

# Lifo®



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*A practical approach to  
getting the most out of  
yourself and others.*

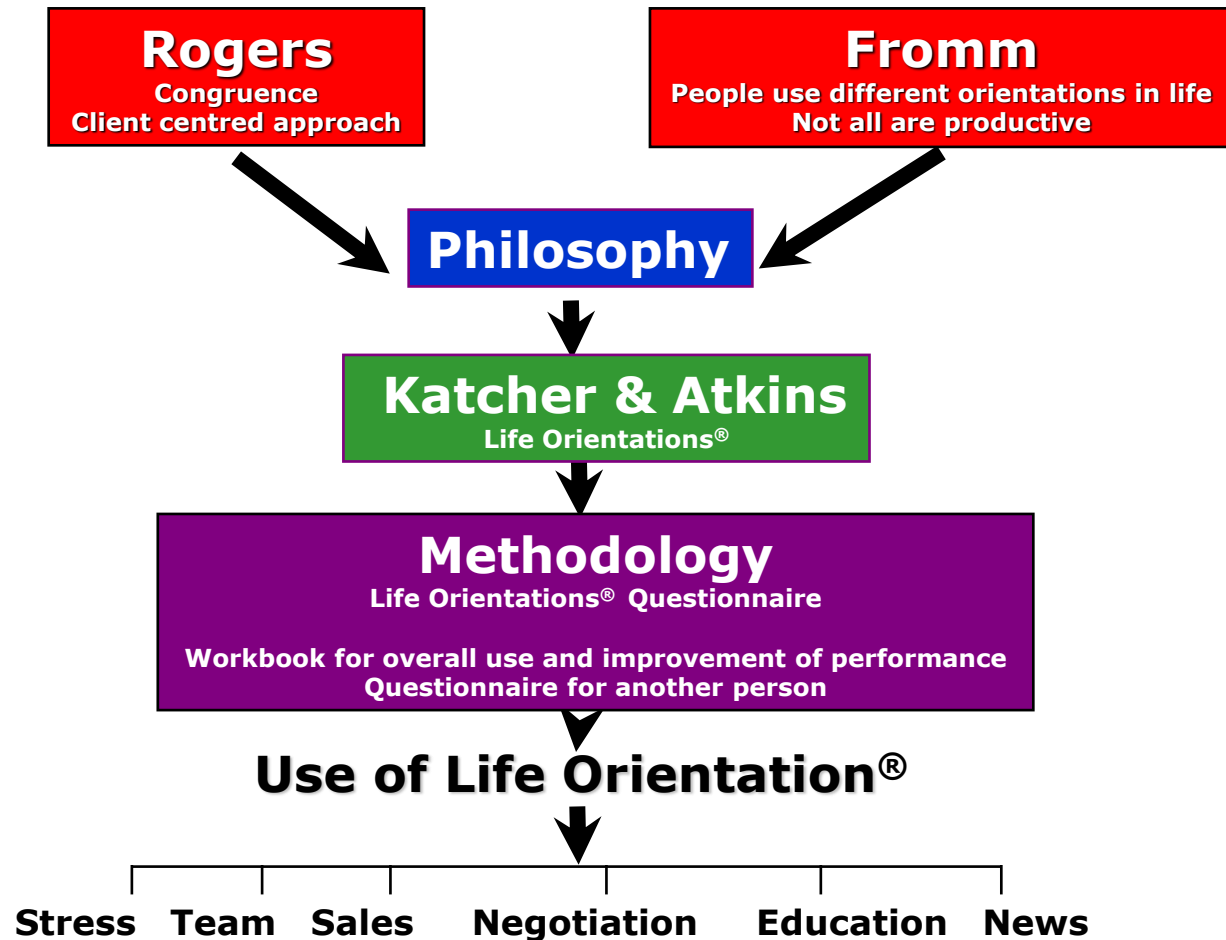


# Lesson objectives

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- Understand the philosophy behind LIFO
- Explain the communication dilemma and learn to use LIFO
- Introduce the four LIFO orientations and their strengths/weaknesses
- Interpret your LIFO results

# Before LIFO...





# Questions

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- How do you view yourself?
- Why do you view yourself that way?
- What does this mean for your life?
- What about other people?



