



Dance of Anger

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I have spent the last 14 years of my life devoted to the study of Human Behavioral Styles. My studies have focused primarily on the use of a four-quadrant model commonly known as DiSC™. DiSC™ is an acronym for the Dominant, Influencing, Steady or Supportive and Conscientious behavioral styles. Due to my knowledge of DiSC™ I have been able to save several and improve upon every relationship in my world, business and personal. That is how powerful this information is when you know how to apply it to your life.

We each have what is considered a natural behavioral style. That is the one that is most comfortable for us. We have control over it and we can, when we choose to, adjust it or adapt it to a different style when necessary. However, when under pressure, or in fear, we tend to go to the place that is most comfortable for us, our natural style. Let's face it, the higher the fear or tension, the less likely we are to think and behave rationally. We act or react more out of instinct, naturally.

In our natural behavioral styles we all have Major Fears just like we have Outstanding Needs. Let's focus on the Major Fears. Specifically, let's talk about the Dance of Anger. As you read through the following descriptions, see if you can identify your "hot buttons". What causes you to move into the "dance" with your partner, someone you work with, your best friend, or your children? Seek to recognize your fear, and your reaction. Then look to identify their fear and their reaction. Is it possible that what is happening is you are pushing on each others fears which then increases the *Tension Tolerance Level* which creates the reaction that pushes on the fears ... and we are off, start the music, the dance has begun!!!

Each major fear can cause Under Pressure/TTL the following Reactions:

Dominant Style

Major Fear: Being taken advantage of and/or losing control. **Under Pressure: *Primary:*** Become demanding (*thump the table, point the finger etc.*). ***Secondary:*** Tyrant (*Belittle you with facts – "cut to the quick"*).

Influencing Style

Major Fear: Social Rejection and/or being ignored. **Under Pressure: *Primary:*** Over talk (*turn up the volume & speed*). ***Secondary:*** Throw a tantrum (*emotionally explode*).

Steadiness or Supportive Style

Major Fear: Personal Rejection and/or sudden change. **Under Pressure:**

Primary: Appear to comply or go along. *Secondary:* Withdraw emotionally upset (sulk). *Tertiary:* Attack – maybe physically.

Conscientious Style

Major Fear: Criticism of what they do and/or making mistakes. **Under Pressure:** *Primary:* Go silent-with coldness. *Secondary:* Withdraw with dignity. *Tertiary:* Attack – with facts.

Begin to recognize when you or someone you are with is exhibiting Primary signs, and then back off. Reduce the tension before you or they move into secondary, or for the S & C styles, tertiary. Use this information as a guidepost and you will be amazed how the “dance of anger” can shift into a most “harmonious waltz”.

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