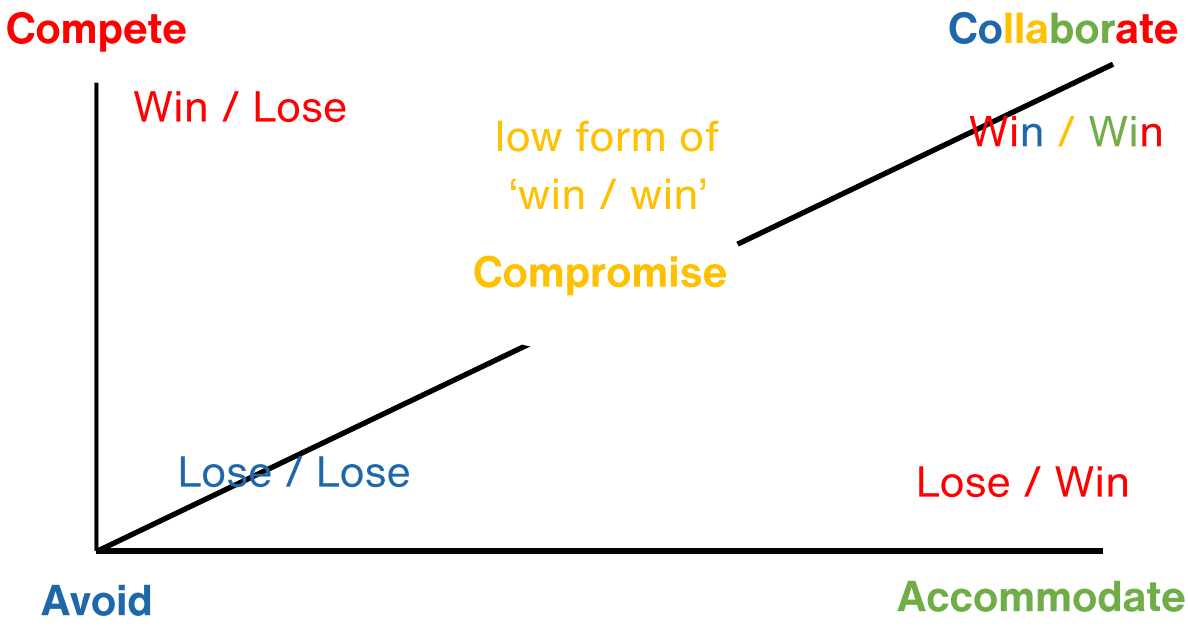
With

Style Under Stress*

Communication is not a challenge on a 'good day' when we're able to stay self-aware and self-controlled. The challenge comes when something throws us off track, when we lose our bearings, and when we default to our 'style under stress.'

How would you describe your ***STYLE UNDER STRESS?***

*Based on Thomas-Kilmann Conflict Mode Instrument (TKI), developed by Kenneth Thomas and Ralph Kilmann in the early 1970s.



Under stress...

- **BLUE PREFERENCE** - may avoid the whole thing, retreating to an 'objective, rational thinking space' where they can (make excuses about) needing to think more to regain perspective - ***no one's needs are met***
- **YELLOW PREFERENCE** - may want to stay in a positive, happy space that glosses over the depth of the challenge / conflict / situation. Although this may keep people in the short term, it fails to get at the real roots of the challenge, unearthing insights for a better outcome - ***no one's deep needs are met***
- **RED PREFERENCE** - may initially move to compete, asserting their own needs, and closing-off to other, valid needs that should also be considered - ***their immediate needs are met***
- **GREEN PREFERENCE** - may preference meeting other people's needs, at the detriment of their own. This may make other people happy initially, but exacerbate suffering in the long term - especially for themselves. ***Other people's needs are met.***

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