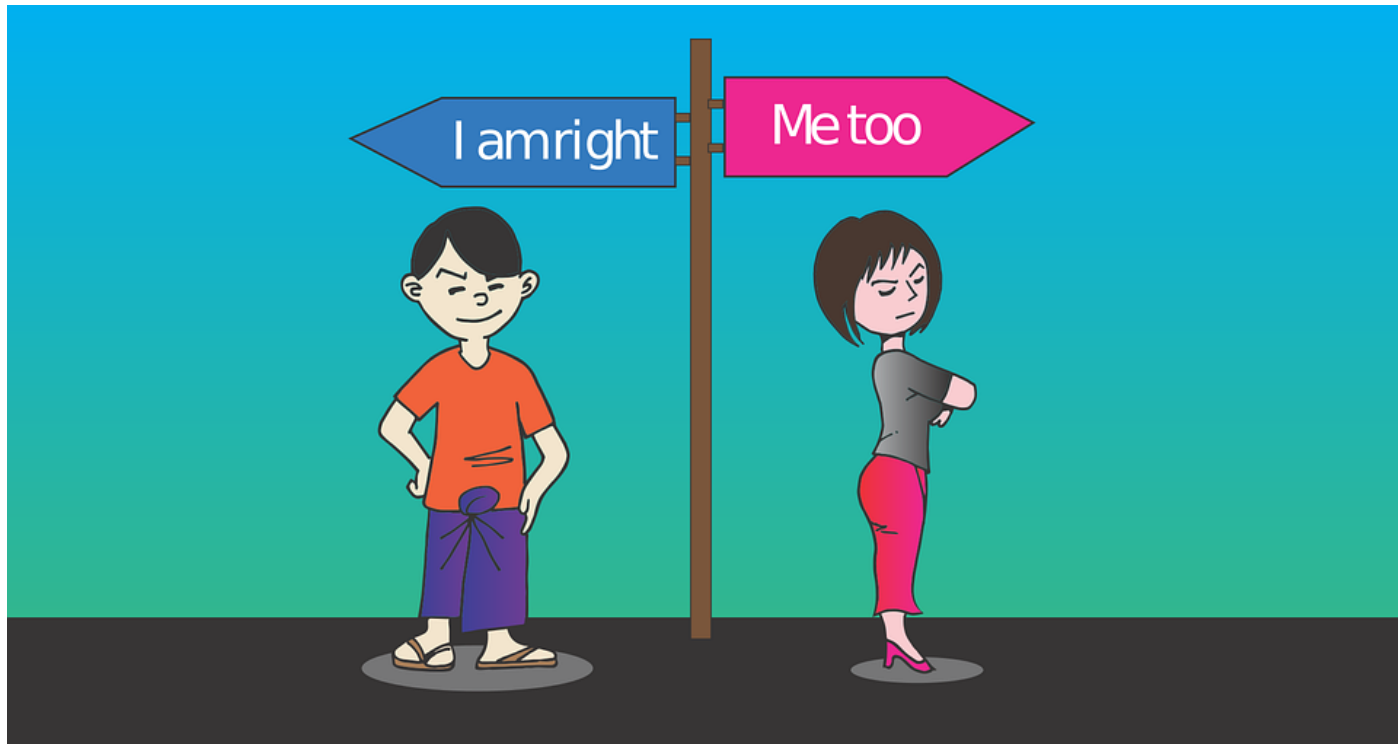


Healing Defensiveness with ThriveTypes[®]



ThriveTypes®

Navigating Differences & Similarities

Which of your ThriveTypes are similar and which are different?

Know Your ThriveTypes® to Lead, Live & Love Powerfully from Your Authenticity

Which ways of being and behaving are natural for you, and how do you believe you should be? What's easy + energizing vs. forced + exhausting? Use this awareness to increase joy, fulfillment, engagement, collaboration, contributions, ease and results.

