

MBT Statements Checklist

Instructions:

1. Read the statements below.
2. Tick the **Group 1 (High Intensity)** statements you most frequently say to yourself.
3. Look at the matching **Group 2 (Low Intensity)** statement to see the "translated" version you can use instead.

Theme 1: On Perfectionism & Standards

Group 1 (High Intensity) 	Group 2 (Low Intensity) 
"If it's not done perfectly, it shouldn't be done at all."	"This might not be perfect, but it's good enough for now."
"If you don't do this perfectly, you will disappoint everyone."	"You don't need to be perfect. Doing your best is enough."
"Is this really the best effort you can come up with?"	"Your experience is valid, and you're doing the best you can."
"Figure it out. It's not rocket science."	"Let's break it down together. You'll get it with a bit of guidance."

Theme 2: On Rest & Burnout

Group 1 (High Intensity) 	Group 2 (Low Intensity) 
"Taking a break is lazy. You should just push through."	"Breaks help you recharge. It's okay to rest when you need it."
"Resting now will only make things pile up more later."	"Resting when you need is part of staying committed long-term."
"You will rest when everything is done."	"You deserve rest along the way, not just at the end."
"You don't have time for mistakes. They will just set you back."	"Pacing yourself will help you stay effective."

Theme 3: On Mistakes & Learning

Group 1 (High Intensity) 	Group 2 (Low Intensity) 
"You should have seen that mistake coming."	"Mistakes are part of learning. Each one helps you move forward."
"Why are you not faster or better at this by now?"	"Everyone learns at their own pace. You're improving."
"You should already know how to do this. Why are you so behind?"	"It's okay not to know everything right away. Learning takes time."
"Are you ever going to get this right?"	"Learning takes trial and error. You're getting closer each time."

Theme 4: On Self-Worth & Struggle

Group 1 (High Intensity) 	Group 2 (Low Intensity) 
"If you cannot handle all of this, you don't deserve success."	"Success isn't about handling everything alone; it's about growing."
"If you don't succeed, it will prove you are not good enough."	"Your worth isn't defined by one outcome. Each attempt helps you grow."
"Why can't you handle this like everyone else can?"	"Everyone struggles, even if you can't see it. This is normal."
"You can't let anyone see you struggle. They will think you are weak."	"Struggling is part of being human. Asking for help shows strength."

Theme 5: On Urgency & Catastrophizing

Group 1 (High Intensity) 	Group 2 (Low Intensity) 
"If you don't handle this immediately, everything is going to fall apart."	"It's important, but you can take this one step at a time."
"This tiny mistake will ruin the whole thing!"	"Mistakes happen. You can correct this and keep moving."

"You have to fix this right now or you are in big trouble."

"Let's take a moment to assess and decide the best next step."

Reflection Questionnaire

Part A: Beliefs about Toxicity

When you think about a Manager talking to an Employee:

1. What percentage of the conversation can be **High Intensity** (Group 1) before it starts damaging the employee's performance?

[_____ %]

When you think about You talking to Yourself:

2. What percentage of your internal conversation do you believe can be **High Intensity** (Group 1) before it starts damaging your performance?

[_____ %]

Part B: The Double Standard

Estimate the percentage of **High Intensity** (Group 1) comments you enforce as boundaries in these different relationships:

3. When others talk to YOU:

What % of Group 2 statements do you enforce as a boundary?

[_____ %]

4. When YOU talk to others:

What % of Group 2 statements do you allow yourself to use? [_____ %]

5. When YOU talk to yourself:

What % of Group 2 statements do you currently use? [_____ %]