YOUR ACR PATTERNS

(Dr. Shelly Gable; also adapted from material by Dr. Karen Reivich)

Make a list of key people in your life (from work, school, home or a blend of all):

Active Constructive
(Joy Multiplier)Active Destructive
(Joy Thief)Passive Constructive
(Faux Listening)Passive Destructive
(Conversation Hijacker)

Where do your key people fall on this chart? <u>Assign percentages</u>.

REFLECTION:

A. What interferes with your ability to respond in an Active Constructive way?

B. What messages do non-Active Constructive responses send to your team? Your family/friends? Your colleagues?

C. What emotions do you associate with each category?

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