## LIFO philosophy I - Rogers

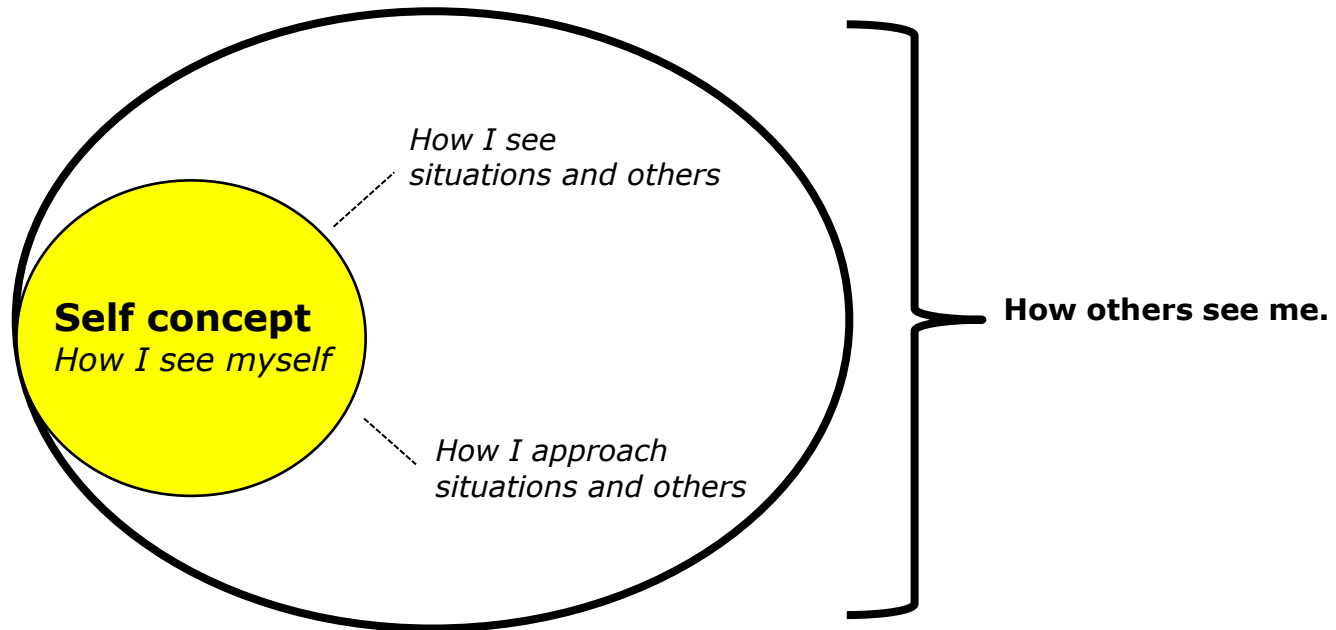
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- You have a subjective view of self
- It impacts how you behave and see the world
- Your view of self might be different than how others view you



# LIFO philosophy I - Rogers

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# LIFO philosophy I – Johari

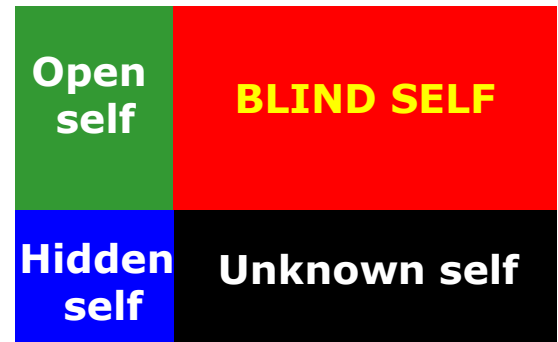
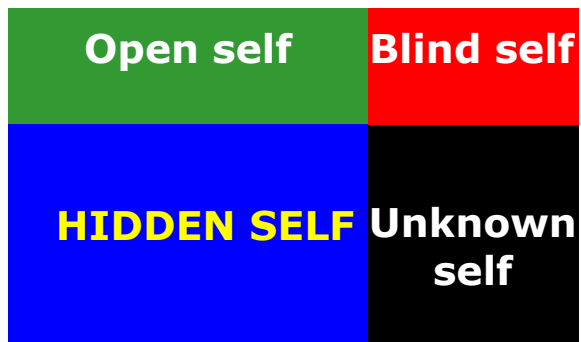
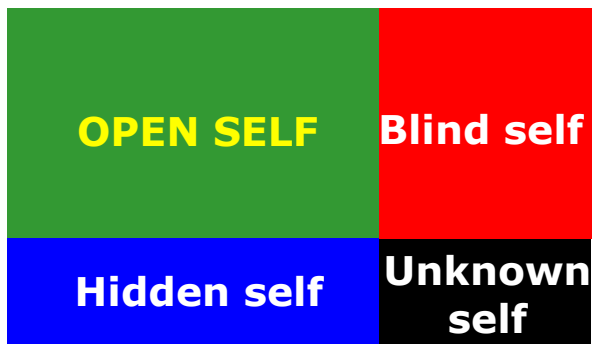
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	<b>What I know about me</b>	<b>What I do not know about me</b>
<b>What others know about me</b>	<b>What you think about yourself and others do to</b>	<b>What others think about you, but you do not</b>
<b>What others do not know about me</b>	<b>What you keep from others</b>	<b>What no one knows</b>



