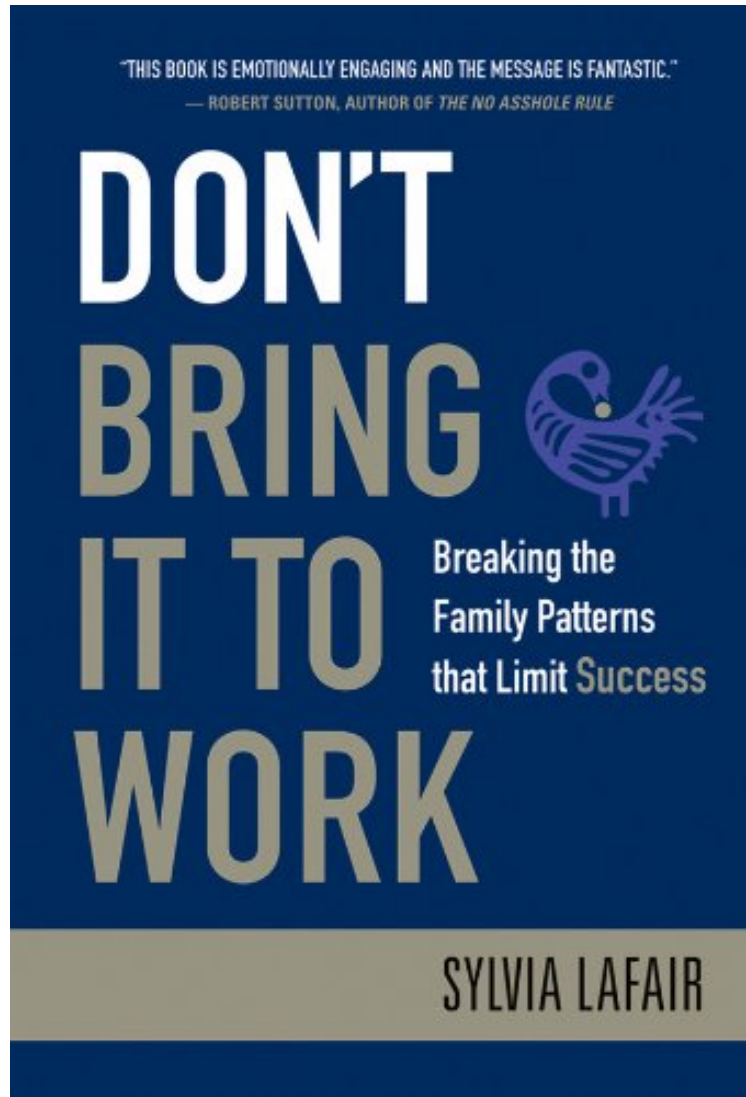


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# Don't Bring It to Work: Breaking the Family Patterns That Limit Success

*Sylvia Lafair*

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**Sylvia Lafair : Don't Bring It to Work: Breaking the Family Patterns That Limit Success** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Don't Bring It to Work: Breaking the Family Patterns That Limit Success:

1 of 1 people found the following review helpful. Feeling Stuck at Work? Free Yourself! By Ella Are you feeling thwarted at work -- again? Ever wonder why you keep running into the same professional and personal obstacles? Then it's time to retreat and get a critical yet insightful perspective on the dynamics you continue to play into. I stumbled upon Sylvia Lafair's work by chance, and it has made a profound difference in my life. The insight gleaned

from her work enabled me to realize how patterns of family dynamics -- nearly hard-wired since childhood -- were continuing to influence, control, and undermine my life. Since reading *Don't Bring It to Work*, I was able to do a complete turn-around at work. I stopped the self-induced lobotomy of banging my head against the desk in frustration and started looking at how I could change. I also started looking elsewhere, for better employment opportunities. I gave notice at the dead-end, yet very secure job. Today, less than one year after reading Lafair's book, I have a completely new line of work that is both challenging and satisfying. I have productive relationships with my team, my boss, and my direct reports. And I am earning more than I have ever earned before. And, best part, I made all these changes at the age of 55, the purported guillotine in terms of timelines for professional opportunities. Read on and move on!

