



STEP 2: PUTTING IT ALL TOGETHER ~ IDENTIFY YOUR INTRAPERSONAL ROOTS

Directions: Reflect back on a difficult workplace situation where you didn't react very productively. Use the questions below to explore the possible intrapersonal roots that were restimulated at Step 2 of the Triggering Event Cycle.

1. What **current life issues and dynamics** may have been depleting your protective shield and leaving you more susceptible to feeling deeply triggered? (fatigue, burnout, illness, crises, stressors, relationship or family dynamics, problems at work, recent life transitions, death of a loved one or pet, etc.)



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2. **Cumulative impact** of recent experiences: Does this situation remind you of recent events?



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3. Unresolved unfinished business and old wounds: Does this person remind you of anyone from your past? Does this situation remind you of unhealed traumas?



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4. Fears (check-off all that are related and add any others)

	My personal issues will become the focus of the conversation: all eyes will be on me.
	I will lose credibility and be seen as less competent.
	If I cry and show emotion, people will think less of me....I won't be able to manage the situation.
	The conversation will "get out of control."
	People will get too emotional and I won't have the skills to manage the situation.
	I won't know enough about the issue to engage in conversation.
	If I challenge this issue I will be all alone without any support.
	I won't be able to express myself clearly; I'll be misunderstood.
	People will be disappointed in me.

	If I am too confrontational or angry, then people will judge me, be mad at me, reject me, ostracize me, etc.
	I will be seen as incompetent and "not good enough."
	They will see how prejudiced I really am.
	I'll let people down and disappoint them.
	People won't like me or approve of me.
	Things won't change.
	I will make a mistake and be wrong.
	If I don't handle this well, people could feel uncomfortable...be hurt.
	Things will be worse off than before.

5. Unmet Needs/What I value* (check-off [] all that are related and add any others)

<input type="checkbox"/>	Respect, dignity
<input type="checkbox"/>	Trust
<input type="checkbox"/>	Planning, order
<input type="checkbox"/>	Fairness
<input type="checkbox"/>	Clarity, understanding
<input type="checkbox"/>	Openness, honesty
<input type="checkbox"/>	Direct communication
<input type="checkbox"/>	Respectful disagreement
<input type="checkbox"/>	Recognition, acknowledgement
<input type="checkbox"/>	Appreciation
<input type="checkbox"/>	Competence, effectiveness
<input type="checkbox"/>	Success, to make a difference
<input type="checkbox"/>	Inclusion

<input type="checkbox"/>	To be kept informed and updated
<input type="checkbox"/>	Harmony, peace...
<input type="checkbox"/>	Safety, security
<input type="checkbox"/>	Integrity
<input type="checkbox"/>	Innovation and creativity
<input type="checkbox"/>	Ease and simplicity
<input type="checkbox"/>	Connection
<input type="checkbox"/>	Mutuality, partnering, collaboration
<input type="checkbox"/>	For approval
<input type="checkbox"/>	For acceptance, belonging
<input type="checkbox"/>	Consideration
<input type="checkbox"/>	Dependability, follow-through

6. Ego-driven desires (check-off [] all that are related and add any others)

<input type="checkbox"/>	To assert, regain my power and authority
<input type="checkbox"/>	To have control
<input type="checkbox"/>	To win the argument; prove them wrong
<input type="checkbox"/>	To get my way
<input type="checkbox"/>	To make people change; "fix" them
<input type="checkbox"/>	To make people learn
<input type="checkbox"/>	To be right
<input type="checkbox"/>	To shut them down, put them in their place
<input type="checkbox"/>	To make them feel the pain and hurt I feel
<input type="checkbox"/>	To avoid deep emotions and conflict

<input type="checkbox"/>	To be seen as the expert, smarter than others
<input type="checkbox"/>	To prove I am competent
<input type="checkbox"/>	To gain prestige and status
<input type="checkbox"/>	To be admired; avoid disgrace
<input type="checkbox"/>	To be liked
<input type="checkbox"/>	To fit in
<input type="checkbox"/>	To seen as the "chosen one"
<input type="checkbox"/>	To be perfect
<input type="checkbox"/>	To gain certainty and predictability
<input type="checkbox"/>	To make others engage as I want them to
<input type="checkbox"/>	To make them feel the pain and hurt I feel
<input type="checkbox"/>	For everyone to feel happy

7. Biases, assumptions, expectations, shoulds, and judgments: Which ones may have fueled your reaction?



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Anticipate A Future Difficult Situation

Anticipate a triggering event you might experience in the next couple of weeks. Below, note which of these intrapersonal roots might fuel your triggered reaction in this situation.



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*References:

Gill, R., Leu, L., & Morin, Judi (2009). NVC Toolkit. BookSurge Publishing.

Rosenberg, M. (2005). Nonviolent Communication: A language of life. Encinitas, CA: Puddle Dancer Press.