

## **Session 7: Run Sheet**

### **Group:**

#### **1) Overview of Toxic Behaviour (4 horsemen)**

Use the picture for the 4 toxic behaviours and discuss/explain to your clients a brief overview of what they are and how they typically show up.

- Explore light heartedly who uses which toxins.
- Explore if they toggle between two toxic behaviours depending on the conflict.
- Role-play or get examples of how the toxins show up.
- See if they can identify their triggers.
- Is the trigger an actual Personal Core Value that is being hurt?

#### **2) Conflict**

Discuss how the record player starts and plays it's tune – the fight begins and has its habitual way of playing out.

We have a choice to stop conflict at any point in time. What about being addicted to conflict.

Connect DiSC style to conflict. This is not always how it is, so explore with your clients what is true for them:

- DiSC – D's can be addicted to crisis....
- DiSC – S's tend to always stonewall
- DiSC – C's tend to be critical and blame
- DiSC – i's lean toward defensiveness (their enthusiasm to talk often gets them in hot trouble as they quickly use any word. "That's not what I meant".... is typical of a high "i").

#### **3) Roadblocks to communication**

Explore what their communication style is and what could they do better to build quality relationships.

### **1:1**

#### **1) Toxic Behaviour**

- Deep dive into toxic behaviour.
- What toxic behaviour do they use – which 2 perhaps?
- When they are on the receiving end of toxic behaviour,
  - What is triggered,

- What core Value is being hurt
- What does the trigger evoke or cause them to do?
- What is their coping mechanism?
- What would be a better reaction?

## 2) Conflict:

Explain the “record player”

Discuss: “Do I want to be right or do I want to be in relationship?”

- How do they feel about mitigating conflict?
- What are the warning signs of conflict?
- What are they aware of?
- What else happens or is going on?
- Deep dive into their choices for avoiding conflict.

## 3) Roadblocks to communication

- What could you choose to do to defuse conflict?
- What about designing an alliance for their important relationships
- IAAD: agree to mitigate conflict?
- Skills: suspend judgement, and don't take the bait, be proactive
- Manage their expectations or fears...

## 4) 7 Habits

Which of the 7 habits would best serve your clients, if implemented well? How would they implement? What would the impact be on their future self:

1. Be proactive: rather than reactive
2. Begin with the end in mind
3. First things first
4. Win win – not compromise
5. Seek first to understand, then to be understood
6. Synergise
7. Sharpen the saw

## 5) Homework for your clients – Movies

Prep your clients to watch the movies