

MBT Statements Checklist

Instructions:

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

Theme 1: On Perfectionism & Standards

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

Theme 2: On Rest & Burnout

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

Theme 3: On Mistakes & Learning

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

Theme 4: On Self-Worth & Struggle

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

Theme 5: On Urgency & Catastrophizing

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

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

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

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 2) 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 2) before it starts damaging your performance?

[_____ %]

Part B: The Double Standard

Estimate the percentage of **High Intensity** (Group 2) 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? [_____ %]