

Navigating the tensions within - Cognitive Dissonance



This bite-size self coaching resource will help you identify the triggers that create cognitive dissonance and deal with its causes before moving on to solutions.

There are some useful questions that you can ask yourself in this situation.

With my best wishes,

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For a deeper dive call or email me

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What is Cognitive Dissonance? Cognitive dissonance occurs when we hold conflicting internal beliefs or ideologies. It can manifest in various ways, including withdrawal, aggression, isolation, and disconnection from others. At an organisational level, cognitive dissonance leads to absenteeism, low motivation, and poor performance. On a personal level, it can result in rumination, anxiety, depression, and strained relationships.

How to Address Cognitive Dissonance:

1. **Identify the Issue:** Tune into the discomfort you're experiencing and consciously explore different perspectives. Consider whether comments from others triggered your discomfort or if you're mentally rehearsing catastrophic scenarios based on past experiences.
2. **Reflect on Values:** Focus on your core values and what truly matters to you. External changes may prompt a re-evaluation of your values, leading you to adjust your approach.
3. **Challenge Negative Thoughts:** Identify negative thought patterns and find more positive ways to view the situation. Practice self-compassion and recognize that internal conflicts are common.
4. **Empower Yourself:** Remember that you have the power to change your thoughts or adjust your circumstances if cognitive dissonance becomes overwhelming.

Questions to deal with cognitive dissonance

I work with clients to identify the triggers that create cognitive dissonance and deal with the potential causes before moving on to solutions. There are some useful questions that you can ask yourself in this situation:

How long have I experienced cognitive dissonance?

What event has triggered it?

What emotions am I experiencing?

What behaviours do I adopt to deal with my emotions?

How are these behaviours serving me? My organisation? My colleagues?

What are my values and what are my organisation's values?

What can I control? What can I change? What can I let be?