

# PICK YOUR BATTLES (PYB) MATRIX – by Chris Wisdom

## Definition of Axes

**STAKES** = Visibility of participants, Reputational Risk, Impact on Others, Level of Responsibility and Accountability

**SUCCESS** = Do you have the power and influence to win the battle or the part of the battle that you need to win?

## Definition of Actions

**1. FIGHT** = Stakes are High and Success is High. It's your battle you need to fight it.

**2. CHOOSE** = Stakes are High but Success is Low. Choose what part of the battle you think you can win. At least part of it is your battle you need to fight it.

**3. SUPPORT** = Stakes are Low for you but may be High for someone else. You could support. Consider the variables. How much effort is required from you to give Support? It's not your battle but you may decide to support someone else

**4. FORGET** = Low Stakes and Low Success. It's not your battle and it would be risky and time wasting to support.

## Using Variables

People – Supporting others and helping the team

Effort – Energy, emotion, time, anxiety

## Example 1: Support

You decide to give assistance to others (e.g. Feedback, suggestions, recommendations) to help others succeed. It should be a low energy intervention.

## Example 2: Fight/Choose

You decide to make a high-energy intervention because the stakes are high for others and you can win all or part of the battle.

