MODULE OVERVIEW

Impatience at work: When it's too slow or not your way

Adaptive module | ~20 min

Messages, deliveries, and tools all move faster, and the mind gets used to things responding instantly: when a project stalls, or a colleague doesn't work the way we do, tension rises and cooperation suffers. Impatience is not just a time-management issue: this module separates two very different kinds of impatience, impatience with time and impatience with others, and gives three concrete practices for each.

LEARNING OBJECTIVES

01 Observe your mind as impatience rises, so that how you respond becomes a choice again.

02 Distinguish the two kinds of impatience at work: impatience with time and impatience with the way others do things.

03 Prevent impatience with time by agreeing on the result, negotiating the deadline, and agreeing on how to adjust.

04 Break the reflex to criticize: state expectations without judgment, listen to others, and accept their differences.

WHO IT'S FOR

Colleagues, managers, and project teams who want to keep relationships calm when time is short or methods differ.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Observing the mind – inspired by Eckhart Tolle, The Power of Now (1997)
- Impatience with time and impatience with others – Afthonios method
- Agreeing on the result and the deadline up front – Afthonios method

SOURCES & REFERENCES

- Sarah A. Schnitker – "An examination of patience and well-being," The Journal of Positive Psychology (2012)
- Kate Sweeny – psychology of waiting and uncertainty, University of California, Riverside
- Eckhart Tolle – The Power of Now (1997)
- James Gross (1998) – emotion regulation processes

Module created by Afthonios.com.

Content reviewed on 13 October 2026