



**Doing** 



- Non-anxious, differentiated presence
- Know value & support
- Hold Accountable
- Absorb losses & anxiety



## Directive

- Leading
- Visioning
- Equipping
- Negotiating
- Crucial Conversations
- Constructive Conflict

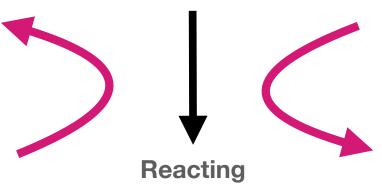
## Being



Responding

## Distance

- Distrustful
- Under-function
- Triangulating
- Anxious
- Fearful
- Insecure
- Lonely



## **Control**

- Gossiping
- Quick to Anger
- Micro-managing
- Illegitimate use of interests
- Destructive conflict.