

INTERRUPTING INEFFECTIVE PATTERNS WORKSHEET

The strategies of disconnection and characters described in the article “Who Else Do You Bring To Work” by Cecilia Calderón show up while we are in “auto-pilot.” We are not conscious of them, it is an automatic reaction. To begin interrupting these ineffective patterns, we must observe ourselves and pay attention to what is at play. We must understand what triggers their appearance and the specific behaviors.

As you read these descriptions you may have already identified the characters and relational strategy you invite in. The questions on this worksheet are designed to help you begin unpacking these behavior patterns.

Identify your Relational Strategy* / Characters

Who do you become when you feel backed into a corner?

When you get triggered what do you do or say?

How often does it happen?

* based on the work of Linda Hartling

Is anyone a master at triggering this for you?

How does your body signal the character's appearance?

Understand your Behavior and Interrupt the Patterns:

What are the specific situations at work that would prompt you to Move Away, Towards or Against From?

Whom are you most likely to Move Away, Towards or Against From?

What is the impact to you and your team?