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Coaching in

Leadership,

Life & Love

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Each trait matures through lessons. Which are yours?

Motivation

Deeply satisfying to achieve; influences all we choose + do

Growth: engages much new

Self-Preservation: engages little

Acceptance: welcomes all

Discernment: refines, critiques

Dominance: imposes intention

Submission: supports a purpose

Relaxation: mellow, easy, cool

Fluid: easily accesses each

Defense

Protective automatic reactions rather than aware, chosen responses

Distant: looks for & does what's expected

Flexible: overuses flexibility, adapts to others and change, often messy or late, wants harmony, avoids conflict, undercommits, fears being inadequate

Structured: overuses structure, plans and organizes, rigid, strict, often tidy and on time, wants clarity, attacks conflict, overcommits, fears being unlovable

Switchable: two growth stages

1) opposes other's Defense, matures and 2) matches other's Defense

Fluid: not defensive but responsive, both Flexible and Structured, does not need or want protection, easily sets goals and changes course, does what most serves

Communication

Order of mind, heart, body

Think Feel Act: details, big picture, does when congruent

Think Act Feel: details, jumps in, discovers if likes afterwards

Feel Think Act: broad big picture, details, then does

Feel Act Think: wants, leaps in, learns; intuitive, impulsive

Act Think Feel: kinesthetic gut response, structured details, discovers if likes afterwards

Act Feel Think: kinesthetic gut response, discovers if wants, learns from experiences after

Fluid: simultaneous, integrated and equal flow of all elements

Pacing

Rhythm, rate or speed

Leisurely: relaxed, mellow, speaks/listens to topic longer, gets exhausted

Mid: moderate, average

Quick: speedy, intense, changes topics, interrupts, gets impatient

Variable: flexible throughout partial range

Fluid: easily flows throughout entire range

Decision-Making

Confused: doubts, halts

Divergent: wants all options, fears wrong choice and wasted activity

Convergent: wants few options, may change course, fears stagnation

Switchable: does opposite to balance others

Variable: flexible throughout partial range

Fluid: easily flows throughout entire range

World View

Orientation, philosophy, framework

Survival: simple, gets basic needs met

Security: figure out and follow the rules

Success: impress peers, climb to top

Connection: deep, intense relationships

Fulfillment: connect to core, honor self

Presence: balance, integrate, heal

Service: non-dualistic contributions

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ThriveTypes®

Navigating Differences in Defenses

Differences in Defenses cause the greatest problems in relationships when an issue arises.

The two opposite Defense patterns are **Structured** and **Flexible**. Some people are **Switchable**, and they typically do the opposite Defense of the other person. Two Switchable people usually take opposite sides.

Defense

Protective automatic reactions rather than aware, chosen responses

Distant: looks for & does what's expected

Flexible: overuses flexibility, adapts to others and change, often messy or late, wants harmony, avoids conflict, undercommits, fears being inadequate

Structured: overuses structure, plans and organizes, rigid, strict, often tidy and on time, wants clarity, attacks conflict, overcommits, fears being unlovable

Switchable: two growth stages

- 1) opposes other's Defense, matures and
- 2) matches other's Defense

Fluid: not defensive but responsive, both Flexible and Structured, does not need or want protection, easily sets goals and changes course, does what most serves



DEFENSES

How We Protect Ourselves
When Stressed

How We Organize
(or Don't Organize)
Ourselves All the Time

How Much We Are
Reactive
vs.
Responsive



DEFENSES

U.S. society has gender stereotypes of strong, clear, competent, and reliable vs. soft, nurturing, adaptable, and caring. Every person, regardless of sex or gender, has an innate capacity to be both Structured (strong) and Flexible (soft). **Our Defense describes the bias or tendency we have when under stress** and also how we tend to behave throughout our life, work and relationships. There are 4 basic reactive Defenses and 1 responsive and responsible, non-defensive, conscious stand. Our Defense is not innate but learned during the first two years of life based on our relationships with our parents and caregivers.