# Johari variations

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# Questions

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- How do you behave in life?
- Is it consistent?



## LIFO philosophy II - Fromm

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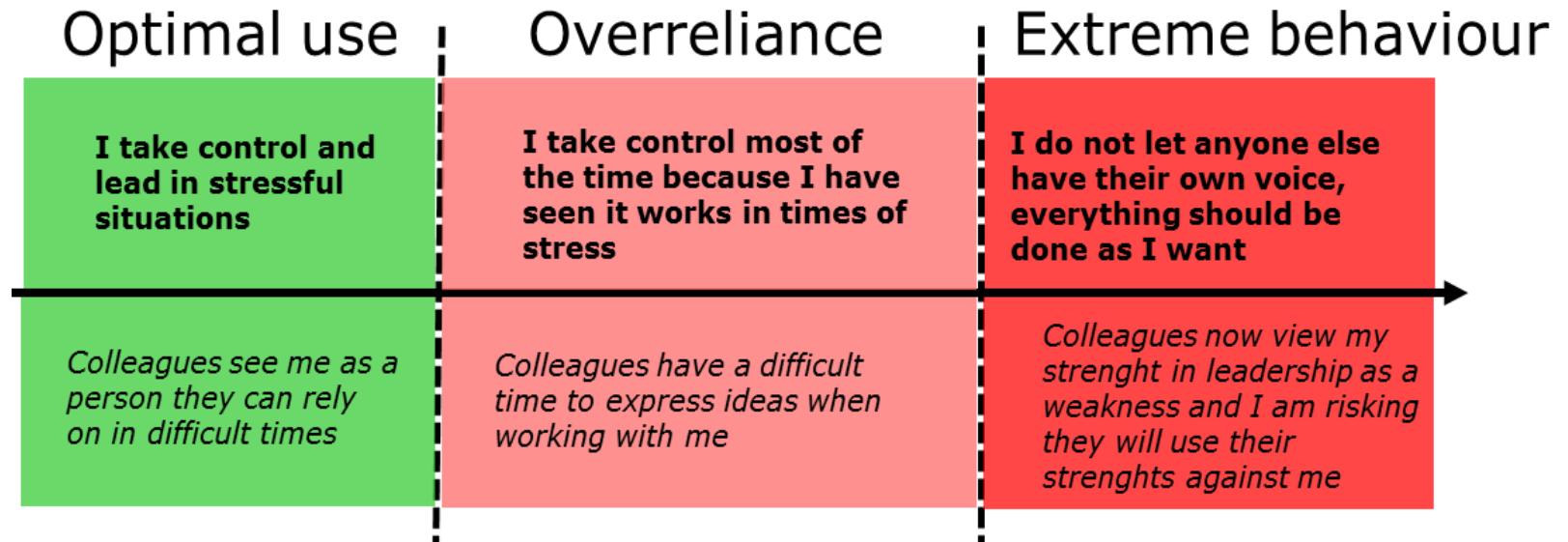
- We have preferred strategies to deal with life
  - (i.e. how we reach satisfaction and avoid anxiety)
  
- Some strategies are „productive“, some are „unproductive“
  - Q: what do you think this means?



## LIFO philosophy II

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- It is useful to view strategies on a spectrum.  
Example: taking leadership.





