

Attachment at Work Worksheet

Attachment patterns do not stay in romantic relationships. They show up wherever there is a person whose approval or availability matters and whom you cannot control, which describes most managers, and they show up most visibly in three places: feedback, authority, and ambiguous silence.

Who this is for: A short message from your manager can take your whole afternoon, or you handle everything alone until it is too late to ask.

The exercises

1. The feedback reaction

What happens in the first ten minutes after criticism.

The last critical feedback, in one line:

First ten minutes — body, thought, action:

What I was doing an hour later:

What did I conclude about myself, or about them?

2. Ambiguity and the manager’s silence

The single most expensive pattern at work.

Ambiguous event one — what I assumed, what was true, how long it took:

Event two:

Event three:

The pattern in my assumptions — what direction do they run in?

3. Asking, at work

The professional version of a direct ask.

Three asks I have been avoiding, in exact words:

Which failure mode is mine — too many or none?

What I am afraid the ask will suggest about me:

Which one I will send this week, and when:

4. Authority and the person in charge

Who they remind you of, and what that costs.

What I expect from someone senior, before evidence:

How accurate has that been across my last three managers?

What do I withhold from people in authority?

What has that withholding cost me?

5. One change, and how to tell if it worked

Small, work-appropriate, measurable.

My one change:

How I will measure it:

Baseline for the last month:

Check-in date:

This worksheet is free to print, photocopy and share, including with clients. It is self-reflection material, not a diagnosis, an assessment or a substitute for professional support. If a relationship involves fear, control or coercion, or if working through this raises more than feels manageable, please speak to a doctor, a therapist or a domestic abuse service.