

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