## LIFO philosophy III

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- :The strategies we use are shaped by our experiences in life
  - Reinforcement (what worked for us) – keeping to use behaviour
  - Punishment (what did not work) – stopping to use behaviour



## LIFO philosophy summarised:

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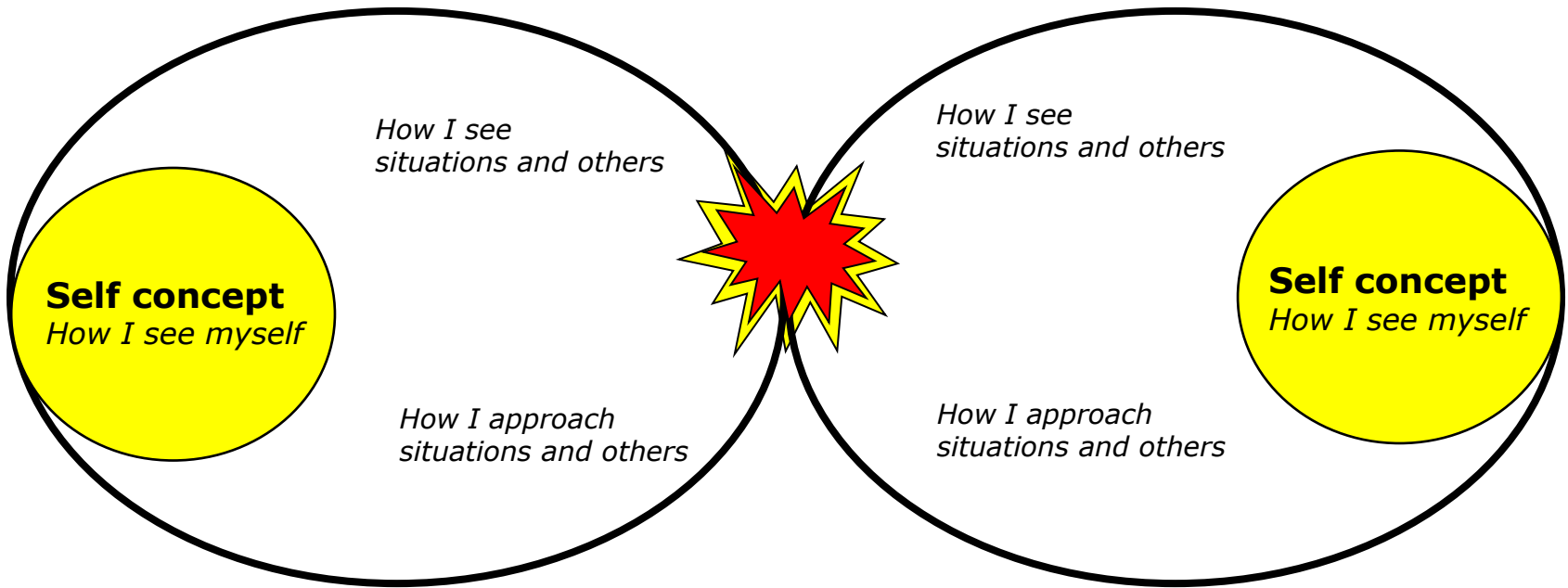
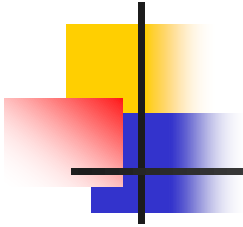
- We have learned to behave towards others in ways which have the most benefit for us.
- However, effective behaviour can become a weakness if we do not use it properly.
- How we see ourselves and these behaviours might be different than how others see it.



# Communication dilemma

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- We want others to treat us as we want to be treated
- Others want us to treat them as they want to be treated
- My „good“ is different than your „good“



