

ELEMENT	DEFINITION	MY EXAMPLES
S	<p>"WHAT I THINK YOU THINK ABOUT ME"</p> <p>My social position in relation to others</p>	<ul style="list-style-type: none"> <li>• Use of name / knowing my name - You see me, I matter!</li> <li>• Knowing &amp; labeling my strengths, gifts, passions, talents, potential to me</li> </ul>
C	<p>My ability to predict outcomes</p>	<ul style="list-style-type: none"> <li>• Knowing the expectations/standards of me or my position/team/organization</li> <li>• Norms, Agendas, Time agreements, Routines and procedures, Purpose, Mission &amp; Vision of the organization</li> </ul>
A	<p>Sense of control over our destiny</p> <p>CHOICE OR PERCEIVED CHOICE</p>	<ul style="list-style-type: none"> <li>• Partners I choose / time I choose / strategies I choose /</li> <li>• "breaks now or later?" "homework before or after dinner?" "peas or carrots?"</li> </ul>
R	<p>Sense of safety with others—friend or foe?</p> <p>"connections"</p>	<ul style="list-style-type: none"> <li>• Having friends &amp; colleagues @ work</li> <li>• Common interests, passions, activities, values, goals</li> </ul>
F	<p>Perception of being treated fairly. Same rules apply to all.</p>	<ul style="list-style-type: none"> <li>• Fair ≠ Equal ; Am I in the "in group" or not</li> <li>• Transparency, frequent &amp; congruent communication; clear rules &amp; expectations</li> </ul>