



## Harrison Assessment Exercise: “Flips” in Behavior

Being in a stressed mode may cause “flips” in your behavior – your strengths or avoiders will “reverse”.



Those around you will be acutely aware of this, but you may not be able to “see” yourself when you are in this stressed state!

Take a look at your paradox graph. Find a paradox pair that has an **imbalance**. Is it a passive imbalance? Or an aggressive imbalance?

Now, look for the “hurricane” somewhere in that paradox block. This is where your flip behavior may occur when you are very stressed. Take a few moments to reflect and jot down some answers to the questions below. Then take some time to talk with your peer coaching partner about this.

Can you think of a time when this expressed itself? What impact did it have on others around you? On you: physically? emotionally? When were you able to “see” yourself, during or after the expression of your flip behavior?

Now having a knowledge of this, how can you prevent yourself from unproductive flip behavior, or at least learn to recognize it when it is occurring?