

ALLONE HEALTH FAMILY OF EAPS

MANAGING RELATIONSHIP TOGETHERNESS

THE DANCE WE DO TOGETHER

- Established Patterns
- Approach/ Avoidance
- Over-functioners and Under-functioners
- Push each other “hot buttons”
- Boundary issues (emotional, physical, mental)

COMMUNICATION STYLES

- Assertive – respect their own and others’ rights
- Aggressive – respects only their own rights
- Passive – respects rights of others’ first
- Passive – Aggressive – no respect of rights

5 LEVELS OF PASSIVE-AGGRESSIVE BEHAVIOR

- Temporary compliance
- Intentional inefficiency
- Letting a problem escalate
- Hidden but conscious revenge
- Self-depreciation

OUR DEFENSES

- Hit back first reaction to protect ourselves & gain power (shaming, blaming, making fun of, embarrassing, judging, discrediting, putting down, dividing or insisting that we are right)
- Projection, displacement, rationalization and martyrdom
- Stories we tell ourselves

Anger serves a purpose and be a surface emotion – consider what is below the anger - Hurt, Betrayal, Disillusioned, Disrespected, Dissatisfied, Fearful, & Resentment.

HEALTHY APPROACHES FOR ADDRESSING CONFLICT

- Manage expectations
- Practice patience, empathy, and compassion
- Be kind and mindful of how we impact each other
- Don’t assume – not a mind reader
- Give benefit of the doubt before jumping to conclusions
- Let go of “All or Nothing Thinking”
- Practice deep breathing and calming oneself
- Share your story and encourage them to share their perspective (common themes villain and victim)
- If don’t talk it out will act it out
- Create safe space to talk
- Utilize Green, Yellow & Red Stoplight approach or take time out – remove yourself from situation if needed
- Can use scaling technique (on a scale 1-5, how important is this to you?)

- Can press “Pause” but need to return to a conversation at a later time
- Let go of “being right”
- Cut to process switch from content and explore your pattern (consider how each contribute to pattern)
- Stick to current concern and do not pile on past situations
- Stick to content and do not make personal attack
- Use “I” “statement and not “You” statements
- Avoid negative or catastrophic statements
- Avoid words that are extreme like “always” and “never”
- Avoid labels or name calling
- Ask for what you need and use reflective listening
- Apologize sincerely, when appropriate

SERIOUS CONSEQUENCES AND CONTACT INFO

- **Domestic Violence, Child Protective Service and Adult Protective Service** reports have increased
- **National Domestic Violence Hotline** [1-800-799-SAFE \(7233\)](tel:1-800-799-SAFE), 24/7 or go to website for chat feature thehotline.org (confidential, multiple languages and assistance for hearing and sight impaired and assistance for concerned family members)
- **Child Abuse** - www.childhelpline.org - provides help, support and local CPS numbers
- **Elder or Vulnerable Adult Abuse - National Adult Protective Services Association (NAPSA)** provides information and resources including numbers for state reporting -website: www.napsa-now.org

SOURCES AND RESOURCES

- Dance of Anger and Dance of Connection by Harriet Lerner
- The Angry Smile: The New Psychological Study of Passive-Aggressive Behavior at Home, at School, in Marriage & Close Relationships, in the Workplace & Online by Jody E. Long, PhD, Nicholas J Long, PhD, & Signe Whitson, LCW
- Crucial Conversations -Tools for Talking When Stakes are High by Grenny, McMillian, Patterson and Switzler