Our Defense impacts how we generally live our lives, and these unbalanced tendencies in us **get exaggerated when we are triggered and stressed**. For example, people who are Structured typically keep their spaces neat and are on time, whereas people who are Flexible tend to be messier and more often late. The way to end defensive behavior is to recognize when it is happening, relieve and soothe our underlying fears, become present to what we lose by being defensive, and take small steps in the direction of the other Defense. This can be done during our everyday experiences (noticing how we tend to plan and organize or tend to avoid planning and prefer spontaneity) as well as when we are particularly reactive. This needs to be done by choice, not from the context of “should” or it becomes a Mask.

Defensive differences often cause the greatest problems in professional and personal relationships; coaching or therapy in this area frequently leads to rapid and significant growth.



DEFENSES

Structured

Structured people overuse and depend upon clarity, avoiding their natural capacity with Flexibility and connection. In subconscious reaction, they protect themselves by focusing on knowing what they want and need and by requesting (or demanding) it. Structured people tend to be organized in space and time. They actually feel scared if things get messy – both physical space and relationships. They are strong and determined. They are hesitant to ask about or adapt to what others want and instead do what they choose. They are more likely to notice a conflict and take action about it, not scared of a fight. They love to plan, execute, and demonstrate how much they can accomplish. If they make an agreement and realize they prefer to change it, they promptly reach out and say what they want instead. They tend to over-commit and then struggle to reach their goals, ultimately under-delivering and blaming themselves despite lots of hard work.



DEFENSES

Flexible

Flexible people overuse and depend upon adaptability, avoiding their natural capacity with Structure. In subconscious reaction, they protect themselves by putting the attention on other people and their needs and wants. Flexible people tend to be spacious, disorganized in their physical environment, and loose with time. They actually feel scared if things are too precise, neat and tidy – physical space and relationships. They are soft and caring, willing to shift what they'll do so it works for others. In a conflict, they are more likely to flee or faint (feel unclear or confused), physically and/or energetically. If you ask their opinion, they may not know their own preference, or they may know it but feel afraid to say it, asking about what you want instead. Sometimes they make agreements, realize they want something else, then avoid creating a new agreement, and just do their own thing hoping it will all work out. If an issue arises, they avoid it, hoping the problem will go away. They tend to avoid setting goals or under-commit, agreeing to do less, and often then over-deliver and impress people by the end.



DEFENSES

Switchable

Switchable goes back and forth from overdoing Structured to overdoing Flexible in subconscious reaction to whatever is happening. Switchable people can flee, faint or fight or even go back to Distant and freeze. When less mature, and this is most common, they tend to switch or flip to the opposite Defense of the people around them. Eventually Switchable people mature to a second stage in which they still automatically or subconsciously react, but now they move towards the other's Defense instead of away. This is a huge step towards decreasing overall defensiveness, because when two people of the same defensive style interact, they avoid conflict or soothe it easily. Switchable people can have any pattern of under- or over-committing and under- or over-delivering based on their defensive expression in each moment. Switchable people can be challenging for others because no one can easily predict what they'll do. People with Switchable Defense also often do the opposite of others in a variety of ways as well (e.g., if another person worries, the Switchable person with them often stays calm and vice versa).



DEFENSES

Fluid

Fluid is a non-defensive stand, simultaneously both soft and strong, embodying and expressing both Flexible and Structured in conscious choice. Fluid people realize that reactive Defenses don't actually offer any protection. They instead flow, knowing that they can honor themselves and others simultaneously. They look for co-creative winwin solutions which tend to calm others' defensiveness. Everyone can grow to become Fluid by getting conscious of their fear signatures (their particular patterns of freeze, flee, faint, and fight) and learning to shift in the moment. Another trick for becoming Fluid is to notice others' defensiveness and attempt to consciously match them.



