

# Potty Train Your Boss: 10 Ways to Empower Yourself

By Karen Glunz-Bagwell

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Do you feel powerless when you think your boss

is picking on you?

is treating you like a child?

won't listen to your side of the story?

talks to you disrespectfully?

asks you to do more than you are being paid for?

expects you to stay overtime at last minute's notice.

and other victim thoughts.

As Eleanor Roosevelt observed, "No one can hurt you without your consent." **EMPOWERMENT COMES FIRST**

**Empowerment One.** There is no reality, only perception. When you listen to people who are eye-witnesses tell the story of "what happened", you may find that their perceptions are so opposite that it makes you wonder if they experienced the same event. The answer is no, they did not experience the same event. They had THEIR experience of the event, filtered by their unique way of perceiving.

**Empowerment Two:** The significant problems we face cannot be solved at the same level of thinking we were at when we created them. Most likely, you react to the negative way your boss treats you in a predictable manner and similar to how you reacted to your parents when you were a child. It has become a pattern of reaction. For a time, just notice how you react remembering, "you are what you thinketh you are." Thoughts are creative. Be willing to change your thinking which will then change your perception and your experience.

**Empowerment Three:** Up your awareness. You can only change what you are aware of. Twelve step programs have an appropriate statement "denial isn't just a river in Egypt". Particularly where we are challenged in relationships, we have a tendency to point the finger at the other person rather than looking at our own patterns first. Look closely, you will probably find yourself working "for" a

boss or a company whose characteristics remind you of one of your parents or a composite of your parents/caretakers positive and negative personality characteristics. There are no accidents. We are working with our particular boss as a means for us to grow up, resolve our childhood issues, and become empowered rather than victims of circumstance.

**Empowerment Four:** Shakespeare wrote, "All the world is a stage and all the men and women merely players. They have their exits and their entrances. " In our life time, we all play many parts. Begin noticing that you have various sub-personalities that arise to different occasions. Each sub-personality plays a role. Some of the roles we play are, child, parent, victim, perpetrator, aggressor, passive, gossip, drama queen, whiner, wounded, angry, joyful, pollyanna, rule- follower, perfectionist, guilt monger, know-it-all, and the list goes on. Be curious and observe how many different roles you play throughout the day.

**Empowerment Five:** Change your perception from working for your boss to working with your boss, with a company. Work for money. Work for fulfillment. Work for enjoyment. Even if employed by a company, you are working for yourself. In the words of Ghandi, "They cannot take away our self respect if we do not give it to them." Only you can make yourself feel subservient and powerless.

**Empowerment Six:** Be willing to change your perception from feeling and acting like a victim to becoming emotionally intelligent. With emotional intelligence, you realize that you are 100% response-able, 100% able to be proactive rather than reactive. Stephen Covey in his book *The 7 Habits of Highly Effective People* defines the difference between reactive and proactive: "reactive people build their lives around the behavior of others, empowering the weaknesses of other people to control them. Proactive people are driven by values, carefully thought about selected and internalized values" They are influenced by external stimuli but choose their response rather than allowing their feelings to control them.

**Empowerment Seven:** Dr. Phil McGraw states in his book *Life Strategies*, "we train people how to treat us. People do what works. They do what they do because you have taught them, based on results, which behavior gets a payoff and which one doesn't." From this explanation, become curious as to how you are giving your boss a payoff for treating you the way she does. If he demands that you stay overtime with no notice and you cancel your plans to accommodate, what is her payoff? Do you think this behavior will be repeated? Absolutely it will. You have trained your boss to expect that you will drop everything and fulfill his demand.

**Empowerment Eight:** Give up criticism of yourself and your boss and ask for what you want rather than what you don't want. Harville Hendricks, wrote a book called *Getting the Love You Want*. He has couples sign no criticism contracts. He explains that criticism is the adult version of a child crying and a cryptic expression of our needs. Instead of criticizing your boss or taking her criticism to heart, look for what you need, be very specific and respectfully ask for it.

**Empowerment Nine:** Rather than judging something or someone as wrong or right, appropriate or inappropriate, good or bad, start thinking in terms of what works and what doesn't work. The next time your boss asks you to stay over at the last minute, simply state, "I'm so sorry, that's not going to work for me tonight". Then be quiet. You do not have to explain, rationalize or justify a good enough reason so that you boss will understand. All your boss needs to understand is that it doesn't work for you and you won't be staying. You may experience butterflies in your stomach because you are taking such a stand for yourself. Feel them and go home at your regular time.

**Empowerment Ten:** Lighten-Up! Begin your day with an exercise that will change your perception and the way you are perceived, reduce stress, and put you into a zone of creativity and vitality. Belly-Laugh. Look into the mirror. Imitate and act like you are laughing so hard, as if someone is tickling you. At first you will have to pretend but within a few seconds, your body will respond and

you will giggle and giggle. You may have to get over feeling foolish and thoughts like this is stupid but choose to DO IT anyway. Research has shown that people who do this on a regular basis reduce stress are healthier, more attractive, feel more alive, and have more fun every day.

Karen Glunz-Bagwell is an Educator and a Potty Training Coach. Degreed in Communications with 30 years of experience as an Educator and Life Improvement Researcher in a myriad of businesses, Karen combines her scientific/spiritual principles with down-to-earth, practical solutions to relationship issues. Her programs "Lighten Up Potty Training in the Healthy, Fun Way" is geared to both ends of the spectrum, literally for Toddlers, and metaphorically for adults in business and personal relationships. She may be reached at [www.pottytrainingcoach.com](http://www.pottytrainingcoach.com)

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