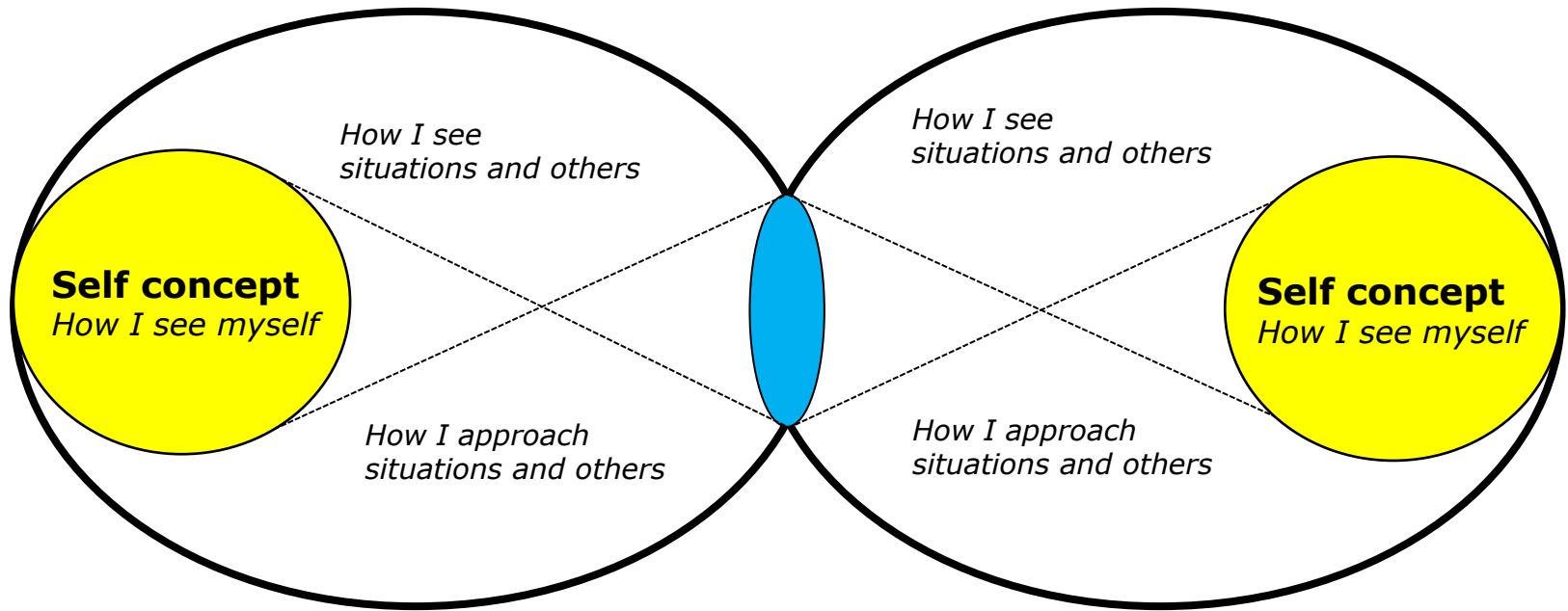
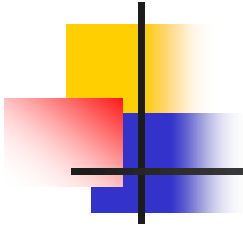


# Communication congruence

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- When there is a harmony between:
  - What *you want*
  - What *you think* you are doing to achieve it
  - How *others* see it







# Orientations overview

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- Supporting
- Controlling
- Conserving
- Adapting

Q: What do you think each one means?

Q2: What about their weaknesses?



# Orientations counter productive

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Supporting to Giving in  
Controlling to Taking over  
Conserving to Holding on  
Adapting to Dealing away



# Supporting Orientation

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KEY WORD

**EXCELLENCE**

PERSONAL  
GOAL

To be a responsive  
and good person

STRATEGY

If I am conscientious and  
prove my worth to others, I will be  
appreciated and rewarded  
without asking



## Supporting to giving in

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Will help with projects  
of others



Cannot say „no“ to  
others

Sets high standarts for  
himself and others



Standarts become too  
high, becomes too  
critical of others



# Controlling Orientation

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KEY WORD

**ACTION**

PERSONAL  
GOAL

To be an active  
and competent person

STRATEGY

If I want things to happen  
I have to make them  
happen to demonstrate  
my competence



# Controlling to Taking over

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Enjoys challenging situations



Opens unnecessarily risky challenges

Creates new opportunities



Does not finish old projects



# Conserving Orientation

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KEY WORD

REASON

PERSONAL  
GOAL

To be an objective  
and rational person

STRATEGY

I have to preserve what I  
have and build the future  
on the past in a careful  
and rational way





# Conserving to Holding on

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Limits risk by  
thinking twice  
before acting



Hesitant to take  
action

Maximises value  
of what already  
exists



Resists new  
ideas or change



# Adapting Orientation

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KEY WORD

**HARMONY**

PERSONAL  
GOAL

To be seen as a likeable  
and popular person

STRATEGY

If I treat people the way they  
want to be treated, I will be  
accepted and fit in



# Adapting to Dealing away

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Harmonizes  
relationships



Makes each opponent  
think (s)he is on their  
side

Is open to other  
points of view



Loses sight of own  
objectives and direction



# Main interests