1 of 1 people found the following review helpful. Everyone needs to read this book! By Customer I highly recommend Sylvia Lafair's book, *Don't Bring It To Work*, for anyone who works in a business environment with others. The book details how to free yourself from unhelpful behavior patterns you learned in childhood that now hamper your efficacy at work. We all have them and they really do get in the way of a healthy and collaborative work environment at times. Our staff has studied some of the strategies that Sylvia details in her book and we are working together to build an even more cohesive and effective team. That's what this book can do for you too.

4 of 4 people found the following review helpful. Identify your family patterns and transform them

By Barry L. Davis Subtitled *Breaking the Family Patterns that Limit Success*, this extraordinary book is written by an accomplished family therapist who has become an internationally recognized expert on leadership, workplace behavior and relationships. She begins the book by making the case that our styles of relating with others have, of course, been developed through the roles we play in our families. Lafair identifies what she describes as the 13 key destructive patterns, providing a brief questionnaire to help the readers in identifying their key styles. Using a detailed genogram called the Sankofka Map (so named for the Ghana word meaning to "heal the past to free the present"), the author shows how to identify key patterns that inevitably show up in our working relationships. Lafair provides examples both from history and from her business consultation to aid in understanding these patterns. This practical book then moves on to identify and demonstrate how the "shadow self" side of each of these patterns can be transformed into constructive actions, as follows:

1. Super Achiever can become a Creative Collaborator
2. Rebel can become a Community Builder
3. Procrastinator can become a Realizer
4. Clown can become a Humorist
5. Persecutor can become a Visionary
6. Victim can become an Explorer
7. Rescuer can become a Mentor
8. Drama Queen/King can become a Storyteller
9. Martyr can become an Integrator
10. Pleaser can become a Truth Teller
11. Avoider can become an Initiator
12. Denier can become a Trust Builder
13. Splitter can become a Peacemaker

She closes this practical book with specific examples of a 6 week process to work through these transformations, with the following key caveats, which she calls her Ground Rules:

1. Treat truth telling as an precise art form.
2. Make sure that your work is not a rehab facility.
3. Listen for emotion and repetition.
4. Be open to outcome, not attached to it.

Ever the pragmatist, Lafair admits that being this kind of a change agent is painful and not always successful (she shares one of her personal consulting failures. The key individual knew what needed to be done but refused to do so). Each chapter of this exceptional book closes with "Takeaways" - a brief summary of the key points. There are also recommended films and a reading list provided in the Appendix.

How can you get to the bottom of workplace behaviors that simply don't work for you or your organization? *Don't Bring It to Work* explores what happens when patterns originally created to cope with family conflicts are unleashed in the workplace. This groundbreaking book draws on the success of Sylvia Lafair's PatternAware program Total Leadership Connections. Throughout the book she shows how to break the cycle of pattern repetition and offers the tools that can turn unhealthy family baggage into creative energy that will foster better workplace associations and career success. Lafair identifies the thirteen most common patterns that correspond to characters familiar to anyone who has ever worked in an office: Super Achiever, Rebel, Persecutor, Victim, Rescuer, Clown, Martyr, Splitter, Procrastinator, Drama Queen or King, Pleaser, Denier, and Avoider. To help overcome destructive behavior problems, she maps out the three main steps for becoming aware of patterns and finding the way OUT: Observe your behavior to discern underlying patterns Understand and probe deeper to discover the origins of these patterns Transform your behavior by taking action to change

The book includes a wealth of real-life anecdotes and practical, workbook-style exercises that clearly show how anyone can get beyond old, outmoded attempts at conflict resolution and empower themselves to make profound differences both at work and in their personal lives.

