

# The Protection Cycle

Map what happened before trying to change it.

## RRT NEGATIVE / PROTECTION RELATIONAL CYCLE

**SITUATION** Choose one specific leadership interaction under pressure.

### 1 NOTICE THE TRIGGER

What tone, silence, feedback, deadline, decision, or missed cue activated you?

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### 2 INSTANT STORY

What did you immediately tell yourself it meant about you, the other person, or the team?

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### 3 EMOTIONAL REACTION

What emotion and body response followed? What felt threatened?

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### 4 PROTECTIVE MOVE

How did you protect yourself - control, defend, withdraw, appease, fix, or shut down?

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### 5 SHORT-TERM RELIEF

What became easier for a moment? What happened between you and the other person?

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### 6 REINFORCED STORY

What belief did the interaction seem to confirm? How might it prime the next encounter?

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Loop: the reinforced story makes the next trigger easier to read through the same lens.

# The Secure Connection Cycle

Use the same situation to rehearse a different relational rhythm.

## RRT SECURE RELATIONAL / CONNECTION CYCLE

**SITUATION** Choose one specific leadership interaction under pressure.

1

### NOTICE THE CUE

What shift could you notice in your body, tone, or the interaction before reacting?

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### CHECK THE STORY

What am I telling myself this means? What else might be true?

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### REGULATE THE EMOTION

What pause, breath, grounding, or brief time-out would help you settle?

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### STAY PRESENT AND SHARE

How could you remain engaged and honestly name what is happening for you?

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### REPAIR TOGETHER

What impact can you own? What do you need to hear or clarify together?

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### RE-ENGAGE AND CONNECT

What next action would help you return to the conversation with care and clarity?

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Loop: each return to connection creates a new experience to draw on next time.

# From interaction to culture

See how a repeated relational cycle can shape the wider leadership system.

## ONE MOMENT, FOUR RELATIONAL DOMAINS

### WITHIN ME

What story, emotion, and response took shape in me?

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### BETWEEN US

What did my response evoke in the other person, and what happened next?

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### AMONG US

If this repeats, what interaction pattern could the team learn?

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### AROUND US

What expectation could become normal in the wider culture?

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## HOW A CYCLE SCALES

INTERACTIONS



CYCLES



PATTERNS



NORMS



CULTURE

What cycle do I want to interrupt or strengthen?

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One connection move I will practice in the next interaction:

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