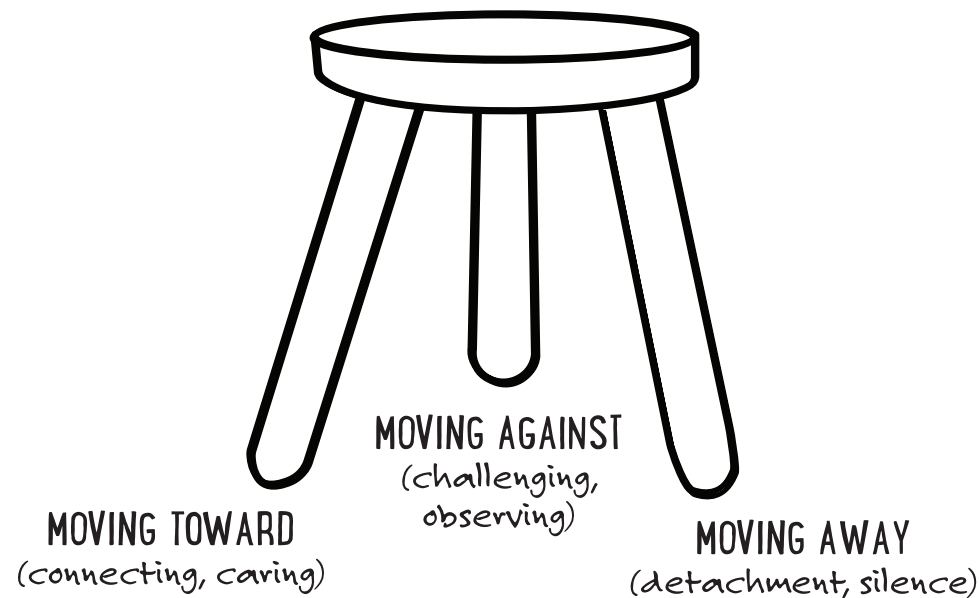


Out In the World

HORNEY IN COACHING ENGAGEMENTS



Horney's Home Base

Karen Horney theorizes that we each have a home base we find most reassuring and comforting, cultivated through our earliest attachment experiences in childhood. The stories and experiences in our early years often shape those realities in our adult lives. Understanding Horney's home bases not only helps you self-identify some of the adaptations you tailored to thrive in your family or early years, but helps you leverage or loosen the grip on your natural stance.

Left unexamined, our home base and stories we live in have the profound potential to drive our lives subconsciously. Let's self-examine to leverage our home bases to be more agile.

What We'll Cover

1: Family Roots

2: Characteristics

3: Upside/Downside

1: Family Roots

Reflect on the earliest life stories you return to that in many ways, define you.

Based on these early stories that you have internalized, which of the *Family Root* categories do you most relate to? Why?

MOVING TOWARD FAMILY ROOTS	MOVING AGAINST FAMILY ROOTS	MOVING AWAY FAMILY ROOTS
A child finds becoming overly compliant is the most likely way to receive the love and approval of parental figures.	A child finds fighting back and seeking to control through assertiveness is the most likely path to safety and security with parental figures.	A child detaches and disengages, relying on his/her own self sufficiency in lieu of seeking the unpredictable love and approval of his/her parental figures.

Explore connections between your root stories and how you approach:

Life's Normal Circumstances

Conflict or Challenges

Your Relationships

Coaching Others

2: Characteristics

Review the characteristics of Horney's three home bases in the chart, highlight the ones with which you most identify.

How do the characteristics you selected align with how you navigated your earliest family systems?

Based on your root stories and characteristics, do you have a well-developed orientation toward a particular home base?

MOVING TOWARD CHARACTERISTICS	MOVING AGAINST CHARACTERISTICS	MOVING AWAY CHARACTERISTICS
<ul style="list-style-type: none"> • Compliant • Helpless • Needing approval • Please others to be liked 	<ul style="list-style-type: none"> • Hostile • Fighting against • Protection and revenge • Be the best to be liked 	<ul style="list-style-type: none"> • Detached • Withdrawn • Isolating • Be self-sufficient to be liked

How does your home base play out in:

Life's Normal Circumstances

Conflict or Challenges

Your Relationships

Coaching Others

3: Upside/Downside

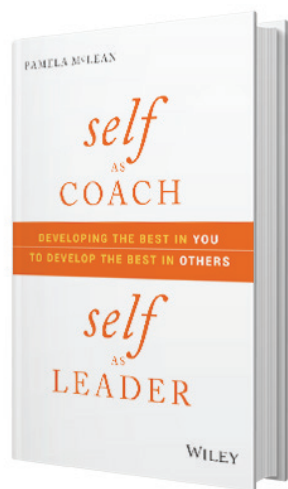
Look at the upsides and downsides of each home base and highlight those that apply to you.

What adaptations have you already made?

MOVING TOWARD	MOVING AGAINST	MOVING AWAY
Upside <ul style="list-style-type: none"> • Caring • Connected 	<ul style="list-style-type: none"> • Direct • Action Focused 	<ul style="list-style-type: none"> • Autonomous • Serene
Downside <ul style="list-style-type: none"> • Seeking Approval • Compliant 	<ul style="list-style-type: none"> • Overly Assertive • Seeking Recognition 	<ul style="list-style-type: none"> • Overly Intellectual • Withdrawing Too Soon

Where are small adjustments that remain important to cultivate nimbleness and the ability to lean in to all three stances when and where needed?

More About Our Work at Hudson



Buy the Book

For more details or to buy a copy of Pamela McLean's *Self as Coach, Self as Leader* [click here](#).

About the Author

Pamela McLean, PhD, is the CEO and cofounder of Hudson Institute of Coaching, an organization providing a full suite of coaching services inside organizations and widely known as one of the leading coach training programs in the United States for over 30 years. McLean brings more than three decades of experience as a clinical and organizational psychologist, a master coach, coach supervisor, and leader and contributor in the field of coaching. McLean has written extensively and authored [The Completely Revised Handbook of Coaching](#) (2012) and [LifeForward: Charting the Journey Ahead](#). (2015).



About The Hudson Institute of Coaching

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