

Thoughts, Results Upgrade

Instructions:

1. Brainstorm any negative thoughts you've had recently. Pick the one that's causing you the most distress and write in bottom left box.
2. Note what inaction or action that's likely to produce and write it in the next box.
3. Note what results that's likely to produce.
4. Pick an upgrade and write in top left box. An upgrade is not a flip. It's a reappraisal that you believe, and that brings relief when you feel it. E.g. "I'm the smartest person in the room" could upgrade to "I have the opportunity to learn in any interaction." Or "I hate him" could upgrade to "I have significant challenges working with him and I wonder what suffering motivates his actions."
5. Note what actions this upgraded thought could produce.
6. What results are likely to come from that?
7. Notice when you think the original painful thought. Catch yourself thinking it, and replace it with the reappraisal. Act, whenever possible, from the reappraisal.

Assumptions	Actions	Results
(4: Upgraded Thought)	(5)	(6)
(1)	(2)	(3)

Our thoughts are figments of our emotions and imaginations that guide our actions and shape our results.

SAMPLE 1

Assumptions	Actions	Results
(4: Upgraded Thought) - Maybe she's overwhelmed with email or responds better to a conversation	(5) I go to her office or pick up the phone and have a short, productive, clarifying, non-judgmental conversation with her.	(6) I learn more about her communication style, experience less stress, and get the answer I needed.
(1) - I haven't got a response to my email and I needed an answer from her last week. She's so inconsiderate. Doesn't she realize that she's holding me up?	(2) - I'm likely to send a terse email or say something rude in the meeting	(3) - There is less trust in our relationship. - I feel anxiety, anger, resentment

SAMPLE 2

Assumptions	Actions	Results
(4: Upgraded Thought) - While I still don't love them, meetings are places to build reputation and relationship - Other people are busy & want to get the meeting over efficiently too	(5) - I respectfully decline meetings where I am not needed - When I do attend meetings, I focus, listen, and contribute without judgment - I offer advice and tools on how to conduct meetings efficiently	(6) - I build relationships - I add value - I save time - I improve my reputation
(1) - I hate meetings	(2) - I'm likely to come to meetings annoyed, to be distracted, to communicate negative thoughts, roll my eyes or not participate fully.	(3) - People assume I am negative - People may assume that I am rude or not interested in them. - I weaken relationships and my reputation