WHICH IS YOUR DEFENSE?

CHECK ALL THAT APPLY

<input type="checkbox"/>	OPEN	FOCUSSED	<input type="checkbox"/>
<input type="checkbox"/>	SPONTANEOUS	PLANNED	<input type="checkbox"/>
<input type="checkbox"/>	CHAOTIC	ORGANIZED	<input type="checkbox"/>
<input type="checkbox"/>	LATE	ON TIME	<input type="checkbox"/>
<input type="checkbox"/>	HOLD BACK MY OPINIONS	SHARE MY OPINIONS	<input type="checkbox"/>
<input type="checkbox"/>	INDIRECT	DIRECT	<input type="checkbox"/>
<input type="checkbox"/>	GET ALONG	GET IT DONE	<input type="checkbox"/>
<input type="checkbox"/>	ABOUT THE JOURNEY	ABOUT THE DESTINATION	<input type="checkbox"/>
<input type="checkbox"/>	ADAPTABLE	INTENSE	<input type="checkbox"/>
<input type="checkbox"/>	VALUE RELATIONSHIPS OVER RESULTS	VALUE RESULTS OVER RELATIONSHIPS	<input type="checkbox"/>
<input type="checkbox"/>	UNDER-PROMISE, OVER-DELIVER	OVER-PROMISE, STRAIN TO DELIVER	<input type="checkbox"/>
<input type="checkbox"/>	DISCOVER SOLUTIONS ON THE WAY	FORSEE PROBLEMS AHEAD	<input type="checkbox"/>
<input type="checkbox"/>	AVOID CONFLICT	DIRECTLY ADDRESS CONFLICT	<input type="checkbox"/>
<input type="checkbox"/>	COMPLAIN TO OTHERS (SHAME)	BLAME THE PERSON	<input type="checkbox"/>



