

Getting to Know Your Inner Manager

Questions you can ask the part that overworks, plans, and holds it together

In our work together, we've been noticing the inner manager — the part of you that overworks, plans, stays in control, will not rest, or holds it together for everyone. This handout gives you questions you can ask that part directly. It is not a rest schedule or a list of jobs to hand off. It may sound strange to “talk to” a part of yourself, but these parts tend to respond when we approach them with genuine curiosity, instead of arguing with them, calling them too much, or trying to shut them down.

How to use this

- 1. Ground first — then notice.** Before any questions: look around the room, name a few things you can see, and feel both feet on the floor. Keep your eyes open if closing them makes you lose the room. Then notice the inner manager — a plan that will not stop, a tightness (chest, jaw, shoulders), the sense of holding everything, or the refusal to rest.
- 2. Check how you feel toward it.** If you notice anger, fear, or “I just want this gone,” that’s another part of you reacting. Gently ask that part if it would be willing to step back for a few minutes so you can listen. If what you notice instead is agreement — “this is just how I am” or “someone has to hold it together” — that is the inner manager speaking in your own voice; see if you can find even a little space between you and it. And if something in you doesn’t want to step back, don’t force it. Get curious about that part instead, or simply stop for today — either way, you haven’t done it wrong.
- 3. Ask one question inward, then wait.** Answers don’t always come in words. They can arrive as images, memories, feelings, or body sensations. Don’t force or invent an answer — whatever comes, including nothing, is useful.
- 4. Thank the part** for whatever it shows you, even if it stays quiet.
- 5. Know when to stop.** If at any point this feels like too much, stop. Look around the room, name a few things you can see, and feel your feet on the floor. Stopping early is doing it right — we can always continue together in session. If you are left in a dark place, call or text 9-8-8, the Suicide Crisis Helpline, anywhere in Canada (the same number also works in the US). In an emergency, call 911. Kids Help Phone (for young people): 1-800-668-6868 or text CONNECT to 686868.

You don’t need to use every question — pick the ones that draw you in. If a memory of harm starts to open, stop and bring it to session; do not explore it alone. This is not homework to drop responsibilities onto someone who then gets hurt, and not homework to rest in a job that punishes rest.

Getting acquainted

- Where do I notice you — in my body, or somewhere around me?
- Do you have an image, a shape, or a voice?
- Is there a name you’d like me to call you?
- How old are you? And how old do you think I am? (You might be surprised by the answer — this part may not realize how old you are now.)
- How long have you been holding it together for me?

Understanding its job

- What is your job? What are you trying to do for me when you plan, overwork, or hold it all?
- What are you afraid would happen if I let one thing drop?
- What have you been carrying that I might not have seen?
- What would help you feel a little safer, right here?

Its history

If a memory of harm, fear, or something you have never told anyone starts to open, stop. Bring it to session — do not explore it alone. This is not homework to drop responsibilities onto someone who then gets hurt, or to rest in a job that punishes rest — bring that to session.

- When did you first start holding it together this way? What was happening in my life back then?
- What did you need then that you didn't get?
- What was that time like for you?

Letting it know you heard it

If anything it has shown you makes sense — even a little — tell it so. Something as simple as: *“I can see you've been holding it together so nothing falls apart. Thank you for showing me.”* You don't have to drop anything to appreciate its effort. This step matters more than any question on this page. Parts like this soften from being understood, not from being questioned.

Its hopes and needs

- Do you know I'm here, listening? How is it for you to have me pay attention to you this way?
- What do you need from me — not someday, but this week, in a way I can actually keep?
- What would help you trust that I won't dump everything and leave you holding the mess?
- Is there anything you've been wanting me to know for a long time?

Building a different relationship

Only try these if, during this conversation, the part has felt noticeably softer toward you. If it hasn't, staying curious is the whole practice — that's a full success, not a failure.

- Would you like to see what my life is like now — that some rooms are safer than they were then?
- Would you be willing to let me stay with you this week when the urge to keep holding it all comes, instead of calling you too much?
- Would you be willing, someday, to let me get to know more of what you've been holding? *(This last one is just a question to ask — not something to explore on your own. If yes, or if it is holding old harm, bring that to session.)*
- And when you finish: “I need to stop for now — is there anything you want me to remember? I'll come back and check on you.” *(Then do — even a brief hello later in the week counts.)*

If it asks you for something, keep your side of it only if it is small, kind, and possible — and do not agree to go into old memories alone, or to drop work onto someone who then gets hurt, or to rest in a job that punishes rest. An inner manager that is promised the world and then forgotten will have a point.

Afterwards

Jot down whatever you noticed — words, images, memories, surprises, or the fact that nothing came. There's nothing to fix and no right answer. If you'd like, bring your notes to our next session and we'll explore them together. And if you never got around to this before we meet, that's completely fine too.

Good to remember

The inner manager is not trying to run you into the ground. It is almost always still doing a job that once kept chaos, being let down, or no one holding things from landing — waiting for a safer room, and a you who can stay. The goal is not to become less responsible; it is to build a relationship where this part no longer has to hold everything by itself. If this practice leaves you in a dark place, call or text 9-8-8, the Suicide Crisis Helpline, anywhere in Canada (the same number also works in the US). In an emergency, call 911. Kids Help Phone (for young people): call 1-800-668-6868 or text CONNECT to 686868.