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Worksheet for Gretchen Rubin | Four Tendencies: The Framework for a Better Life (Episode 18)

How do you respond to expectations?

Gretchen Rubin, host of the [Happier Podcast](#) and author of [*The Four Tendencies: The Indispensable Personality Profiles That Reveal How to Make Your Life Better \(and Other People's Lives Better, Too\)*](#), joined us for [Episode 18](#) to discuss how answering this one simple question gives us a framework to make better decisions, manage time efficiently, suffer less stress, and engage with others more effectively.

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Shortcuts to Understanding Humans

In the process of researching how people make and break habits for her book *Better Than Before*, Gretchen started to notice that patterns of behavior fell into four distinct tendencies: Upholders, Questioners, Obligers, and Rebels. You may already be aware of the group to which you belong after listening to this podcast, but [Gretchen has created a quiz here to help you more clearly identify your tendencies.](#)

Think of a recent project or responsibility with which you were tasked. While working on it, were you internally or externally motivated -- or were you motivated at all? What was the outcome?

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Try to identify how your natural reaction to expectations may have either undermined the outcome or pushed you toward success and note it here.

Outer Expectations and Inner Expectations

Gretchen explains that the Four Tendencies she's identified have to do with how you respond to expectations, both external and internal. An example of an outer expectation would be a work deadline or request from a friend.

Examples of inner expectations are those we put on ourselves, such as morals, values, or personal resolutions. The shorthand explanation of the Four Tendencies are as follows:

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- **Upholders** -- Motivated by both outer and inner expectations.
- **Questioners** -- Challenge outer expectations unless they align with inner expectations.
- **Obligiers** -- Meet outer expectations, but struggle to meet inner expectations.
- **Rebel** -- Resist all expectations -- both outer and inner.

Now understanding how you act and react based on your natural tendencies toward outer and inner expectations, how would you leverage that awareness to improve the outcome? In what ways could you have shifted the expectations to align with your natural tendencies?

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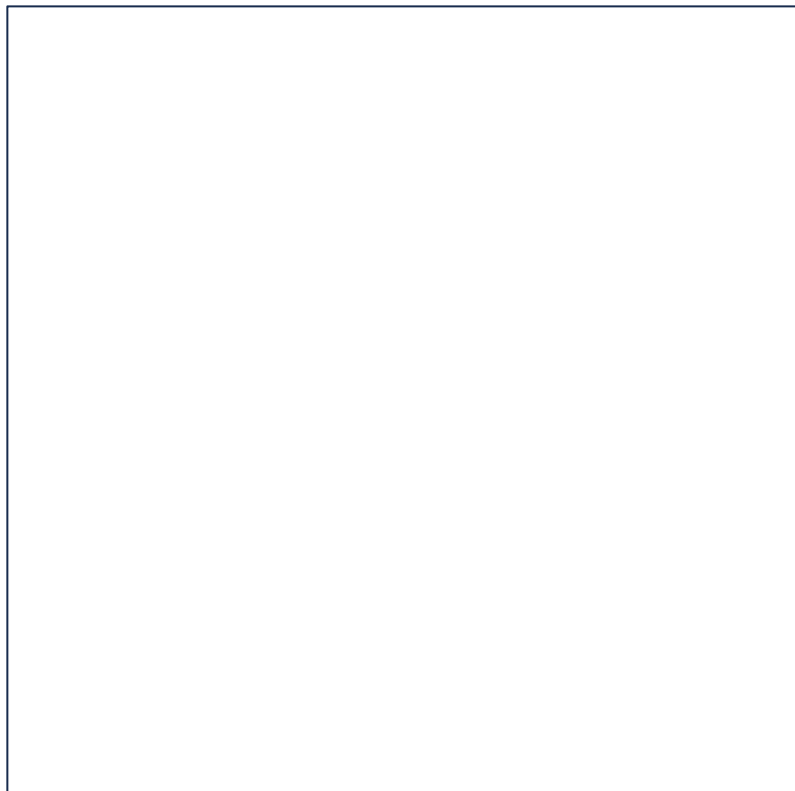
Identifying Personality Archetype

Gretchen states that the majority of people are Obligers, followed by Questioners. Few people are Upholders, and the fewest of all are Rebels.

Though there are parts of our personalities that may fall within some or all of these categories, she asserts that one of these will be a dominant tendency.

Try to identify one person in your life who falls into each category. Guessing what drives their motivation, perform an “experiment” to see if you can utilize your knowledge of their tendency archetype to perform a small task. Upon completion, analyze if you were accurate or inaccurate in your assessment, and what you learned about that individual.

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Full show notes and resources for this episode [can be found here.](#)

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