DEFENSES

SWITCHABLE

FLEXIBLE

STRUCTURED

OPEN

FOCUSED

SPONTANEOUS

PLANNED

CHAOTIC

ORGANIZED

LATE

ON TIME

HOLD BACK MY OPINIONS

SHARE MY OPINIONS

INDIRECT

DIRECT

GET ALONG

GET IT DONE

ABOUT THE JOURNEY

ABOUT THE DESTINATION

ADAPTABLE

INTENSE

VALUE RELATIONSHIPS OVER RESULTS

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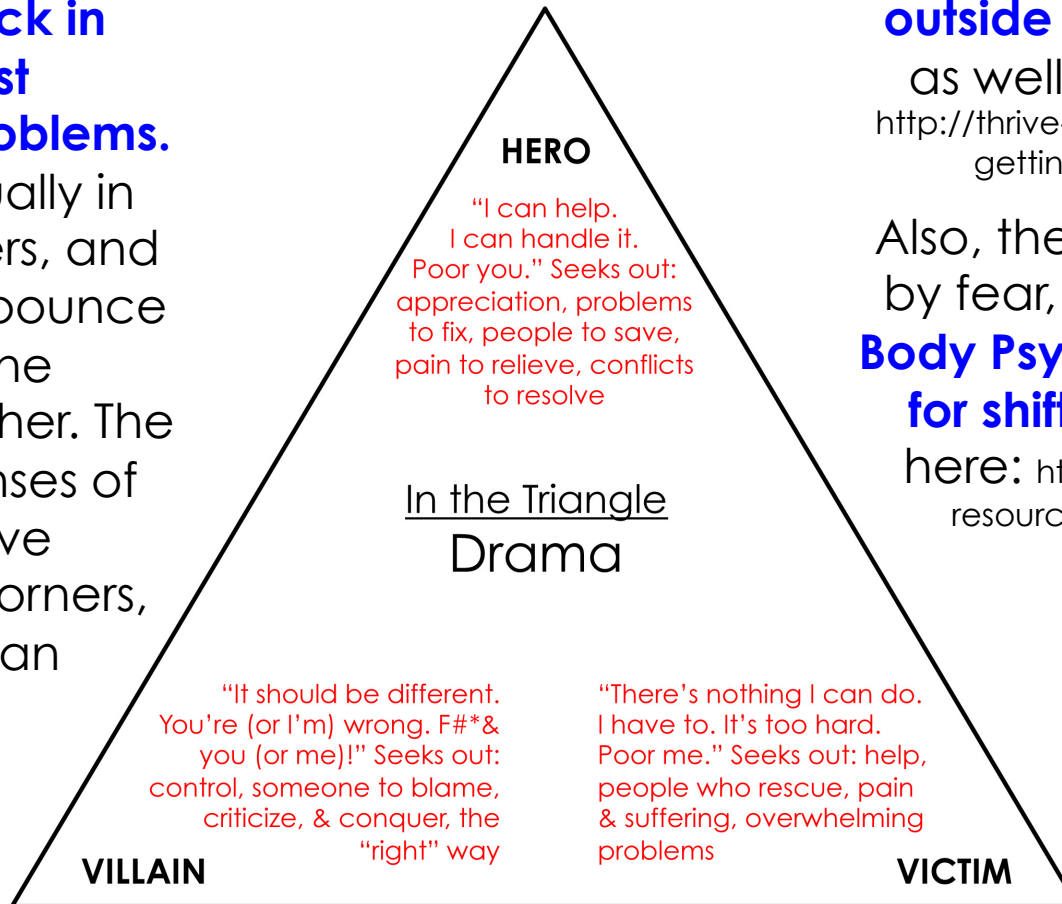


THE DRAMA TRIANGLE

A Related Model from Body Psychology

These are three roles people get stuck in that cause most relationship problems.

People are usually in different corners, and a person can bounce around from one corner to another. The different Defenses of ThriveTypes have their favorite corners, but a person can be in any of them.



There are three roles outside of the Triangle

as well. See those at:
[http://thrive-wise.com/resources/
getting-out-of-the-triangle/](http://thrive-wise.com/resources/getting-out-of-the-triangle/)

Also, the Triangle is run
by fear, and there are
**Body Psychology tricks
for shifting out of fear**

