

IFS
&
IDENTIFYING,
UNDERSTANDING &
EXPLORING ...
MANAGERS

MANAGERS



TYPES OF MANAGERS

- ✦ PERFECTIONIST
- ✦ CONTROLLER
- ✦ WORKAHOLIC
- ✦ TASKMASTER
- ✦ RESPONSIBLE

- ✦ CARETAKER
- ✦ AVOIDANT
- ✦ OVERACHIEVER
- ✦ ANXIOUS
- ✦ STRUCTURED
- ✦ CRITIC

TYPES OF MANAGERS

THE PERFECTIONIST MANAGER

This type of Manager is characterized by a strong emphasis on perfectionism, setting high standards, and striving for excellence in all areas of life. It may be critical of oneself and others, seeking to avoid mistakes and maintain control.

THE CONTROLLING MANAGER

The Controlling Manager is focused on maintaining order, structure, and control in both internal and external environments. It may resist uncertainty or change, preferring rigid rules and routines to manage situations.

THE TASKMASTER MANAGER

Taskmaster Managers are highly task-oriented and focused on productivity and efficiency. They excel at organization, planning, and problem-solving, but may struggle with flexibility or adaptability in dynamic situations.

THE CARETAKER MANAGER

This type of Manager is concerned with the well-being of others, often taking on a caretaking or nurturing role within the internal system. It may prioritize the needs of others over its own, seeking to provide support and guidance.

THE AVOIDANT MANAGER

Avoidant Managers tend to avoid or suppress vulnerable emotions and difficult situations, preferring to focus on tasks or distractions instead. They may struggle with relaxation or self-care, feeling uncomfortable with introspection or emotional expression.

THE OVERACHIEVER MANAGER

Overachievers Managers are driven by a strong desire for success and accomplishment. They may set ambitious goals and pursue achievements to validate their worthiness or competence, sometimes at the expense of their well-being.

TYPES OF MANAGERS

THE WORKAHOLIC MANAGER

Workaholic Managers are excessively focused on work or productivity, often to the detriment of other areas of life. They may have difficulty setting boundaries or prioritizing self-care, feeling restless or guilty when not engaged in tasks.

THE ANXIOUS MANAGER

Anxious Managers are characterized by heightened levels of anxiety and worry. They may anticipate potential problems or dangers, constantly seeking to mitigate risks and ensure safety in both internal and external environments.

THE RESPONSIBLE MANAGER

Responsible Managers carry a strong sense of duty and responsibility towards themselves and others. They may take on multiple roles or tasks, prioritizing obligations and striving to meet expectations, even at personal cost.

THE STRUCTURED MANAGER

Structured Managers thrive in environments with clear rules and guidelines. They prefer predictability and routine, feeling uncomfortable with ambiguity or spontaneity. They may excel at following protocols and procedures but struggle with improvisation or flexibility.

THE CRITIC MANAGER

The Critic Manager is characterized by a strong tendency to critically evaluate and scrutinize the individual's actions, decisions, and achievements. It may focus on perceived flaws, mistakes, or shortcomings, highlighting areas for improvement or correction. The Critic constantly judges and criticizes the individual to push them to do better or avoid mistakes.

MANAGERS

1. RECOGNITION

Acknowledge the presence of your Manager Part. Recognize that this Part emerged as a protective response to help you navigate life's challenges and responsibilities.

2. OBSERVATION

Pay close attention to the thoughts, beliefs, and behaviors associated with your Manager Part. Notice when it becomes active and how it influences your decision-making process and actions.

3. UNDERSTANDING PURPOSE

Reflect on the role that your Manager Part plays in your life. Understand how the Manager Part navigates and copes with the challenges of life in a way that promotes safety, stability, and functionality.

4. SELF-COMPASSION

Approach your Manager Part with kindness and empathy. Understand that it intends to keep you safe and organized, even if its strategies may sometimes feel restrictive or rigid.

5. COMMUNICATION

Foster open dialogue with your Manager Part. Understand its concerns, fears, and desires, and listen attentively to its responses.

6. VALIDATION

Validate the experiences and emotions of your Manager Part. Validation can help build a sense of trust and cooperation between you and this Part.

7. COLLABORATION

Work towards collaboration with your Manager Part. Strive to find common ground and negotiate compromises when necessary. Recognize that you are ultimately in charge of your internal system, but that your Manager Part can be a valuable ally in achieving your goals.

