

Sorry about being a bit early with this edition - my relocation next week has **Stop Telstra** Internet and a **Start Telstra** Internet with a Telstra service delay expected - I requested services be transferred from my current location to the new location - not a big deal in the USA, but in Australia - different story! So I requested the STOP to be 31 Jan and the Start to be 28 Jan - but Telstra has not standardized their systems, so the two houses are on different equipment - even handled through different service branches within Telstra - Australians are saying, "yes, so what did you expect?" and Americans are asking why do we tolerate this problem - 8 hours on the phone to get a START without a guaranteed 'no penalty' STOP. Everything is scripted in Telstra, so no one has to be accountable for the answers - not unlike most software service points.

I have discussed the Tall Poppy Syndrome (TPS) of Australia and New Zealand before, and now, some psychologists are stepping in to define why people are underachievers, or at least, why they do not want to be "stars" in their chosen fields - don't you love it when psychologists try to explain the TPS without stating the obvious.

### **Unconscious Forbiddance vs Peter Principle - tale of two cultures**

What if they suffer from what we call "The Fear of Being Fabulous"? If that's the case, then it's not incompetence at issue. Not at all. It's their unconscious Forbiddance acting up, preventing them from rising through the ranks beyond where they were unconsciously permitted to display their excellence.

#### **Unconscious Allegiance or Loyalty**

Suppose a very gifted and intelligent individual grew up in a family, a religion, a culture (e.g., Australia) that preached "modesty," "humility," and danger in standing out (e.g., Aussie TPS). In the young person's mind, especially before the age of seven when the brain can finally begin to make personal evaluations, these messages are received and stored in the unconscious mind as "The Truth."

But what happens when their manager or boss sees their greater potential and promotes them to a quite visible position where "modesty," "humility," and "not standing out" are impossible? It may look like the "maximum incompetence" version of "The Peter Principle" as that individual starts to decline in professional execution, strategic thinking, timely planning, you name it. But they will not be exhibiting incompetence, rather they will be attempting to get the job done within the bounds of their unconscious allegiance or loyalty to what they learned way early on about the rules of good and expected behavior that are now long standing residents of their unconscious.

*Judith Sherven, PhD and her husband Jim Sniechowski, PhD <http://JudithandJim.com> have developed a penetrating perspective on people's resistance to success, which they call *The Fear of Being Fabulous*.*

<http://OvercomingtheFearofBeingFabulous.com>

#### **OVERVIEW ARTICLE**

<http://www.linkedin.com/today/post/article/20140106023810-85384926-a-different-point-of-view-about-the-peter-principle?trk=eml-ced-b-art-Ch-2&ut=12YzsBDNcwG641>

So I thought the article I would attach to this Fortnightly Newsnotes would center around Emotional Intelligence (EI), as opposed to IQ (all vets have a respectful IQ, that is why they got accepted to veterinary school); TPS is more of an EI factor. The article is a bit longer than usual due to the combined concept targets, so please bear with me.

I also centered many of the examples on multi-vet, emergency, or specialty practices, so I do not directly attack the general practitioner . . . but the principles are the SAME and the learning points are almost identical . . . it is just the multi-vet, emergency, or specialty practices, MUST have effective governance (Boards), and thus are great examples for EI awareness, while single veterinarian practices - a dying breed - do not need it immediately (they just talk to the mirror).

This is one area where a savvy veterinary consultant is almost an necessity - and I hope you will see why as you read the attached article. I am moving houses this week, from a high set with no A/C to a low set with 4 A/C units - I cannot beat the Brisbane humidity, so I must find an alternative, but the move will be finished before February, so make me a consulting offer (general scope of my consulting time-cost details can be found at [www.drTomcat.com](http://www.drTomcat.com)) with a couple weeks lead time, more if you are second or third in the queue . . . I have two potential consults in Sydney/NSW area, one for 3-days on-site and another for a year-long (4 days on-site, then 2-days on site a quarter later, and then 2 more days in about 90 days when the self-directed training has been about completed), but without any retainers, they have no guaranteed sequence in my consult commitment planning.

I hope this article helps awaken a few leadership stirrings in your operational practice direction(s), and hopefully, allow you to self-assess the EI of your daily personal interactions/relationships.

*Tom Cat >\*-\*<*

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**P.S. VCI Seminars at Sea 2014 - AUGUST 2014**

Agenda, itinerary, and very special faculty bios at ([http://drtomcat.com/site/view/214832\\_.pml](http://drtomcat.com/site/view/214832_.pml))