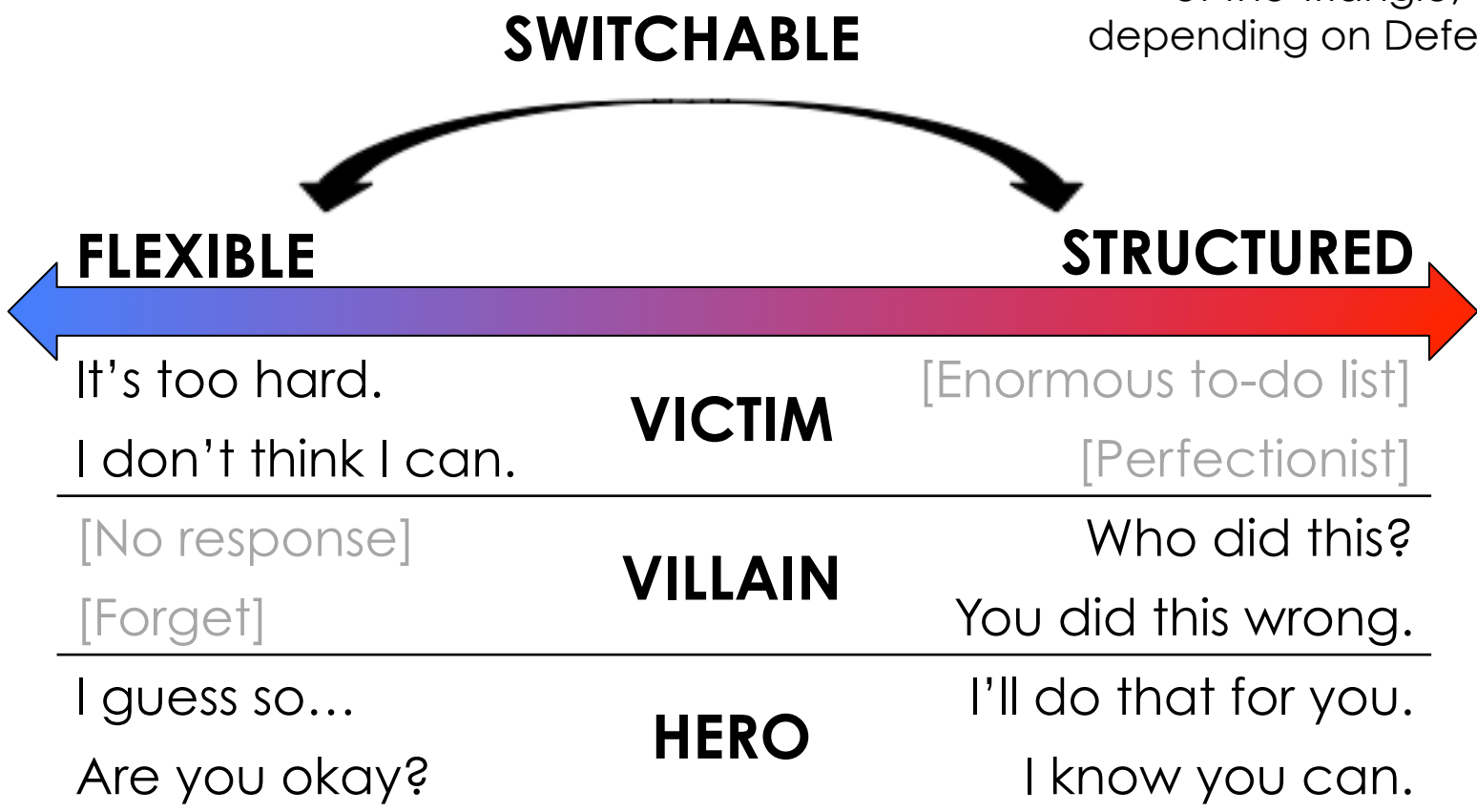
here: [http://thrive-wise.com/
resources/4-fears-and-body-
antidotes/](http://thrive-wise.com/resources/4-fears-and-body-antidotes/)

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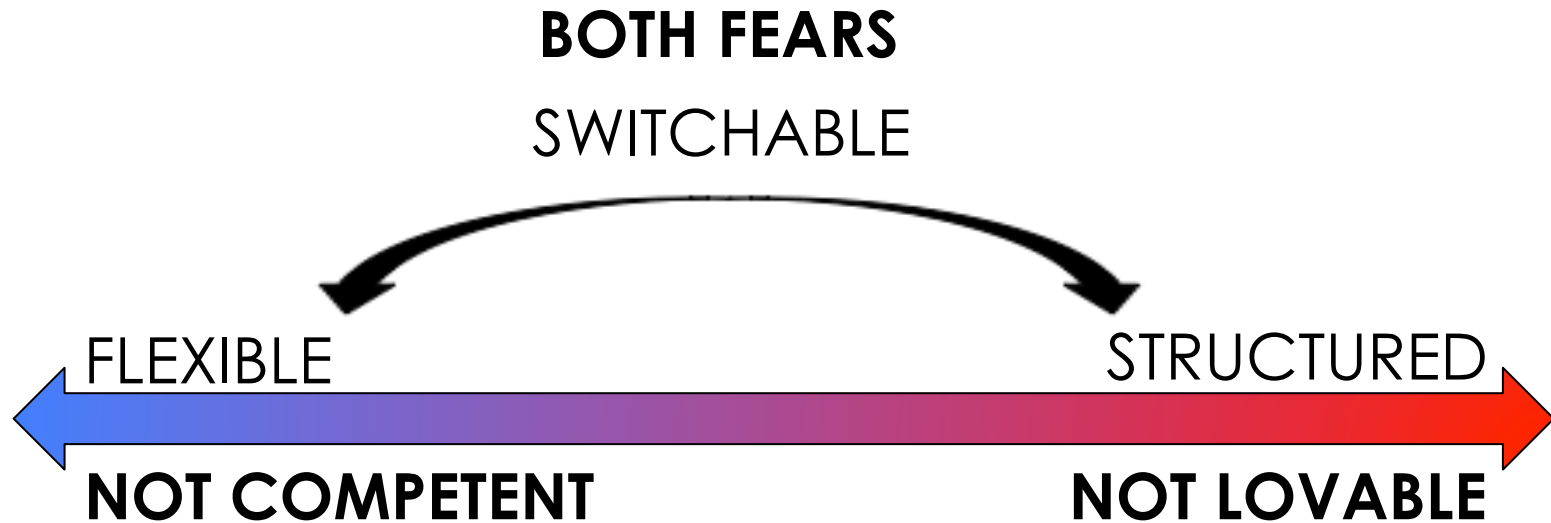
DEFENSES & THE TRIANGLE

