ALESSANDRO VEGLIANTE
OWN YOUR LIFE

FREE GUIDE · RECOGNISING YOUR PROGRAMMING

The 5 programmes that keep successful people small.

People pleasing, fear of rejection, perfectionism, procrastination, the need for security: how to recognise them, where they come from and how to update them.

By **Alessandro Vegliante**, entrepreneur and coach · Reading time about 8 minutes

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Many patterns that slow us down today were learnt very early: at home, at school, from the people around us or through earlier experiences. Back then they had a purpose; often they even protected us.

Today many of them run automatically and influence your decisions without you noticing. In this guide I describe the five I come across most often in conversations. If you recognise yourself in one of them, that is no reason to blame yourself; it is the point where change can begin.

01 People pleasing: saying yes when you mean no.

This programme often develops where affection was tied to good behaviour. It once protected you. Today it costs you time, energy and respect, including your own.

- **How it shows up:** You take on tasks that are not yours.
- You explain yourself before anyone asks.
- Saying no feels like a risk.

THE UPDATE

An honest no shows others where your boundaries are. Most people respect that more than you fear.

02 Fear of rejection: better not to ask than to hear no.

To the brain, rejection feels similar to physical pain. Anyone who learnt early that rejection hurts will later avoid it automatically, and in doing so miss most opportunities.

- **How it shows up:** You wait for others to make the first move.
- You phrase your wishes so carefully that nobody notices them.
- Criticism stays with you for days.

THE UPDATE

A no refers to your request and says nothing about your worth. If you ask more often, you hear more noes, but also more yeses.

03 Perfectionism: only starting when it is perfect.

Perfectionism looks like high standards. Often it is protection from judgement: if you never finish, you can never fail.

- **How it shows up:** You keep revising instead of finishing.
- You don’t even start things if you can’t guarantee the result.
- Praise for hard work means more to you than praise for courage.

THE UPDATE

Quality comes from repetition. Someone who finishes things and learns from them gets better over time than someone who waits for the perfect result.

04 Procrastination: I'll start tomorrow.

Procrastination is rarely laziness. Usually there is an unpleasant emotion behind it: uncertainty, overwhelm, fear of the outcome. The programme says: "If you don't do it, it can't go wrong."

- **How it shows up:** You know exactly what needs doing, and you don't do it.
- The urgent pushes out the important.
- You need pressure from outside to take action.

THE UPDATE

Make the first step so small that it is almost ridiculously easy. In my experience motivation usually only comes once you have started.

05 The need for security: better familiar and dissatisfied than unfamiliar and free.

Many of us learnt early on: a secure job, no risks, meet expectations. For our parents' generation that was often right; for your life it doesn't automatically have to be. I had a secure job at Avaloq myself for nine years, so I know how strong this programme is.

- **How it shows up:** You justify your situation with "it could be worse".
- In your mind, every change needs a guarantee.
- You hear sentences like "be happy with what you have" and nod.

THE UPDATE

Security is to a large extent a feeling. So the question we should really be asking is less what could go wrong and more what it costs you never to try.

NEXT STEP

Recognised a programme?

Recognising a pattern is the first step, changing it the second. If you notice that on your own you keep falling back into old patterns, let's talk about it. That is exactly what my coaching is for.

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