Why it's hard to ask

- 1. Overreliance on self-reliance.
- 2. The belief that competent people don't ask for help and the perceived social costs of seeking help.
- 3. Lack of psychological safety.
- 4. We underestimate others' willingness and ability to help.
- 5. Organizational systems, procedures, and practices get in the way.
- 6. Not knowing what to request or how to ask.
- 7. You haven't earned the privilege of asking for help.
- 8. We don't want to appear to be selfish.

From Chapter 2, ALL YOU HAVE TO DO IS ASK (Baker 2020)



Four Types

Help Often

Overly Generous Givers Well-regarded, less productive

Lone Wolves

Least productive

Giver-Requesters Well-regarded, most productive

Seldom Help

Seldom Request

Request Often

Selfish Takers

Less productive

Source: All You Have To Do Is Ask (Baker 2020)



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