

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):

Where do your key people fall on this chart? Assign percentages.

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

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?