8. INTEGRATION & SELF-LEADERSHIP

Integrate your Manager Part into your internal system with Self-leadership. Instead of allowing it to dominate or dictate your actions, lead with compassion, wisdom, and balance. Maintain awareness of your other Parts and strive for harmony within your internal system.

EXPLORING PARTS *Reflective Questions*

Recognition of **MANAGERS**

Examine the characteristics of each type of Manager. Identify the traits that are most relevant in recognizing how these qualities have developed as protective responses to assist you in navigating life's challenges and responsibilities.

THE PERFECTIONIST MANAGER

- ☐ High Standards
- ☐ Attention to Detail
- ☐ Comparison with Others
- ☐ Procrastination
- ☐ Impaired Enjoyment
- ☐ Fear of Failure
- ☐ Self-Criticism
- ☐ Inner Conflict
- ☐ Rigidity

Protective Intent:

Despite its harshness, the Perfectionist Manager ultimately emerges as a protective mechanism aimed at preventing failure, rejection, or harm. Its pursuit of perfection may be an attempt to anticipate and mitigate potential threats to the individual's well-being.

THE CONTROLLING MANAGER

- ☐ Need for Predictability
- ☐ Rigidity and Inflexibility
- ☐ Conflict with Autonomy
- ☐ Desire for Control
- ☐ Micromanagement
- ☐ Boundary Issues
- ☐ Perfectionism
- ☐ Emotional Regulation
- ☐ Fear of Failure or Loss

Protective Intent:

Despite its rigid and controlling behaviors, the Controlling Manager ultimately emerges as a protective mechanism aimed at maintaining order, stability, and safety in the individual's internal and external environments. Its controlling tendencies may be an attempt to prevent perceived threats and ensure the individual's well-being.

THE TASKMASTER MANAGER

- ☐ Focus on Productivity
- ☐ Live for Excellence
- ☐ Organization and Planning
- ☐ Time Management
- ☐ Accountability
- ☐ Goal-Oriented
- ☐ Problem-Solving
- ☐ Efficiency
- ☐ Adaptability

Protective Intent:

While the Taskmaster Manager prioritizes productivity and task completion, it also recognizes the importance of balance and may allow space for rest, relaxation, and Self-care. It understands the need for downtime and rejuvenation to maintain long-term well-being.

EXPLORING PARTS *Reflective Questions*

Recognition of **MANAGERS**

THE CARETAKER MANAGER

- ☐ Codependency
- ☐ Empathy and Compassion
- ☐ Self-Sacrifice
- ☐ Overidentification with Others
- ☐ Nurturing and Supportive
- ☐ Conflict Avoidance
- ☐ Boundary Issues
- ☐ Sense of Purpose

Self-Reflection and Growth:

It is encouraged to explore and understand the motivations and dynamics of their Caretaker Manager. By cultivating Self-awareness and Self-compassion, individuals can learn to balance caregiving responsibilities with their own needs and well-being, fostering healthier relationships and personal growth within the internal system.

THE AVOIDANT MANAGER

- ☐ Emotional Suppression
- ☐ Conflict Avoidance
- ☐ Fear of Rejection
- ☐ Avoidance of Vulnerability
- ☐ Self-Reliance
- ☐ Isolation
- ☐ Perfectionism
- ☐ Distraction and Disengagement
- ☐ Difficulty with Intimacy

Inner Conflict:

The presence of the Avoidant Manager can create inner conflict within the individual, as they struggle to balance the desire for safety and avoidance with the need for connection and authenticity. This inner conflict may manifest as feelings of loneliness, emptiness, or disconnection.

THE OVERACHIEVER MANAGER

- ☐ Drive for Excellence
- ☐ Competitiveness
- ☐ Perfectionism
- ☐ Impaired Enjoyment
- ☐ High Standards
- ☐ Fear of Failure
- ☐ Self-Identity
- ☐ Balance and Rest
- ☐ Strong work Ethic

Inner Conflict:

The presence of the Overachiever Manager can create inner conflict within the individual, as they struggle to balance their drive for success with the need for rest, relaxation, and Self-care. This inner conflict may manifest as feelings of anxiety, stress, or dissatisfaction.