This book is emotionally engaging and the message is fantastic.

ndash;Robert Sutton, Professor of Management Science and Engineering, Stanford University, Author, *No Asshole Rule*

This engaging book has a powerful core message. Wersquo;re bringing family dynamics ndash; from childhood and even from our parentsrsquo; childhoods ndash; to work. ndash; and the results are not pretty. Packed with stories of workplace dynamics gone awry ndash; and, then, amazingly enough, transformed by Lafairrsquo;s compassionate approach ndash; the book is immensely readable. You will be motivated to create change for the better.

ndash;Amy Edmondson, Novartis Professor of Leadership and Management, Harvard Business School, Harvard University

Wonderful insights for anyone who manages a business, works in a business, or leads a business. Read it now!

ndash;Michael E. Gerber, Author, *The E-*

Myth Books Sylvia Lafair's book brings a rare view of "systems" and "systems thinking," is helpful to individuals and families, as well as business people working to build appreciation, cohesion and success.

—Frances Hesselbein, Chairman and Founding President, Leader to Leader Institute Dr. Sylvia Lafair has written a superb book on working relationships that should be on every executive's desk and used by anyone who is in the business of depending on efficient teamwork for productivity. Her reflections of how our family systems can sabotage our working lives are brilliant and totally applicable in practical terms. This is a must for all business programs, regardless of how large or small.

—Dr. Frank Lawlis, Author, Mending The Broken Bond Through Sylvia Lafair's astute work, you will see yourself, your co-workers and your family dynamics in an entirely new light. More importantly, this will help you change the patterns that have been keeping you from reaching your highest potential. This ranks with the best business and psychology books on the market; not only is it insightful and practical—it's a great read!

—Anita Sharpe, CEO Founder of GeniusSuite, Pulitzer Prize Winning Writer at The Wall Street Journal A phenomenal book! Sylvia's insights, experience and her brilliant communication style make her one of the leading experts in this field. I have had the honor of working with Sylvia over many years and can attest to the power of her methods in transforming co-workers into highly functioning team members. This really works!

—Eslie Dennis, MD, VP Medical Head Northeast, Novartis Pharmaceuticals Corporation Most educators feel they are standing sentry over a system under siege on all fronts. It's exhausting! Sylvia Lafair shows us effective ways to make change happen. This seminal book provides me the Holy Grail to forge a strong team on behalf of our mission to prepare children for the future. I've been waiting for this for 35 years.

—Linda C. Brewer, Ed. D., Superintendent, Derry Township School District Sylvia takes a highly personalized approach to Leadership Development. She helps each person become more aware of their personal styles, their possible origins and raises behavior patterns to a conscious level. From awareness comes change. I found great value in applying these lessons both at work and home to successfully balance demanding jobs, motherhood and a 2 career marriage.

—Nancy Singer, Senior Director, Global Sales and Marketing Leadership Development, Merck Co., Inc. This book helps bring a new way of doing business. It changed the way we run our company and the results are significant. This sentence says it all, "It is time to get out of the sandbox of childhood and gain a deeper knowledge of the fact that we are all connected and no one wins unless we all do." This book is a "must have" for Supervisors all the way up to top Executives of the company.

—Yvonne Cangelosi, Executive VP, SPEX CertiPrep, Inc. Amazing! Sylvia Lafair tells us what every successful person already knows: Business and personal lives can never be totally separate. She destroys this myth and gives us the tools to bring people together to build great companies and deliver bottom-line results. Groundbreaking work!

—Richard Harris, CEO, Spa Sydell Sylvia Lafair's life work is helping people reach their potential. Like many brilliant ideas, the pattern recognition process described in this book seems obvious in hindsight. Its power is the power to transform not just life in the workplace, but the total quality of human life. Vital for those working in a family business.

—Edwin Neill III, President, Neill Corporation Dr. Lafair is on to something that will totally change how you see yourself and others in the workplace. The Pattern Aware Leadership Model helps people recognize and address their core issues. This is so much more than "dress for success" advice. Buy it, read it, apply it! It will transform you and your relationships.

—Dorene E. McCourt, VP, Product Development Management, MedImpact Healthcare Systems, Inc. This book has wonderful tools for anyone wishing to make their work environment more successful. It addresses the baggage that we all bring to the workplace and gives wonderful revelations as to how to move forward from this and build on our strengths. It is about leadership of the highest level.

