

These behaviors may start as frustrations or annoyances; when they become an obstacle to getting things done is when they become a stressor.

<i>Style</i>	<i>Anxieties</i>	<i>Needs to ...</i>
1	Not in control	Defend position
	Taken advantage of	Exert control
	Non-decisive people	
1.5	Non-decisive people	Uphold position
	Taken advantage of	Add more energy
	Loss of influence	
2	Serious conversations	Dismiss tension
	Loss of influence	Return focus to self
	Not being paid attention to	
2.5	Serious disagreements	Lighten the mood
	Task-oriented activities	Add the 'human' element
	Loss of social connectedness	
3	Conflict and aggression	Save the team
	Loss of stability	Get everyone in agreement
	No closure	
3.5	Change without notice	Return the focus to the task
	Unclear processes	Filter through information
	'Winging it'	
4	Unverified facts	Emphasize logic
	Criticism of work	Verify processes
	Illogical processes	
4.5	Adding too many people to the process	Focus away from human element
	Talking about emotions or feelings	Assert deadlines and processes
	Not recognizing achievements or efforts	