EXPLORING PARTS *Reflective Questions*

Recognition of MANAGERS

THE WORKAHOLIC MANAGER

- ☐ Inability to Rest
- ☐ Identity Tied to Work
- ☐ Long Hours and Overcommitment

- ☐ Fear of Inadequacy
- ☐ Escapism and Avoidance

- ☐ Health Impacts
- ☐ Perfectionism

- ☐ Obsession with Work
- ☐ Impaired Relationships

Inner

Conflict:

The presence of the Workaholic Manager can create inner conflict within the individual, as they struggle to balance their drive for career success with the need for rest, relaxation, and meaningful connections in other areas of life.

THE ANXIOUS MANAGER

- ☐ Hyper-vigilance
- ☐ Over-preparedness
- ☐ Impaired Decision-Making

- ☐ Excessive Worry
- ☐ Perfectionism

- ☐ Physical Symptoms
- ☐ Difficulty Relaxing

- ☐ Avoidance Behaviors
- ☐ Catastrophic Thinking

Inner

Conflict:

The presence of the Anxious Manager can create inner conflict within the individual, as they struggle to balance their concerns about potential threats or dangers with the need for calm, confidence, and assertiveness in navigating life's challenges.

THE RESPONSIBLE MANAGER

- ☐ Accountability
- ☐ Problem-Solving
- ☐ Empathy and Consideration

- ☐ Reliability
- ☐ Self-Reflection

- ☐ Perfectionism
- ☐ Adaptability

- ☐ Organizational Skills
- ☐ Initiative

Balance and harmony:

The Responsible Manager strives to maintain a balance between work, personal life, and Self-care. It recognizes the importance of taking breaks, nurturing relationships, and prioritizing well-being amidst its responsibilities and commitments. The presence of the Responsible Manager contributes to inner harmony within the individual, as they feel a sense of confidence, competence, and agency in navigating life's challenges and responsibilities.

EXPLORING PARTS *Reflective Questions*

Recognition of **MANAGERS**

THE STRUCTURED MANAGER

- ☐ Organization
- ☐ Planning and Preparation
- ☐ Consistency and Predictability
- ☐ Attention to Detail
- ☐ Resistance to Change
- ☐ Efficiency and Productivity
- ☐ Time Management
- ☐ Attention to Detail
- ☐ Sense of Control
- ☐ Adherence to Rules and Guidelines

Emotional

Regulation:

The Structured Manager may use structure and routine as a means of regulating emotions and managing stress. It may find comfort and stability in familiar patterns and rituals, helping to create a sense of order amidst chaos or uncertainty.

THE CRITIC MANAGER

- ☐ Self-Criticism
- ☐ Perfectionism
- ☐ Harsh Inner Dialogue
- ☐ Internalized Voices
- ☐ Impaired Self-Esteem
- ☐ Perpetual Dissatisfaction
- ☐ Fear of Failure
- ☐ Comparisons to Others
- ☐ Impact on Motivation

Inner

Conflict:

The presence of the Critic Manager can create inner conflict within the individual, as they struggle to balance their desire for Self-improvement with the need for Self-compassion and acceptance. This inner conflict may manifest as feelings of anxiety, self-doubt, or low self-esteem.

After doing this self-assessment, which Manager shows up for you the most?
Reflect on why this Manager may have stepped forward. Perhaps there was a recent situation where you felt overwhelmed?

EXPLORING PARTS *Reflective Questions*

Observations of **MANAGERS**

Pay close attention to the thoughts, beliefs, and behaviors associated with your Manager Part. Notice when it becomes active and how it influences your decision-making process and actions. Here are some reflective questions to observe and note:

What situations activate this Manager Part?

What feelings and actions accompany this Manager Part?

When active, how does this Manager Part impact your decision-making?

What function does this Manager Part have? What is its role, and how does help you manage your life?

EXPLORING PARTS *Reflective Questions*

Understanding Purpose of **MANAGERS**

Reflect on the role that your Manager Part plays in your life. Understanding its underlying motivations can provide valuable insight.

What triggers its involvement? Identify the specific triggers that cause your Managerial behaviors to become more pronounced?

What positive intent may it have for you? What is it trying to achieve?

How does it try to protect you? What is it trying to protect you from?

EXPLORING PARTS *Reflective Questions*

Understanding Purpose of **MANAGERS**

Reflect on how your Managers impact your relationships, work and sense of Self.