—Carole Haas Gravagno, Board Member, Philadelphia Orchestra This book distills various behavior patterns that we have at work and helps you identify negative patterns and takes you through personal transformation. Every leader and manager should read this book! Wow! It's wonderful!

—Nancy Duarte, CEO of Duarte Design, Author, *Slideology* This is an incisive exploration of the limiting patterns that hold us captive and sabotage our efforts to be effective leaders in our organizations. Sylvia Lafair's call is simple and practical as she sets out to offer her readers clear steps to unravel their past and transform limiting habits into pathways of success and wellbeing in our organizations. I highly recommend this book.

—Amber Chand, Founder, The Amber Chand Collection: Global Gifts for Peace Understanding This book offers keen insights into how individuals process information and guides leaders in helping employees at every level become the best they can be. It is amazing how quickly conflicts can be resolved when we understand the meta-messages that lie at the core of most communication. It should be required reading for all leaders and leaders-in-training.

—Lynn Rolston, CEO California Pharmacists Association From the Inside Flap Don't Bring It to Work You know the type—maybe he's the office cutup, or the woman who manages to look busy but avoids work, or the guy who is the long-suffering victim—there's one in every office. Perhaps you or someone you know fits one of these profiles. These behaviors are painfully annoying and stir up conflict in the office. How can you get to the bottom of workplace behaviors that simply don't work for you or your organization? Don't Bring It to Work explores what happens when patterns originally created to cope with family conflicts are unleashed in the workplace. This groundbreaking book draws on the success of Sylvia Lafair's PatternAware program Total Leadership Connections. Throughout the book she shows how to break the cycle of pattern repetition and offers the tools that can turn unhealthy

family baggage into creative energy that will foster better workplace associations and career success. Lafair identifies the thirteen most common patterns that correspond to characters familiar to anyone who has ever worked in an office: Super Achiever, Rebel, Persecutor, Victim, Rescuer, Clown, Martyr, Splitter, Procrastinator, Drama Queen or King, Pleaser, Denier, and Avoider. To help overcome destructive behavior problems, she maps out the three main steps for becoming aware of patterns and finding the way OUT: Observe your behavior to discern underlying patterns Understand and probe deeper to discover the origins of these patterns Transform your behavior by taking action to change The book includes a wealth of real-life anecdotes and practical, workbook-style exercises that clearly show how anyone can get beyond old, outmoded attempts at conflict resolution and empower themselves to make profound differences both at work and in their personal lives.

**From the Back Cover**  
**Praise for Don't Bring It to Work** "Sylvia Lafair is an amazingly acute analyzer of human behavior. She's pinpointed the patterns that can make you sink, soar, or simply muddle through your career. If you want to take your work life, your team, or your company to the next level ormdash;better yetmdash;the level beyond that, read this important work. The payoff is the elusive breakthrough you've?sought for years." mdash;Tyler Mathisen, managing director, CNBC, and host, High Net Worth "In this smart, useful, and much-needed book on how to work and play well with others, Sylvia Lafair teaches us how to recognize and change our own ineffective workplace behavior and how to help others get past the family baggage and office politics that prevent all of us from doing our best work." mdash;Daniel Pink, author, A Whole New Mind "This book will help at work and at home. There's a gem on every page!" mdash;Kevin Roberts, Worldwide CEO, Saatchi Saatchi "One of the most original and useful books on the family/work/life balance issue." mdash;Warren Bennis, Distinguished Professor of Business, University of Southern California "In this terrific book, Sylvia Lafair tells us how to leave our nonproductive behaviors and attitudes at the office door. I especially applaud her declaration that truth-telling and open communication in the workplace will breed respect and reduce insecurities. We would all do well to heed her pragmatic advice on how to bring about a positive, productive work environment." mdash;Ed Rendell, Governor of Pennsylvania "The creative person is able to observe patterns, often when others sitting next to them see unconnected dots. If you think of these dots as people and the connecting lines as constructive interactions, sometimes representing ideas, sometimes love, sometimes concern, you will be an avid reader of Sylvia Lafair's book." mdash;Richard Saul Wurman, founder, the TED (Technology, Entertainment, and Design) Conference