Common thoughts and behaviors in each corner of the Triangle, depending on Defense



DEFENSIVE FEARS

There are core fears underlying each Defense. People who are Switchable have both fears. When Defensiveness happens, our fears have triggered. When someone does the opposite Defense with us, we experience the “trauma” all over again.



LOOSENING DEFENSES

We have an opportunity to ease our fears and tell ourselves we are loveable and competent. This is how we become Fluid.

REACTIVE

SWITCHABLE

FLEXIBLE

STRUCTURED

RESPONSIVE

GET **FLUID** ACROSS THE ENTIRE RANGE



TIPS FOR DECREASING DEFENSIVENESS

Get Less **FLEXIBLE**
Add **STRUCTURE**

Get Less **STRUCTURED**
Add **Flexibility**



Thoughts
Feelings
Actions

Straighten & organize your body

Open your collar, loosen clothes

Neaten the space around you

Make a small mess, disorganize

Stare directly at something

Soften your gaze

Make fists, push feet into the floor

Breathe deeply, wiggle, sway arms

Say, "I am capable"

Say, "People like me"

Open to feeling angry, frustrated

Acknowledge you feel scared, sad

Imagine wanting, going to get it, joy

Recall your tenderness, receptivity

Appreciate your independence

Appreciate your connectedness

Imagine something serious

Imagine something silly

Envision yourself being on time

Envision yourself being late

Recall what you are good at

Recall what you can't do

Notice what you have

Notice what you're missing

Wonder what could be bigger, more

Wonder what could be smaller, less



MORE TIPS FOR DECREASING DEFENSIVENESS

Determine your and your partner's Defenses

Recognize the patterns of Defenses when they happen

Realize that your partner's Defense shows up when he/she feels scared, and practice remembering not to take it personally

Say and really embody affirmations about being LOVABLE and/or being CAPABLE and COMPETENT

Discover how you play in the Triangle and learn to step Beyond the Triangle: <http://thrive-wise.com/resources/getting-out-of-the-triangle/>

Learn the Fear Antidotes and use them, particularly when your Defenses appear: <http://thrive-wise.com/resources/4-fears-and-body-antidotes/>

Love yourself for having a Defense when it arises;
it protected you long ago.



ThriveTypes®

Navigating Differences & Similarities

[Get an Intuitive Eye Reading](#) to learn your ThriveTypes.

Focus on and enjoy your similarities together.
(such as Talents you have in common)

When Talents are different, get met in those by others in your life.

When Defenses are different, if each of you grow and mature, you can navigate challenges and discover common ground. This will both prevent and solve problems in the moment.

Get support with ThriveTypes and Body Psychology Coaching.

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