Relationships

What is its relationship with other people?

How do those around you react when you are in that Part?

Work

Productivity, performance, work culture, engagement, communication, collaboration, conflict resolution, decision-making, leadership and work-life balance.

Sense of Self

How does your Manager Part shape your Self-concept and beliefs about yourself? How does it influence your core values, beliefs, thoughts, attitudes, and assumptions?

EXPLORING PARTS *Reflective Questions*

Self-compassion **MANAGERS**

Transform self-criticism into Self-compassion. Transforming self-criticism into Self-compassion with Manager Parts involves acknowledging and understanding the underlying intentions of the self-critical Part, and then working to shift its perspective towards a more compassionate and supportive stance.

What self-critical thoughts or inner judgments do I often hear in my mind?

Where do these critical voices come from, and what do they try to protect me from?

How do these critical thoughts impact my self-esteem and self-worth?

What steps can I take to counteract the influence of my Critics and cultivate Self-compassion?

EXPLORING PARTS *Reflective Questions*

Communication with **MANAGERS**

Foster open dialogue with your Manager Part. This can be done through journaling, visualization, or simply by speaking to it internally. Ask questions to understand its concerns, fears, and desires, and listen attentively to its responses.

What are the fears or anxieties that drive my need for control?

What are the desires of this Part?

How can I foster non-judgemental and empathetic communication between Self and Parts?

EXPLORING PARTS *Reflective Questions*

Communication with **MANAGERS**

How will you let the Manager Part know when their behaviors or attitudes are becoming excessive or harmful, and guide them towards more adaptive strategies?

How can you establish boundaries with your Manager Parts to ensure that their influence remains constructive and balanced?

EXPLORING PARTS *Reflective Questions*

Communication with **MANAGERS**

Engage Manager Parts in a dialogue by asking open-ended questions that encourage them to share more about their roles, motivations, and experiences. This can help deepen your understanding of their inner dynamics.

What would you like to say to them?

What do you think they might say in response?

EXPLORING PARTS *Reflective Questions*

Validation of MANAGERS

Express gratitude towards your Manager Parts for their efforts in keeping you safe and helping you navigate life's complexities. Acknowledge the positive intentions behind their actions, even if their approaches may sometimes be flawed. Express gratitude towards Manager Parts for their efforts in protecting and supporting you, even if their methods may sometimes be challenging.

My letter of Gratitude

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

EXPLORING PARTS *Reflective Questions*

Collaboration of **MANAGERS**

Fostering communication, understanding, and teamwork among these internal aspects to promote harmony and effectiveness in managing various aspects of one's life. Here's how collaboration among Manager Parts can be facilitated:

Work towards negotiating collaboration with the Manager Parts by finding common ground and identifying shared goals. List these goals here:

Identify roles and responsibilities based on their strengths and areas of expertise. Ensure that each Part feels valued and empowered to contribute to the collective effort.

Identify conflicts or disagreements among Manager Parts constructively by facilitating dialogue, understanding underlying concerns, and finding mutually agreeable solutions. Encourage compromise and flexibility to maintain harmony within the internal system.

EXPLORING PARTS *Reflective Questions*

Collaboration of **MANAGERS**

How can you foster self-reflection and personal growth? Think of the continuous learning and development for all Parts involved.

How can you acknowledge and celebrate successes and achievements resulting from collaborative efforts among your Manager Parts?

What can you do to cultivate a supportive inner environment where Manager Parts feel safe, respected, and valued?

EXPLORING PARTS *Reflective Questions*

Integration & Self-leadership **MANAGERS**

Self-leadership refers to the ability to influence oneself toward achieving personal and professional goals, effectively managing one's thoughts, feelings, and behaviors.

What are your personal goals?

What are your professional goals?

What are your strengths to achieving these goals?

What are potential weaknesses in achieving your goals?

EXPLORING PARTS *Reflective Questions*

Integration & Self-leadership **MANAGERS**

Think about the power of Self-leadership. Reflect on how you can show up for yourself with Self-leadership when your Manager Part becomes active and tries to take control.

How can you act differently from a place of Self-leadership?

What would others notice about you?

How would this impact your thoughts, emotions and behaviors?

When your Manager Parts tries to take control, how can you practice Self-discipline and emotional self-control to stay aligned with your goals and values?