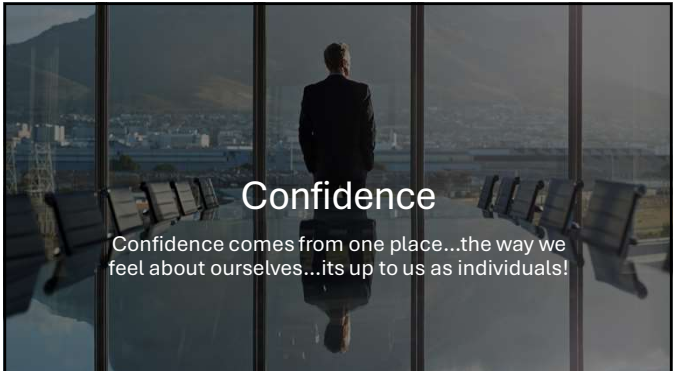
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Inner Critic – The Impact

- Yourself
 - Career
 - Growth
 - Denying your uniqueness
 - Goals
 - Emotional toll
- Community
- Organization
- Friends
- Family



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Confidence

Confidence comes from one place...the way we feel about ourselves...its up to us as individuals!

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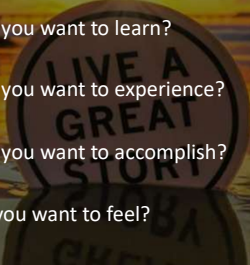
What Does It Mean for YOU to *Live a Great Story*?

What do you want to learn?

What do you want to experience?

What do you want to accomplish?

How do you want to feel?



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List the Top Three People Who Believe In You

Are you on the list?



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LIVE A GREAT STORY

Have an awesome life
by *living a great story.*

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 **JUSTICE**
CLEARINGHOUSE

Thank you!

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